SINGLE PARENT REDESIGN

Designing YOUR NEW Work Life PART2

HOW TO MOVE FORWARD WHEN YOUR CURRENT WORK CIRCUMSTANCES AREN'T ALIGNED WITH WHO YOU ARE.

BASED ON THE WORK OF STANFORD'S BILL BURNETT AND DAVE EVANS

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WE STUDIED VARIOUS ASPECTS OF OUR WORK LIFE LAST SESSION. LET'S DO A QUICK RECAP TO SEE WHERE WE ARE.

The premise of this work is to use design principles to redesign our work life so that we can transform the job we have into the one we've always wanted.



"GOOD ENOUGH FOR NOW" REFRAME.

We learned how the "are we there yet?" mindset makes it very easy to feel unhappy in life. If we reframe the problem to "wherever you are in your career is good enough - for now", you're restructuring your point of view to start focusing on what's working and what isn't. You see the situation more clearly and can start addressing the gap between where you are and where you want to be.

THE MIXER BOARD

Like a producer in a music studio, you control the variables of your life and career. We imagined a mixer board with 3 dials - money, impact and creative expression.

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Your job is to study the ratio of these 3 elements in your current job and then find the mix that's right for you. If you aren't satisfied with where the dials are in your work right now - what steps can you take you adjust your mix?

If you want to lift the expression dial, could you get involved with web design at your office or revamp the logo? Or, what about painting on your days off?

PROBLEM FINDING IS JUST AS IMPORTANT AS PROBLEM SOLVING

We learned the importance of solving the right problem. If a problem is framed in a way that's insurmountable, there's nothing to fix.

The goal is to create a minimum actionable problem. We do this by stripping the drama out of a problem remember... "my boss is a jerk" vs "my boss is bad at feedback."

My defining the MAP, it's easier to come up with solutions using the phrase "how might I...?"

MOTIVATION IN LIFE IS INTRINSIC, NOT EXTRINSIC

Let's look deeper into why you're not engaged at work. Let's look at motivation. We looked at our career A-R-C.

Autonomy - whatever we're doing, we want freedom to control what we do, how we do it, when and with who. How do we grow autonomy? We over-deliver.

Relatedness - this has to do with the connections we make. Seek opportunities to connect.

Competence - We enjoy the parts of our job that we're good at. How can we reframe elements we don't like so that they become opportunities to boost our competence.?

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So where are we going today?



Identifying how you can increase both **authority** and **influence** at work.



Don't quit your job until you've **tried to redesign it.** (Reenlist, Remodel, or Relaunch)



Quitting well can set you up for success later on. How to talk to your boss and rev up the network.



Freelancing? How to design a leap into **self-employment**.



How to thrive in periods of rapid **disruption**; when things will **never be the same again**.





UNDERSTANDING OI WORK POWER OI STRUCTURES

When you believe that you have no understanding of how things work at your job, that it's all politics - you have no chance of becoming a decision maker.

We have to start understanding **HOW** and **WHAT IS REQUIRED** at work to make a decision.

What's required? It's called authority.



Is that all there is to it? I need to be an authoritarian to make the world go around?

NOT REALLY. THERE'S SOMETHING ELSE GOING ON.

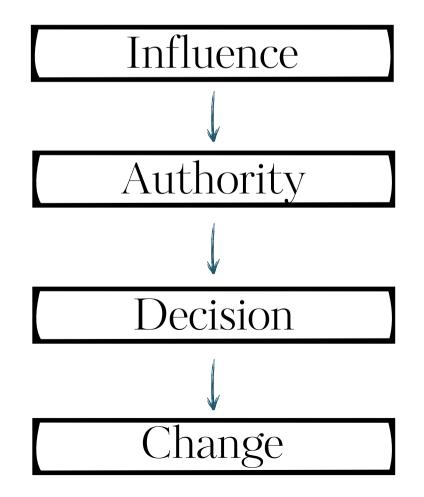
and that's the wielding of influence.

INFLUENCE ACTS ON THE AUTHORITARIANS.

You want to provide value by having influence on decisions that result in change.

The goal isn't to make a lot of noise. That's annoying.

We want to understand where it comes from and how it operates.



There are 4 kinds of People in an organization

IA - INFLUENCIAL AUTHORITARIANS NIA - NON-INFLUENCIAL AUTHORITARIANS INA - INFLUENCIAL NON-AUTHORITARIANS NINA - NON-INFLUENCIAL NON-AUTHORITARIANS



NINA

Not particularly powerful in the organization, but nothing wrong with this. Most people are here. They are valuable and important but don't make the decisions. Think clerk, teacher, doctors in a hospital etc.

ΝΙΑ

People who are high up, but not influential. They may have big budgets but not involved in strategy. They may have gotten a promotion ages ago, but have been left behind. They aren't critical players.

