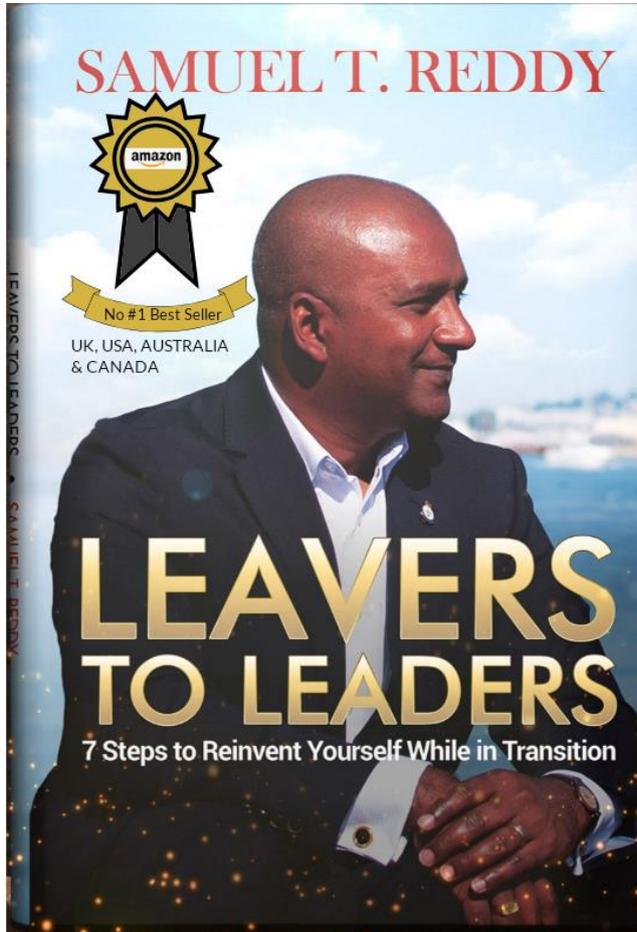

Samuel T. Reddy

7 Career Transition Mistakes



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Why this, why now?



My name is Samuel T. Reddy, I am an author, entrepreneur and CEO of TriAtis Leadership. TriAtis Leadership develop career leaders who stand out, become relevant & highly valued by making meaningful impacts to organisations. Our aim is to support leaders at each stage of their life with an ecosystem focusing on creativity and lifelong learning, which is essential for a career with continuous disruptions that allows them to become relevant at work, rigorous in the workplace and responsive in the workforce.

As a learning and development organisation, we operate in the UK & in the Sub Saharan Africa with offices in Southampton & Mauritius. Our accelerator programme is based on the Leaders Operating System™ led by a team of academics, thought leaders & industry experts.

It's time to simplify and develop career leaders to pick up the right techniques and become proactive rather than reactive, adapt and further hone her or his approach as work, workforce and workplace evolve.

The Leaders Operating System™ is a seven steps methodology for anyone to stand out and become a leader in their field from the

bestselling book 'Leavers To Leaders' which is now available in 17 countries.

Myself, my whole life has been about striving in uncomfortable zones and unfamiliar territory. As a sugar cane boy, born in Mauritius, I have successfully engaged & transitioned across government, military, business and the 3rd sector to become an award-winning entrepreneur and bestselling author.

I believe environment dictates performance and you gain more Experience by Exposing yourself to new Environments.

I am also the founder of TriExForces, an award-winning company with a team of highly effective former military & blue light personnel who are deployed globally to develop teams & impact organisations.

I regularly speak on:

- ▶ The Leaders Operating System™
- ▶ The 3LOS™ of Leadership.
- ▶ Leavers To Leaders

Over the last 20 years of transition, I've often heard, "I can't have the career I want because I don't have the right experience."

I felt the same way when I began my career transition journey at the age of 22. It started broad, with wanting to better educate myself, or to own a business. Although these careers seemed vastly different, they all appealed to me.

Then I realised / was the main obstacle getting in the way of me pursuing my dream job.

My first step was to stop focusing on what I "should" do and chasing other people's definitions of success. That approach gave me the energy to explore what I really wanted and how to take my background and translate it into a job I was excited to get up for every morning. With clarity and less resistance on my part, I was

able to more easily see the next steps I needed to take for my ideal career.

