

Mid-Career Transitioning To A New Career Or Sector

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Leadership
Capital Group
Leading by example

Push Past The Fear – American Institute of Economic Research

- On average, more than 1.5 million career seekers ages 40-65 make a career change per annum
- 82% were successful in this group seeking a career change
- 90% of those who switched were successful
- 72% felt like they were a new person while 65% felt less stress
- 68% felt that it did not take an unreasonably long to find a new career
- 59% felt they were following their passion
- 49% of c-level executives seeking a career change were nervous
- **To overcome, talk with contacts who pursued similar change to their career**



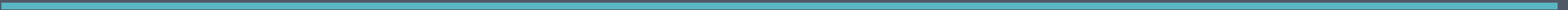
Don't Wait For The Perfect Moment

- Build a support system ahead of time
 - Be prepared to tighten the belt and lean on a working spouse
 - 30% of career changers took a pay-cut which was not permanent
 - 50% reported an increase in compensation once shift was made over time
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Take Your Time To Evaluate But Once Committed Make the Change Quickly

- 11months/ successful career changers vs. 22 months for those who felt they were unsuccessful
- Dissatisfied career changers are more likely to seek formal career training

• Success	VS. Unsuccessful	
• 34%	41%	Professional Certificates
• 23%	41%	Short-term Training – Hard skills
• 23%	32%	Short-term Training – Soft skills





Most Skills You Have At Your Side

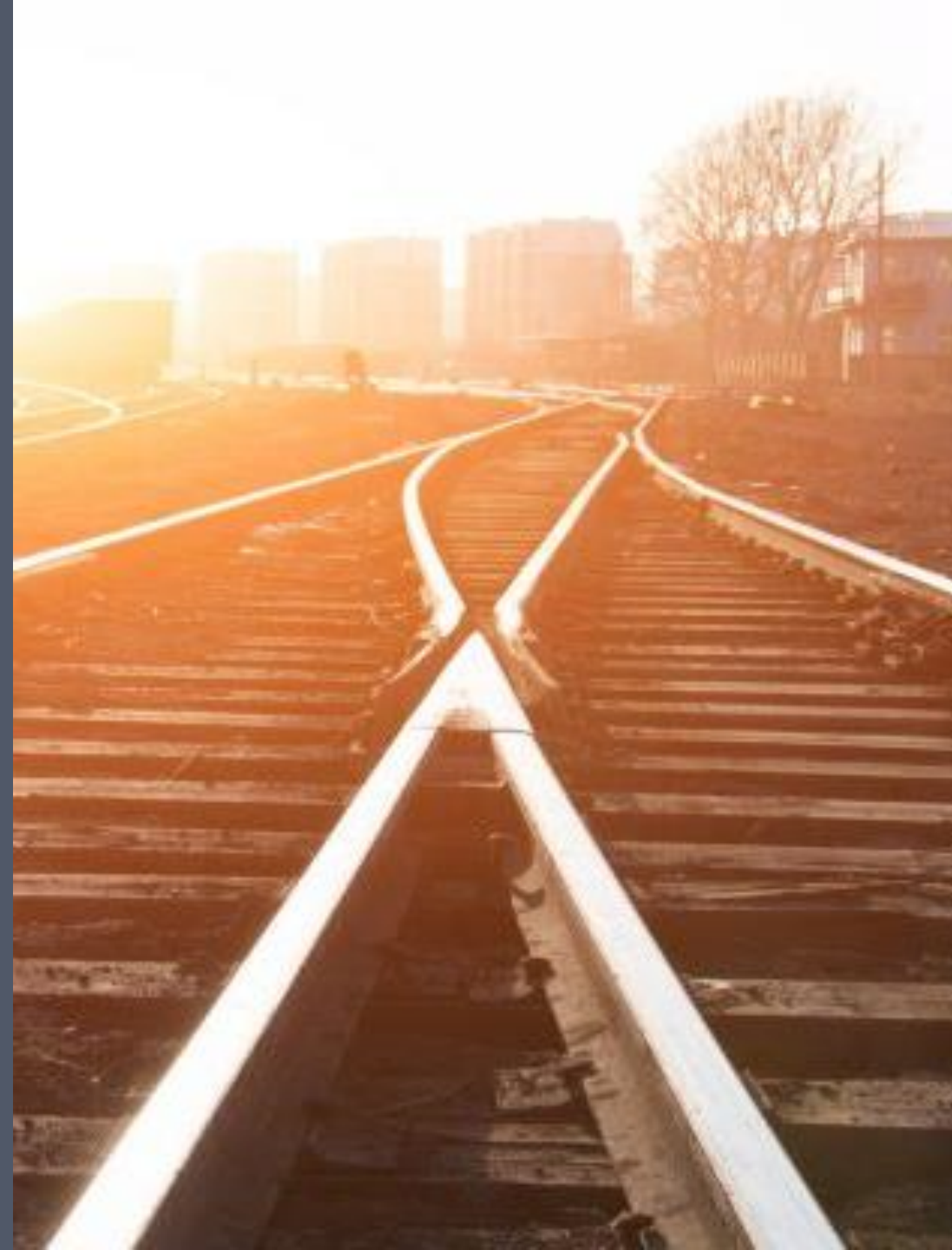
- Successful used 7 skills vs. unsuccessful used only 2 skills
- These are the top 5:
 - Problem Solving
 - Interpersonal and Public Communication
 - Decision Making Ability
 - Thought Leadership
 - Technology Comprehension

Avoid Conventional Wisdom

- Network vs. Career Sites/Fairs, Linked-In
 - Leverage your reputation
 - Don't be rash
 - Promote your strengths
 - Get up to speed on industry or professional trends
 - Focus on passion
 - Involve family
 - Alternative Career Examples: Real Estate, Teaching, Social Media, Writing, Recruiting, Consulting
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Transition Plan

- New Job in same field
- New careers in different industry using similar skills
- Total pivot
- Update your resume and be consistent
- Seek a counselor or mentor
- Informational Interviews
- Prepare, prepare, prepare



A Plan You Might Want To Consider – Reaching Out To A Mentor Or Coach?

- Conducting an in-depth evaluation of your potential and shaping your skills, accomplishments, ambition and knowledge according to a ‘real-world’ career search strategy – geographic, vertical, functional conditions
 - Develop competent marketing materials including a customized professional résumé, biography, and positioning on appropriate social media channels – and be consistent
 - Boost your self-presentation effort for every interview you conduct
 - Guiding you through the process of negotiating a new deal
 - Helping you with additional executive onboarding counseling to ensure success in your new role and beyond
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Myths & Going Forward

Myths

- Qualifications will guarantee an interview
- Potential Targeted companies need to know everything about and everything you've done
- Network... don't need favors
- Right person for the job so age doesn't matter

Next Steps

- Avoid jack of all trades
- Repackage your experience
- Rethink how to build your network
- Challenge yourself throughout your transition