ΙΝΑ

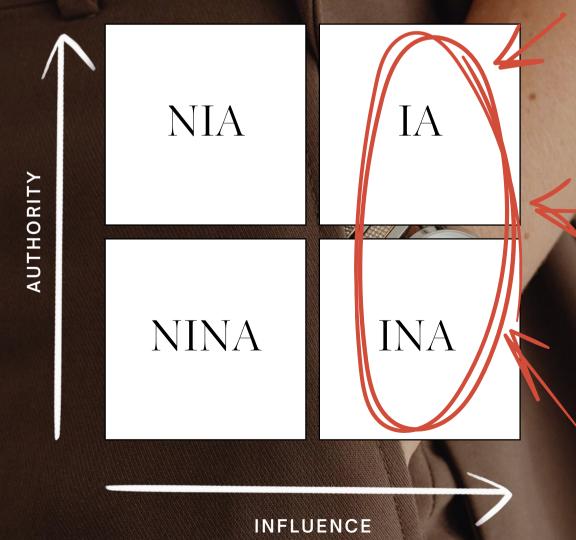
These are people who are listened to. The really forward-thinking teacher who the principal listens to, the waiter who helps consults on the menu with the chef etc.

ΙΑ

These people have important things to say and get listened to - the power players. This is the CEO, a head coach, the minister of finance etc.

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SO HOW do you increase your INFLUENCE and have greater POWER?

You become strategically aligned with the business and those with influence by becoming valuable to people who have the power.

It's all about VALUE.

This is a wonderful way to get influence because it comes from a legitimate place. If you are one of these people at work, you have goals, you have a strategy and are trying to get something done.

Your decisions about about creating success for your company, your partners, colleagues, customers and other stakeholders.

INFLUENCE = VALUE + RECOGNITION

Simply, to toe more successful, loe useful and do great work.

This is how an organization is structured

In the power zone are the INFLUENCERS. At the bottom are the influential non-authoritarians, and at the top are the influential authoritarians. Moving up outside of the power zone is how you become a NIA.

As you make more valuable contributions, you move into the power zone. As you make less, you move out.

a align with.	
These are the people you need to align with.	
hese	
AUTHORITY (up)	
INFLUENCE (in)	



REDESIGN BEFORE 02 YOU RESIGN.

Redesigning your work isn't easy. But, it's easier than starting from scratch. If you've worked at your company for any length of time, you've likely developed an internal support system.

The good thing is that you know the problems. Other workplaces have issues too, so redesigning a situation might be a better option than exposing yourself to the risk of changing employers.

Before you quit, make sure you have maximized all of your options. The better job you're looking for may be right beside you.

CAVEAT - THE TOXIC WORKPLACE

If you're being harassed or abused quit as fast as you can.

If this is your case, you definitely want to quit, but quit WELL.

Once you've decided to switch, why not try to land an internally available job first? You're not an outsider, and it's inherently less risky. This assumes you've actually done a good job at your previous position. If you haven't, to probably need to pause until you've addressed that issue.

You need to start out as a valued employee internally if you want to change roles within the company.

Don't transfer problems, fix them.

Reframe and Reenlist

The reframe is the easiest option. You keep the job, but just love it a whole lot more. You make some changes, have a better relationship with work and you reenlist.

This often happens because change accumulates inside and outside the organization over the years.

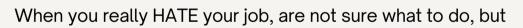
This is all about making the best out of a difficult situation. It may not work. Reframing and reenlisting may look like this:

- ACCEPT A NEW REALITY
- IDENTIFY YOUR "WHY"
- REFRAME YOUR RELATIONSHIP TO THE JOB
- REENLIST AND LIVE INTO IT
- LOOK FOR BENEFITS AND SOURCES OF SATISFACTION, MAKING IT... "GOOD ENOUGH FOR NOW"



Give your job an overhaul and get a new lease on life by making either a 1) COSMETIC CHANGE or a 2) STRUCTURAL CHANGE.

Cosmetic changes are usually solutions to feeling uninspired. Ask yourself "what am I doing that I could be doing more of?" You add something, create a side project, take initiative etc.



know things have to change.

- FIGURE OUT YOUR STRENGTHS
- REMODEL YOUR JOB DESCRIPTION AND DESIGN A ROLE BETTER SUITED TO YOUR STRENGTHS
- CREATE A PROPOSAL FOR YOUR BOSS AND ASK FOR A TRIAL PERIOD
- EXPLAIN THE BENEFITS TO THE BUSINESS
- SHOW EMPATHY FOR YOUR MANAGERS

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Wategy #3 and #4 Relocate of Reinvent

They're essentially 2 versions of the same theme - searching for a new job inside the organization. This could be a new area, not an extension of the existing job.
Relocating is a sideways move without much training and reinventing involves training - making a serious investment in preparing for a different role.

Reinventing is tough, but much easier to do in a company that knows you as opposed to taking a whole new track somewhere else.

They start out the same - with boredom. Notice other jobs that seem interesting and find out more.

- GET CURIOUS
- TALK TO PEOPLE
- TRY STUFF
- TELL YOUR STORY

SHOULD I go back to SCHOOL?

This is a really tough question and you need to consider it carefully.

If you decide to reinvent, going back to school is often necessary.

Remember, this is a big project that will cost you both time and money. This can be an exciting time, but make sure it's not just you ignoring why you're unhappy in the first place. School is ONLY the solution if you have identified the right problem to solve.

There's a good chance it will work out, but the last thing you want to do is go back to school and realize the degree didn't do anything.

what is grad school for?

- expertise
- network
- pivot (new identity)
- a badge (decide if it's necessary)

Know how you're valuing each of these components and then decide whether it's worth the investment.