A transition takes place when you realise you are living a life of potential with no purpose, only then will you start to question the work you do, the impact you are having and the lives you are changing. It all starts with you.

According to my LinkedIn's connections, 76% of my network move to a new job / career as an employee while still being at a company after 12 months there. After two years, there is a 59% more likelihood, and after three years, 48% have a new career.

True career transition starts with figuring out what you are suited for and growing in that area. 87% of people hate their job, at the same time they hope they don't get fired. That's what you called mixed emotions.

Einstein said, 'if you judge fish by its ability to climb a tree, it will believe it is stupid.'

However, during my career transition from the military to an award-winning entrepreneur author and beyond, I encountered countless challenges and made a numerous number of mistakes. One of the many beneficial aspects from the path that I chose is that I now know the most common mistakes as well as the action points to prevent them.

Throughout the rest of this article, I have pinpointed the mistakes and the action points based on working with various career leaders in transition.

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**LEAVERS
TO LEADERS**

Mistake #1

Fear of career transition



Solution:

There is no such thing as a job with or without a future. A job is neither a good or bad job. It is what we do with a job that makes it a good or bad. Jobs don't have a future, people do. A job is a condition of circumstances.

Career transition can be scary and I remember thinking very hard about leaving the Military in 2006 and then I read this article from the New York times 'When it comes to careers, change is a constant'. As humans, we've wired for a desire for firm answers and a fear towards uncertainty. But nowadays the modern psychological science starts to suggest that uncertainty improves your decisions, promotes empathy, and boosts creativity. In his book "Nonsense: The Power of Not Knowing" explains how a good dose of

uncertainty can be helpful for our life. I certainly live a life full of uncertainties and story that many people are inspired by. So we all have to face fear, the fear of having to find a place to live, fear of looking for a new job in a new industry, (civvy) street. Fear of the unknown. Fear of change. Now I think of it, all those fears were in my head and I was caged by them. I still feel the same fear each time I venture into a new business or take a new investment. But I learnt to face the fear and do it anyway.

You see human being's transition all the time, but notice that there are milestones and certain transitions that need more support than the other. Transitioning from a teenager to an adult is a big transition that becomes intense at certain milestones. In a career ladder too, the milestones of moving from an individual contributor to a first-time manager can be viewed with the same intensity. That's why transition to something is easier than transitioning to something else. Transitioning to something else i.e. military to civilian requires thought planning, especially if you have bills to pay and food to put on the table.

'Fear can stop you to apply yourself, get out of your comfortable zone and be your very best'.

ACTION STEPS:

1. Stop feeding your mind with negative thoughts.
2. Commit to make an effort not to give in to the negativity of others.
3. Surround yourself with positive people.

Mistake #2

Not having a broad mindset or choosing your own path



The Solution: It Is Important to Have the Final Scene in Mind as You Have the Power to Choose Your Own Path

I have to admit I am not good at jigsaw puzzles, but I used to have a client with learning disabilities who was a champion at doing it, spending days & weeks completing it with the utmost patience. It was an art!

How much more important is it to have the final scene in mind especially if you are rebuilding a career?

The main trouble for most people I work with especially military is an identity trap. People associate their core skills and attributes with their old profession and assume those skills are less valuable

elsewhere, when in fact they might actually be worth more in a new environment. I had the pleasure to work with those from the legal profession, whose skills-presentation and communications, analytical thought, diligent preparation, and attention to details- are broadly applicable to all kinds of careers: business, politics, finance, even sports coaching, fiction writing, and journalism. From inside an industry, some skills can seem like a commodity, but outside that industry they can be highly valuable.

Even if you are in a narrowly defined job like 'an infantry soldier' skills like personal discipline, working in teams and leadership ability to perform under extreme pressure comes into play, it doesn't limit you to go and work in the security industry only. If I were to limit my skills as an infantry man, chances are I would still be somewhere working in the security industry and limit my growth potential to where I stand today. The combination of skills and talents matters in any industry.

You Have the Power to Choose your Own Path

When I left the Military, I had a choice between working endlessly for an employer or creating my own path. It was not easy, there were many downs but also a lot of ups. But I have constantly challenge conventional wisdom, asking Why?, What if?, and Why not?

A vision for a better more effective lifestyle is a good start as a leader when you start with the above and you will gain new insight and discover better way. See every job as a development opportunity, the chance to both build skills and experience, and learn more about what you enjoy and contribute to a better transition.

ACTION STEPS

1. Surround yourself with people who will support you.
2. Build a portfolio of network, not just LinkedIn but also offline. Study shows that most people find their next job within their network, from those who already know, like & trust them.
3. Plan a career that fits with your passion and gives you the work life balance.

Mistake #3

Being Comfortable and taking the easy decisions



The Solution: Get Comfortable Being Uncomfortable

Easy options are not always the best options. Here are just 7 reasons why:

It is easy to eat junk food.

It is easy not to exercise.

It is easy to be busy with no time for yourself or your loved ones.

It is easy to hurt someone's feeling.

It is easy to be lazy.

It is easy to stay in the old boring job.

And it is easy to watch TV all day.

Eventually by choosing an easy life, life gets harder.

In my experience, one of the secrets to getting comfortable being uncomfortable is plunge into the uncomfortable; push, or be lucky enough to have someone push you, beyond your fears and your sense of limitations. And that's what I've been doing ever since, I joined the British forces, overcoming my discomfort as I go along even now in business.

Career transition is an important part of life, the time you spend at work often exceeds the time you are with the most precious people in your life. Nobody wants to be tied down to a bad career for life. When you are unhappy doing what you spend 40 or more hours a week doing, it will wear you down.

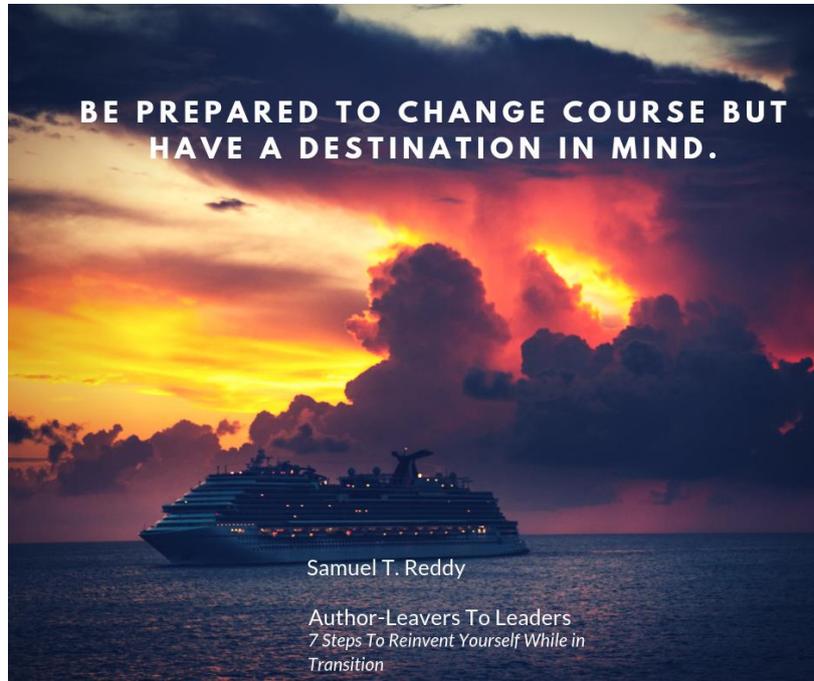
On the other side, transitioning too early will make it look like you're a job hopper with commitment issues - but transition too late and it might be difficult to catch up with younger colleagues (maybe even take a pay cut). Generally speaking, the best time to make the switch is after you've mastered your original speciality and your growth has plateaued.

ACTION STEPS:

1. Take time off to reflect on your current career.
2. Ask people who you know, like & trust to give you an honest feedback of your current situation.
3. Be open for change.

Mistake #4

Changing your course and altering your destination



The Solution: Be Prepared to Change Course but Have A Destination in Mind.

When you set off to either start a new career, new job or a new business and you are in transition, sometimes things never work out the way you want them to.