IT'S NATURAL TO OUTGROW A JOB. LOOK AT ONE OF THE PREVIOUS 4 STRATEGIES FIRST BEFORE QUITTING

If these strategies don't work:

It may be time to move on.

The process is the same. Get curious, talk to people, try stuff and tell your story. Now it just requires a little bit more active networking.

TRY THIS

Pick one of the strategies and write a short story that describes a successful redesign of your job.

- reframe and reenlist
- remodel
- relocate
- reinvent



HOW TO QUIT WELL

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When you make the decision to quit, it's best to quit well.

There are 2 typical types of quitters:

- The bridge burners
- The 2 week lame duck

The bridge burners are the ones to who make a big scene and tell their bosses where to go. The lame ducks, on the other hand, decide to quit, set a date, then deliver the resignation memo 2 weeks before.

I'M GOING TO RECOMMEND A BETTER WAY

The Generative Quitter

THINK OF QUITTING AS AN OPPORTUNITY, NOT A NEGATIVE

Quitting is a turning point between finishing something and starting something new. Think of this like creating a final chapter to you old job.

PREREQUISITES

- 1. Try Redesign First
- 2. Ask the Boss
- 3. Choose Quitting
- 4. Find a New Job First

STEPS:

- 1. Leave the Campsite Better Thank You Found It.
- 2. Rev Up Your Network
- 3. Set Up Your Replacement to Win
- 4.Exit Well

TRY REDESIGN

efore you quil!

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Consider the advantages of changing jobs where you are. If you're still unhappy, try one last thing...

Prerequisites

ASK THE BOSS

What am I doing wrong?" Then, just listen with empathy for your boss. Who knows what you'll learn.

CHOOSE QUITTING

You choose quitting, don't let it choose you. It's not something that "happened to you". What you choose to do in life is what gives you meaning and purpose.

FIND A NEW JOB FIRST

Employers respond more often to employed people
than unemployed people. There is a misconception
you're unemployed because you're a bad employee.
Also, being unemployed is expensive.

Steps:

01

how to quil

LEAVE THE CAMPSITE BETTER THAN YOU FOUND IT

This honours your employer's trust in you and helps your colleagues succeed. More importantly, you left knowing you did the right thing.

REV UP YOUR NETWORK

You should do everything you can to expand and preserve your network both inside and outside of work before you leave.

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SET UP YOUR REPLACEMENT TO WIN

This involves cleaning up any messes and documenting the insights, procedures and contacts necessary to do your job well. The next time you quit, write a Quick Reference Manual.

EXIT WELL

You are in control of your quitting story. Don't dwell on the negatives, don't focus on the past and resist any temptation to "even the score." Emphasize the positives. Give yourself a script, and stick to it.



THE NEXT ADVENTURE

Don't think you're starting from scratch. Moving on is about taking what you know about yourself and your career and using that to launch your search.

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Here is where we're really going to focus on your STORY (remember from the previous presentation?) The best way to go into this search is to get curious and talk to people.

Having conversations rooted in sincere curiosity, with professionals in your area of interest is the way you get a great job.

The standard job market model is Broken

The standard job market model looks something like this: finish school, submit 164 job applications to every post you see online, then wait. No interviews, no offers, no follow-ups.

52% of al employers respond to less than half of the candidates. The hit rate for this is less than 5%. It is likely, that a human is not reading your cover letter. A talent management software is scanning your resume for key words. Yup, that's what's happening.

The jobs on the internet (if they sound good) get thousands of applicants, especially if you're talking about a company like Apple or Google. There's no need for them to even look at the resumes that are late to the game.

CRACKING THE

HIDDEN JOB MARKET

This is why its important to stay Curious about other people's story

Only about 20% of jobs even hit the public, and these are the good ones, the creative ones and the ones worth competing for.

So how to we crack it? Get to know the people on the inside. This is why it's suggested you mine the inside of your job first. To the outside, you're pretty much unknown.

When you're a sincere and curious person NOT looking for a job, you become an INSIDER by becoming part of thejob CONVERSATION.



When you're out there talking to people and being curious about interesting things these people are doing, you are not a job seeker (yet), which makes you very easy to talk to. It's MISSION CRITICAL that you are not after the job, you're after the STORY.

Getting the story is what gets the offer.

More often than not, they start the conversation about thinking of working at their company. If they don't, ask questions like "The more I learn about your company, the more fascinating it gets. I'm wondering, what kind of steps would be involved in exploring how someone like me might become part of your organization?"

AND THAT'S IT. DEFINITELY DON'T SAY "WOW, THIS PLACE IS GREAT. DO YOU HAVE ANY OPENINGS?" **THATS WAY WAY WAAAAYYY TOO FAST**. THE "WHAT WOULD BE INVOLVED" CONVERSATION INVITES POSSIBILITIES TO OTHER OPPORTUNITIES NOT IMMEDIATLEY AVAILABLE. IMAGINE A SCENARIO WHERE

You're at an interview and they ask you about your level of comfort with regards to relationship building. You look around, and see that you've had "coffee" with 4 of the 5 people. You'll nail it.

Get Really Good at Telling Your Story

Make a list of all the incredible skills and assets you've gained over your life and work life. Don't just look for the good ones, list the challenges, relationships, peak experiences - really anything! These are the questions you ask the other person, and are interested in hearing their response.

Practice rehearsing your own story.