In Southampton where I live, we have around 500 cruise ships visiting us each year. Being a turnaround port, these ships carry about 2,500 to 4,500 passengers each, with a ratio of 1:3 for the crew on average. So, around 2 million visitors and 450,000 crew members per year. The itinerary for those ships is prepared years in advance as the cruise company has to book the berthing, arrange for resupply, transportation, fresh crew and more. This is logistics at its best.

Same as a cruise ship itinerary is set months in advance, timely logistics are put in place in terms of berthing, resupply, embarkation & disembarkation. The list is long. But sometime things do not

always go according to plan and the ship is delayed, or totally miss its port of call.

You see nothing goes according to plan in life, you cannot even predict the next hour even if you are at home, on the road or in the workplace. Things are constantly changing.

As a leader, you need to be prepared to change course but always have a destination in mind. One of my companies sells retail cruises and sometimes I come across those cruises where you can eat, drink, be merry enjoying some of the night entertainments while the ship drifts around in circles for a few days. I call them a cruise to nowhere.

When you are in transition, you need to have a destination in mind otherwise you will go around in circles and it is not as fun as on a cruise ship. Set off on your journey, have a destination in mind and be prepared to change course.

“It is all about having a plan, a plan that gives you a direction, an aim and a focus.”

When your destination is clear, you can keep coming back to the ship’s itinerary again and again and update your ETA for the next port of call. This brings us to the next important skill you need as you navigate in the open seas: your compass. (Read my blog on finding your compass).

So, here are a few action steps for you if your life & career is going around and round in circle:

ACTION STEPS:

1. Step back and ask yourself: If you keep doing what you have been doing in the last five years, where will you be & what will you become in the next five years.

2. Think win-win. We all know by now that we should always place ourselves in a position where both parties win, however I will add,

think of the impact you will have on others around you and your social contribution. When we talked about sustainable development in the business world, it is not just about the environment, but also about humans in those environments.

3.Be Flexible. Flexibility allows us to make better decisions. In today's changing world, we are continually presented with new information. As we become better informed, we may realise that the decisions we made yesterday are not the best decisions today. It is never too late to make the right decision. Flexibility is an attitude that can help us succeed both personally and professionally.

Mistake #5

Undecisiveness



The Solution: Be Decisive

Unfortunately, the process of figuring what you want to do then doing it isn't necessarily simple. Some people hold on to jobs too long for all kinds of reasons. For some it's loyalty to co-workers at a company you've outgrown, or for others maybe you spent a long time thinking you were just about to get promoted...but never been put forward. Or perhaps you had a lot going on in your personal life and your somewhat boring job felt steady. Whatever the reason, if you've stayed in a job long after your growth and learning have plateaued, you need a plan to decide for your future. Unlike cancelling your subscription, which can be completed with an email or phone call, setting up your life so that you're doing what you really want to do can take months.

Your task will be easier if you know what you want to do. Simply make up your mind to make the switch, and then do it. The process will no doubt include research, making new contacts, updating your CV, possibly going back to learn, maybe making a move across town or across country, and in some cases starting all over again.

If you don't know what you want to do, you have the added burden of figuring it out, which could mean research, testing, counselling, experimentation, and then, as above, figuring all over again.

I have developed a free tool for my readers of Leavers to Leaders which gives you 14 questions to identify your influence and also gives a 4 pages report. I hope it helps you on your next decision. Click on www.leaverstoleaders.com/scorecard

But having successfully engaged and transitioned across government, military, business and the 3rd sector, each time I had to spent time figuring out what it is I want to do, and then arranging my life so I can do it.