Enjoy yourself and make sure you don't ask for a jobo!





- BE NIMBLE
- GET FLEXIBLE
- AND GET READY TO ADAPT

SOUNDS A LOT LIKE SINGLE MOTHERHOOD NO?

the best way to predict the future is to invent it

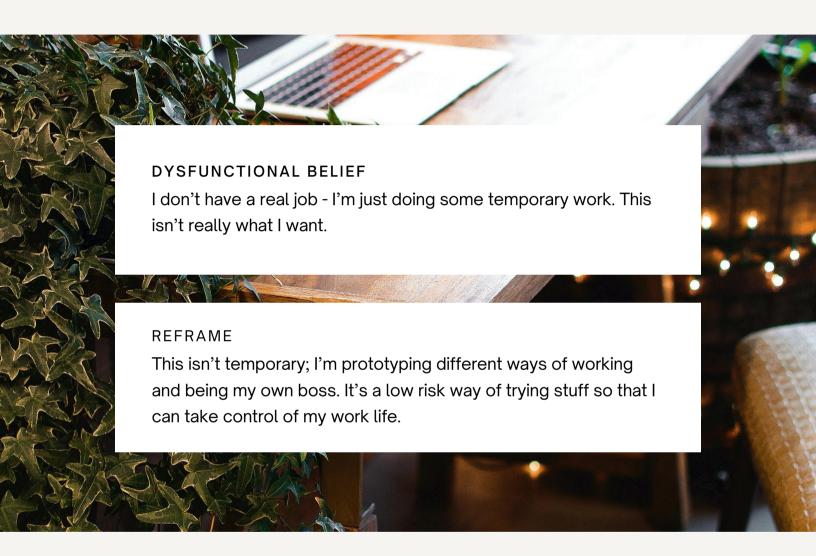
I'M READY TO BECOME MY OWN BOSS

WHERE DO I START?

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Consider a "consulting gig", "side hustle" or "part time gig" as PROTOTYPING FOR MONEY. The goal is to build a meaningful life, project by project.

LET'S START PROTOTYPING



Is the economy changing? YES Are jobs being outsourced? YES Are full time positions becoming part time? YES

Can we stop this? NO -> this is a gravity problem. you are not a victim of the new economy.

singlemombydesign.ca

THIS IS GREAT NEWS!

It's never been so easy to work outside of the constraints of 9-5, to work from home, to switch jobs frequently or have a portfolio of jobs.

Remember the FIXED Mindset and GROWTH mindset?

WITH A GROWTH MINDSET, YOU REALIZE THERE ARE MORE POSSIBILITIES THAN YOU THOUGHT.

Start thinking like an entrepreneur who's in charge of your work and your life. With this outlook, you will find more meaningful and interesting work - and get to spend more time doing what you love with the people you love.

PROTOTYPE THE CHANGE YOU'RE LOOKING FOR. ASK "WHAT DOES IT FEEL LIKE TO BE A CONSULTANT?"

- Start with curiosity about your skills, about what you might enjoy doing (find something "consultable"
- Talk to other consultants and ask them for their stories. Ask how they list their services, find clients, how they feel about it, the pros and cons (you get the idea)
- Narrow down your list. Write a consulting story that includes your offer. Ask friends if they understand your offer.
- Set yourself up on digital platforms where clients are and where you can start quickly (upwork for example
- Make your first project something you're good at and try to get some good reviews. (Nail the first one!) You're building a reputation.

THE PURPOSE OF THAT EXERCISE WAS TO ANSWER THE QUESTION

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hoh Can

how didit go?

WHAT DOES *it feel like* TO BE A *consultant?*

what did The was the

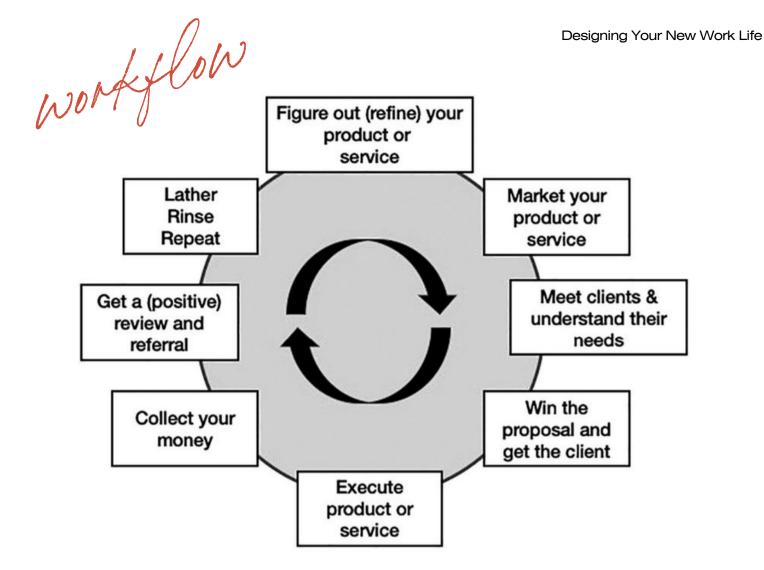
you've got some good reviews NOW LET'S MOVE TO THE NEXT STEP

Let's make a simple business plan!

 $\left(1\right)$

- What am I good at and what does the world need? "Is there a sweet spot between the two I can address?"
- 2 What makes the way you do things special? Are you faster? More reliable" More creative? Stand out.
- 3 Set up a workflow that is repeatable, scalable and measurable to know that you're getting better.
- 4 Get good at sales and marketing. You can't get around it. Optimize your workflow for efficiency.
- Once you're rolling, see what parts of your work you can hire out to people who charge less than you.
 Outsourcing lets to multiply your hours and make more money.





THIS CYCLE IS THE SAME FOR EVERY CONSULTING JOB. NOTICE, YOU NEED TO WEAR MANY HATS.

- 1) Provide a service
- 2) Charge for your service and do an outstanding job
- 3) Get good reviews
- 4) New client referral

The better you are at differentiating, the better you will do. How do you charge the highest price for your time? All about the way you tell your story. Accept that telling your story, marketing, is part of being a successful boss.

With a few projects under your belt, let's refine your story. Keep it simple and powerful.

Build a facebook or LinkedIn page or better yet - a website.

Buy some targeted ads that describe your service to specific audiences. See how many visitors you get and how many give you their contact. Follow up on all inquiries. This can be frustrating. Don't get discouraged. Most consulting jobs take a lot of sales work.

Keep prototyping. Do A/B testing to see what is working and what isn't. The goal is to keep increasing your prices as you progress. After a few months of this, reflect on how it's going and whether or not you even like it.



THE MOST IMPORTANT PART IS THAT

You MUST be EXTRAORDINARY

Data indicates that the average self-employed worker makes less than they would if they had a full time job.

The TRUTH

EXTRAORDINARY PEOPLE MAKE EXTRAORDINARY MONEY

Said differently, extraordinary offers earn extraordinary clients. When you go above and beyond for the client you serve, you make more money, get more referrals and opportunities start appearing (magically right?)

MAKE YOUR SERVICES DELIGHTFUL

When you make them feel better than anyone else does, you'll have more clients than you can handle which means you charge more.

The Customer Journey Map

THIS DESCRIBES THE EXPERIENCE OF FINDING YOUR SERVICE (OR PRODUCT) AND MAPS OUT THE CUSTOMER'S JOURNEY OVER TIME.

this is when we can pinpoint areas of friction

ACTIVITIES - list what happens that occur before, during and after your service.

EMOTIONS - charts the emotional rollercoaster of the client (empathy row; working through it with them)

MAGIC MOMENTS - moments of delight you've designed into your customer's experience.

Client	Before	During	After
Activities			
Emotions			
Magic Moments			

Delighting Your Clients is a Fun Thing

AS YOU GET BETTER AND BETTER AT UNDERSTANDING YOUR CLIENTS, NEW NEEDS WILL EMERGE THAT WILL LEAD TO A NEW PRODUCT OR SERVICE OFFERING.



WHAT MCKINSEY IS SAYING?

They noted there will be more work for people who apply a creative mindset to their work.

Capabilities such as creativity and sensing emotions are core to the human experience and...difficult to automate. [Our] study suggests that there is the...potential to generate a greater amount of meaningful work. This could occur as automation replaces more routine or repetitive tasks, allowing employees to focus more on tasks that utilize creativity and emotion. Financial advisors, for example, might spend less time analyzing clients' financial situations, and more time understanding their needs and explaining creative options. Interior designers could spend less time taking measurements, developing illustrations, and ordering materials, and more time developing innovative design concepts based on clients' desires.

We are now moving into the age of the creative economy!



NAVIGATING TIMES OF DISRUPTION

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COVID rocked the world. Single motherhood rocked ours. Now add to that - inflation, the ease of child support evasion, having to work multiple jobs, a health crisis etc.

What all of this makes clear is that having a plan and sticking to it DOESN'T WORK. That's why we must focus on ourselves to get through these huge moments in life that cause us to question our own existence.

so many of us are lost and hurting. The hardest part is that we know its never going to toe the same again -that's disruption.



What is DISRUPTION?

SUDDENLY REALIZING YOU HAVE NO WAY TO SUPPORT YOUR CHILD AFTER BEING A STAY AT HOME MOM AND HAVING TO FIND A WAY TO PAY \$100,000 LEGAL FEES AND NO CHILD SUPPORT COMING IN.

This is the natural place to go in times of crisis

The Waiting Room

In periods of disruption the first step is to realize where we are - a place called THE WAITING ROOM.

Consider COVID 19:

"I want this to be over so that I can get back to life!"

What about single parenthood?

- When will life get back to normal?
- I want this to just be over
- As long as I'm my myself, I'l never get out of debt
- Maybe I'll pursue my dreams one day, but now's not the time

Sometimes its appropriate to stay here, but during a disruption, it's catastrophic.

what happens here? ABSOLUTELY NOTHING

NO REASSESING NO CHANGES NO ADJUSTING OF PLANS

NO QUESTIONING OF DYSFUNCTIONAL BELIEFS

THE DEFINITION OF DISRUPTION IS A CHANGE AFTER WHICH THINGS WILL NEVER BE THE SAME AGAIN.

AFTER DISRUPTION, THERE IS NO GOING BACK The world isn't on hold, it's gone. We need to go to the new world. We want to go from the old world to the new world as painlessly as possible.

IT'S NOT A 2 STEP PROCESS, IT'S 3 STEPS We want to focus our attention on the space in between the 2 worlds - the gap between the old and the new world.