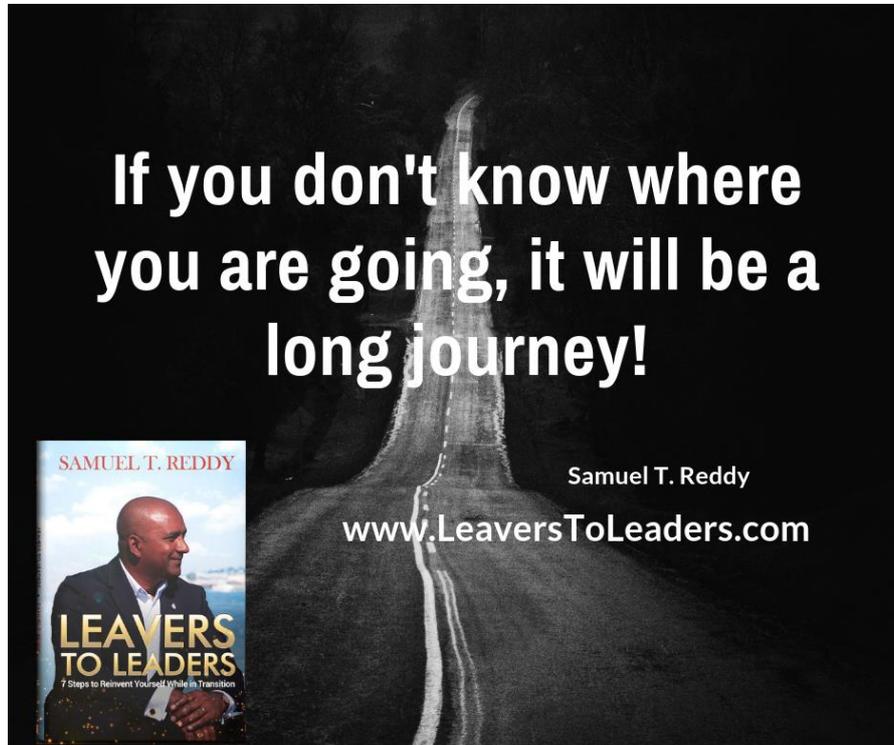
I can tell you it is worth whatever complications you have to go through to get there, and it will definitely simplify your life in the long run.

ACTION STEPS:

1. Shift your mindset to see opportunities around you.
2. Use your current network to build your new career.
3. Have a higher vision for your life and career.

Mistake #6

Limiting your options on skills



The Solution: Don't Be Limited on What you Cannot Do!

Sometimes because we don't know everything, we limit ourselves. In 2014 I launched a ground transfer service; I had no idea about the travel business but together with a team of former service personnel & former police officers we did our best. Two years later I launched a cruise brand, we still had to figure out about this new cruise business quickly and we still did our best.

Discover your talent stack. Which is a combination of skills and talents that have you combine to help you stand out from the crowd. The combination of skills and talents matters in any industry.

The good news? You are already highly skilled if you have been in the working industry for 20 years. One of the exercises we do in the Leavers to Leaders programme is discover the mountain of value you are already standing on, or simply sat on. Most of our

participants go back on this day realising the power they have; how unstoppable they are.

“Don’t let what you cannot do right now get in the way of what you can do.

Continue to do what you do really well and then, build on that.” –

ACTION STEPS:

1. Discover your sweet spot, this is the intersection of your skills, talents & values.
2. Develop new skills and talents on a yearly basis.
3. Have a budget for your personal learning & development which can include books, seminars & workshops. Remember environment dictates performance.

Mistake #7

Not striving to be the best you can be



The Solution: be the best and nothing less

Being your best is about holding yourself to a higher standard and realising your full potential. We all have the need for belonging, and this need is met by pushing ourselves to a moderate level of achievement based on the society we live. Should we be letting other people set the pace for our success, or lack thereof? Do you tend to base your own potential on the potential of 'the crowd', and

see those successes as exceptions? Perhaps it is time to compare our potential and ability to the only person who really matters by leading ONESELF.

There is nothing wrong with striving to become a better person. There are those who fear they will become one of those people who act like they are 'too good' for others, or have a 'holier than thou' attitude. You are not, nor ever will be, better than any anyone else besides the person you are now. You will not only have a greater respect for all others, but they will have a greater respect for you as well.

A lot of talented people join our accelerator programme after a disruption of having to switch jobs or career and then figuring out how they can apply their current professional skills in a fulfilling new way. The good news is that other industries may value your talents just as much, if not more, than your existing one, but you need to understand what those talents are and package them in a way that make their value to others apparent. I have switched career 8 times so far. I went from being a freeport officer working at the airport and port, to an infantry man and left the military as a linguist, translating and liaising between the French military and British military, to starting out many successful businesses in the health sector, travel & tourism working with some of the top executives and business leaders. Since then, many friends and strangers have sought my advice about career transition. From those conversations I learned a broader way about reinventing yourself, and put them down onto 212 pages which has now become a bestselling book and distributed in 17 countries.