The question we need to focus on, and get RIGHT is... WHEREARE WE?

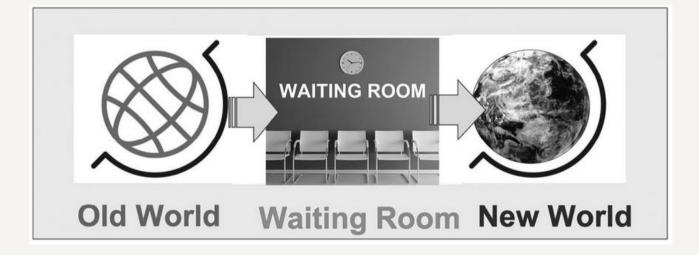
The main tenet of designing is HUMAN centred design. It's about using a human approach to design things that humans can use effectively.

The reality is that we are MADE for CHANGE. We've been doing it since the beginning of time. DISTRUPTION isn't new.



WE ALWAYS START WITH WHERE WE ARE

The natural human place to start is the waiting room. That's where HERE feels like, first.



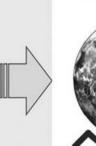
Æs where we begin, bout definitely not where we stay.

THE FIRST STEP TO GETTING OUT OF THE WAITING ROOM IS











Old World Acceptance Zone New World

THIS IS WHERE WE DESIGN OUR SAFE LANDING IN THE NEW WORLD

It doesn't actually matter what happened - your ex left, your house burned down, COVID19...

tts the first stop

This is the first stop on your way to your future life.

CHANGE IS HARD

No one wants to wander in acceptance zone, it's not fun. It's confusing and it hurts. But we can't skip this step, so we won't.

We must achnowledge that:

() WE'RE IN A DISRUPTION

O2 it tossed us into the waiting room

03 we don't need to be stuck here

SO WHAT KIND OF ACCEPTANCE DO WE NEED?

THE 3 TYPES OF ACCEPTANCE



OPPRESSIVE ACCEPTANCE

Oh no my world is ending! I'm screwed! Why me? Look, we don't know how things are going to work, so there's no use on being overwhelmed by it. By thinking you're incapacitated, we get stuck.



SUPPRESSIVE ACCEPTANCE

Well, looks like a storm is brewing... no worries. I've got this. You just have to toughen up! Here, you're understating the problem if you're blindly swooping in trying to be the hero. Failed heroes become confused and angry.



GENERATIVE ACCEPTANCE

What a big change! I wonder how this is going to affect us? I don't know what's happening, but it's time to observe and adapt. This mindset moves towards curiosity.

Remember...

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-) Enter this zone with acceptance
- Cross through it by staying engaged through **active curiosity**.

keeping engaged and moving is what the acceptance zone calls for

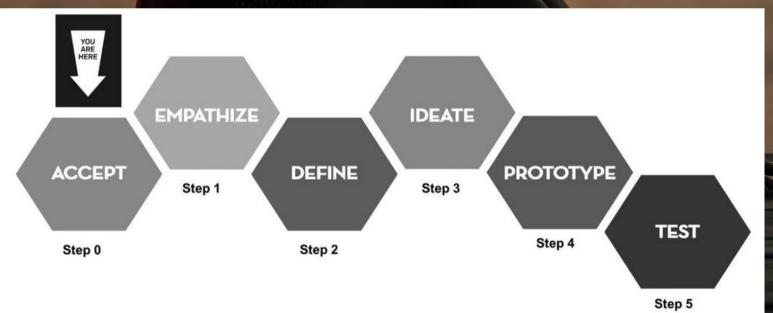


WHERE GREIF MEETS GROWTH

Part of the process is ACCEPTING GRIEF.

THE STANDARD FOR UNDERSTANDING GRIEF IS A 5 STAGE PROCESS THAT ENDS WITH ACCEPTANCE.

WHEN WE WANT TO DESIGN OUR WAY FORWARD, WE START (STEP 0) WITH ACCEPTANCE. YOU CAN'T SOLVE A PROBLEM YOU'RE NOT WILLING TO ACCEPT YOU HAVE.



where grief ends, de sign begins

DAVID KESSLER, UPDATED ELIZABETH KÜBLER-ROSS'S COLLABORATOR UPDATED THEIR WORK TO INCLUDE A 6TH STAGE...

FINDING MEANING

ACCEPTANCE IS NECESSARY BUT NOT SUFFICIENT. People move on much better when they make meaning from their loss.

That meaning making inspires the path forward - integrating what they've learned about themselves through those losses. This is what is known as POST TRAUMATIC GROWTH.

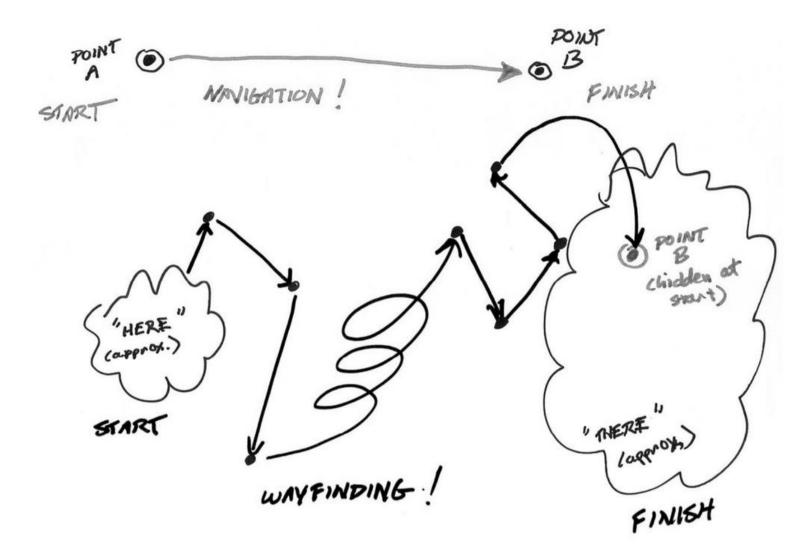


NAVIGATION IS WHAT YOU DO WHEN YOU KNOW WHERE YOU'RE GOING AND WHERE YOU'RE STARTING FROM.

If you're in the acceptance zone and turn on your GPS, you'll find there's no signal. There's no shortcut. You had to quit your job to stay home with the kids, there's no best route. You need to experiment.

WAYFINDING is the only thing you can do. It's about having a best guess, then venturing forward, then stopping to see from a new vantage point. WAYFINDING is what you do when you're trying to do something no one's ever done before.

> SOLUTIONS JUST AREN'T AVAILABLE



TAKE IT ONE STEP AT A TIME

You know something new at the end of every step. In times of disruption, the straight line is not the most efficient. The insights learned along the way are critical to making forward progress. The straight line path is a fallacy.

Don't even try to navigate a journey like this. Imagine thinking you could "solve" for single parenthood problems in 1 jump. It just isn't going to happen. If you try to take 1 huge leap, it's easy to find yourself off course.

MAKE YOUR MANTRA "SET THE BAR LOW AND CLEAR IT"

The key is taking small, deliberate steps in the direction of what we are solving for. It's not about getting it done over night.

In times of high stress, we need to prioritize our efforts. Pick the problems carefully, then respond.

STEP 1 - THE ART OF REFRAMING

STEP 2 - THE MINIMUM ACTIONABLE PROBLEM

STEP 3 - THE BEST DOABLE OPTION

The Daily Experience Redesign

What exactly is making us unhappy? Is is that we don't know where work ends and home begins? Can we design our days to break this up? Perhaps schedule a wind down activity after work?

What about the kids? We don't necessarily have the same privileges when it comes to designing our lives. We manage everything down to the minute. Remember the "set the bar low" technique, make the goal to deal with only the major life stuff and learn to let things go while designing as much kid and social time as you can

Even with very limited resources, the feeling of having the ability to make a choice to ration your resources makes all the difference.

MAKING GOOD CHOICES UNDER DIFFICULT CONSTRAINTS IS THE DEFINITION OF CONTROL.

WHAT'S HAPPENING IN THE ACCEPTANCE ZONE?

The Big Shifts Post Pandemic

TRUST

Post pandemic, we all want more trust and flexibility designing our days. After a disruption, people demand it.

ACCOUNTIBILTY MODEL

We need to make our work more visible, deadlines are clear and that we schedule time more efficiently.

DESIGNING BETTER DELIVERABLES

Learning how to communicate is even more important. Fix that grammar and learn the art of crafting a great email.

DEATH BY POWERPOINT

A presentation should always be a performance. Upgrading your business presentation skills will pay off.

RELENTLESS REMODELLING

Look around your current job, notice the changes and get curious. You will be ready to engage in new beginnings.

in times of disruption

IT'S EVEN MORE IMPORTANT TO

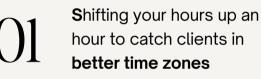
TALK TO PEOPLE TRY STUFF TELL YOUR STORY REMIND YOURSELF YOU'RE NOT POWERLESS

redesigning reminds you that you have

personal agency

Let's come up with some examples

Relentless remodeling is energizing and generative



on your phone

Change your calendar app

05

Incorporate more **healthy habits** into your routine.

06

Design a new project to collaborate with your collegues on.

Try a meditation app to spend 10 minutes a day getting centered,

Curate different art prints and experiment with differnet backdrops.

 \mathbf{N}

Take 20 min every day to

learn a **new skill**

How can you **personalize** your workspace?

Remember the 4 redesign strategies?

$\left(1\right)$	Reframe and reenlist	
2	Remodel	Ċ
3	Relocate	
4	Reinvent	

the easiest

cosmetic v structural

a sideways nove total overhaul



The reframing is the easiest option. You keep the job, but just love it a whole lot more. You make some changes, have a better relationship with work and you reenlist

This often happens because change accumulates inside and outside the organization over the years.

This is all about making the best out of a difficult situation. It may not work. Reframing and reenlisting may look like this:

- ACCEPT A NEW REALITY IDENTIFY YOUR "WHY" REFRAME YOUR RELATIONSHIP TO THE JOB REENLIST AND LIVE INTO IT LOOK FOR BENFEITS AND SOURCES OF SATISFACTION, MAKING IT... "GOOD ENOUGH FOR NOW"

Strategy #2

Remodel

Gliving your job an overhaul and get a new lease on life by making

either a 1) COSMETIC CHANGE or a 2) STRUCTURAL CHANGE

Cosmetic changes are usually solutions to feeling uninspired. Ask

yourself "what am I doing that I could be doing more of?" You add

something, create a side project, take initiative etc.