My 1st contact with the British military was at Strand career office in London and those three words from the British army have had such an impact on my life to date 'Be the Best'. I recognised I have a long way to go and since then I have also realised that the next three words are also important 'And Nothing Less'.

Being your best and nothing less is a goal that should be at the top of your list, at home, with your loved ones, in the workplace & in the community.

Change is inevitable, none more evident than change in oneself, your best today is not likely to be your best tomorrow. By aiming to be the best means you don't wait around for something to fall into your lap, start the work now and figure out what your best needs to be.

ACTION STEPS:

1. Go to bed and examine your day.
2. Write or voice your most unwanted feelings.
3. Don't think of being a perfectionist, no one is perfect.

Does the above makes sense?

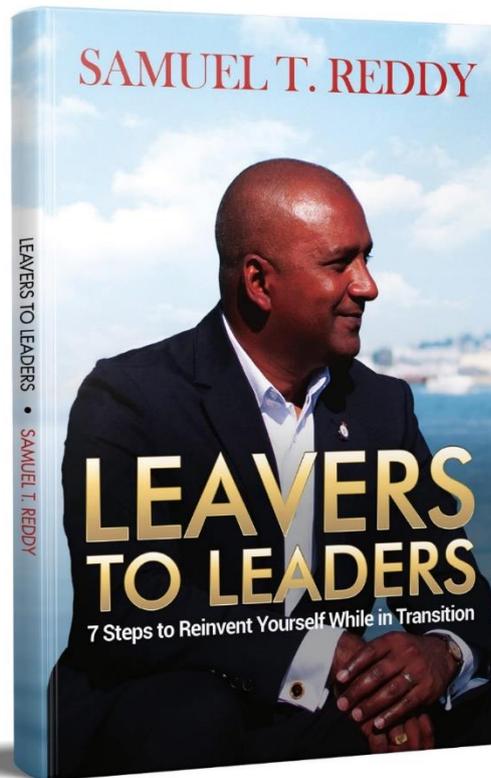
The good news? You are already highly skilled if you have been in the working industry for 20 years. One of the exercises we do in the Leavers to Leaders programme is discover the mountain of value you are already standing on, or simply sat on. Most of our participants go back on this day realising the power they have; how unstoppable they are. As organisations seeks ways to innovate, inspire and adapt, many leaders are increasing their investments in leadership development as a critical piece of their business strategy. However, truly visionary leaders will be those who are willing to understand where they need to evolve and what new skills they need to master.

Therefore, as a manager of your career, it is important to have a career driven campaign where you assess your present situation in line with future expectation, with assessment for you to understand how broader trends in industry volatility affect your employability. In short:

'To keep challenging yourself, to keep finding new things to do and keep finding new challenges in life.'

You must learn how to preserve the value of your accumulated experience while carefully examining whether your current position is helping you acquire new talents and enduring skills. Your education does not stop when you finish school, you don't stop learning to drive once you have your driving licence. If you are not developing new skills every year, then you are most likely stuck in the past. Spending time adding new skill to your belt will put you way ahead of your competition.

About Leavers To Leaders



Leavers to Leaders is for those who want to reinvent themselves due to change in the workplace, or who want to build a new career as a leader based on the Leaders Operating System. The book has reached an amazon best seller in the UK, USA, Australia & Canada.

About Our Career Driven Campaign:

Our career driven campaign takes place in Reading, Bristol, London & Southampton in a boardroom style session with our team. During this session we elaborate on the Leaders Operating System and the impact of change at work, in the workforce and in the workplace. We take a snapshot of your current leadership journey based on your leadership influence in line with current trends in the market to

decide the best possible outcomes. If you would like to be invited to the next strategy session, simply complete our leadership influence test below and you will also receive a 14 pages report with your personalised score and explanation. A member of our team will then be in touch to discuss your score and invite you to one of our career campaign strategy.

www.I2Iscorecard.com

You can also follow me on most social media @Samuel T. Reddy or you can contact my office at info@TriAtis.Global

Additional resources:

Website: www.TriAtis.Global

Blog: www.samueltreddy.com/blog

Interview: www.samueltreddy.com/youtube

Podcast: <https://open.spotify.com/show/3kthULquzPCy3EG3iku2E0>

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Best Regards,

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