When you really HATE your job, not sure what to do, but

REMODEL YOUR JOB STRENGTHS
 REMODEL YOUR JOB DESCRIPTION AND DESIGN A
 ROLE BETTER SUITED TO YOUR STRENGTHS
 CREATE A PROPOSAL FOR YOUR BOSS AND ASK
 FOR A TRIAL PERIOD

know things have to change.

• EXPLAIN THE BENEFITS TO THE BUSINESS • SHOW EMPATHY FOR YOUR MANAGERS

FIGURE OUT YOUR STRENGTHS

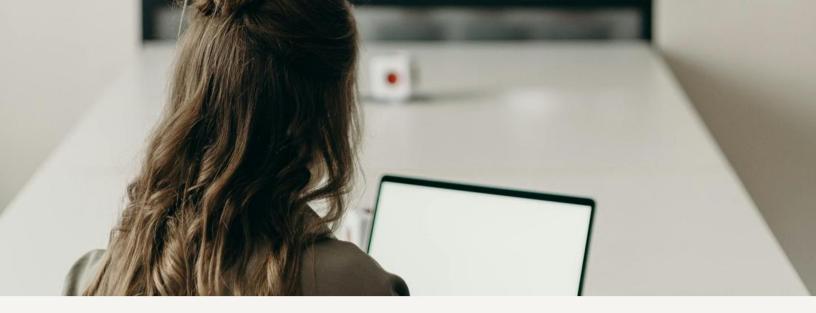


s of the same t organization. This could be a new area, not an extension of the existing job. Relocate is a sideways move without much training and reinvent involves training - making a serious investment in preparing for a different role.

Reinventing is tough, but much easier to do in a company that knows you as opposed to taking a whole new track somewhere else.

> They start out the same - with boredom. Notice other job that seem interesting and find out more.

> > GET CURIOUS
> > TALK TO PEOPLE
> > TRY STUFF
> > TELL YOUR STORY



LET'S TALK ABOUT REINVENTION

- Normally, when people are reinventing, it's done in the same industry.
- When you're trying to jump industries, you need to take a look at your skill set and everything you've accomplished
- Write it down and craft a new STORY based on these accomplishments
- Get someone to listen

THE GOAL OF GETTING A JOB IN A NEW SECTOR (WHERE YOU DON'T KNOW ANYONE) IS OUT OF REACH. YOU MUST SET THE BAR LOWER.

GOAL #1 - FIND A COUPLE INTERESTING SECTORS TO SHIFT INTO

- Actively network, speak to everyone you know in those fields
- Just get curious (remember the curiosity conversations?)
- Ask every contact for other contacts
- The power question "Thank's so much for your time. I have 1 last question. If you were me, what would you do next?"

remember, you're not tooking for a job, yet.

Then, for your next round of getting curious, ask more about their stories, and tell yours.

Once you know more about their stories, you're in a better position to craft yours in a way that presents how you can contribute to their vision.

It's the same process - get curious, talk to people, try stuff and tell your story - but you're doing it twice.

Now for the second round...

GOAL #2 - CRACK INTO THE SECTOR AND USE IT TO GET A NEW JOB

You've become well informed because you've been having lots of conversations Tell a more focused story that combines your skills with everything you've learned from the people you've been talking to



Let's do a final recap of part 2:

- $\left(1\right)$
- We discussed power at work, and how to influence change. You want to provide value and be recognized.
- 2 Redesigning is easier than resigning because you **know the people and know the problems.**
- 3 We learned the strategies for redesign -Reframe/Reenlist, Remodel, Relocate, Reinvent.
- 4 Quitting well. It's one of the most important decisions you'll make. Be a **generative quitter**.
- 5 How to **start your new adventure**. Take what you know and what you've done, and make a plan.
 - The hidden job market is where you want to be. Get to know the people on the inside. **Become curious.**
 - What if we want to start our own business? Prototype different ways and **try stuff!** Create a **workflow**.



6

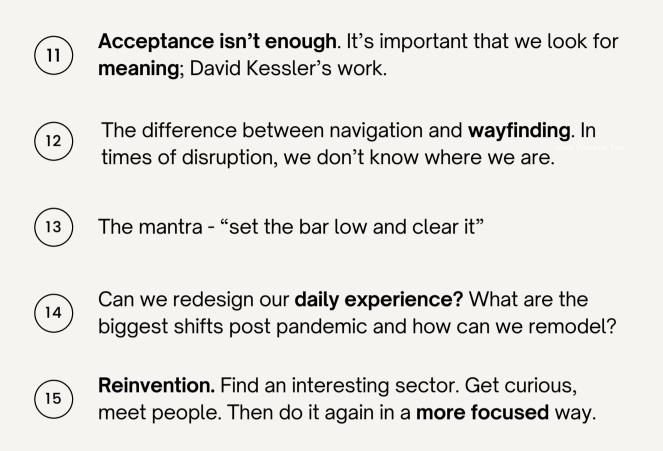
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Be extraordinary. This has never been more important than it is now. Delight your customers.



Disruption design - what to do when things are not going back to the way they were. **"The Acceptance Zone"**

continued....





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