



NEXT CAREER

FUTURE-PROOF YOUR CAREER

REFLECTION GUIDE AND 30-DAY CAREER EXPERIMENT

WHY THIS GUIDE EXISTS

We may not know exactly what our jobs will look like five years from now.

Technology is changing the tools we use, the work organizations need and the skills that matter. Artificial intelligence is accelerating that change—but AI was never the real point of our conversation.

AI IS THE CATALYST. ADAPTABILITY IS THE STORY.

The goal is not to predict the future or identify the one profession that will always be safe. It is to become someone who can continue learning, contributing and finding new ways to create value as the world changes.

And you have already been doing that.

Think about how much your work has changed in the last five years: the tools you use, the pace expected of you, where you work, what others need from you and what you are responsible for. You learned. You adjusted. You solved new problems.

You may not have called it reinvention, but you have already been practicing it.

LOOK BEYOND YOUR TITLE

A job title tells people what role you hold. It does not tell the whole story of what you bring.

A producer does more than produce. They may bring order to chaos and get complicated work across the finish line.

An HR leader does more than manage people programs. They may help people and organizations move through change.

The title may change. The deeper value can travel with you.

This guide will help you explore three questions:

- What do people count on you for?
- What do you see that others may miss?
- What gets better because you are involved?

Your answers can help you put your value into words without depending entirely on your job title.

TRANSLATE WHAT YOU BRING

Understanding your value is only the beginning. You must also be able to connect it to what people need now. That is translation.

Translation means looking at your experience and asking:

- What has this prepared me to solve?
- Where else might this be useful?
- How could this become more important as technology changes the work?

You are not starting over. You are carrying what you have learned into a new situation.

RUN A 30-DAY EXPERIMENT

You do not need to make a dramatic career decision or create a perfect five-year plan. Choose one small experiment you can complete within the next 30 days.

You might:

- Learn one new tool.
- Talk with someone whose work is already changing.
- Describe your value without using your title.
- Use something you do well in a new situation.
- Explore where else one of your strengths might be useful.

The purpose of an experiment is not to prove that you already know the answer. It is to learn something that helps you see what to do next.

HOW TO USE THIS GUIDE

Move through the questions at your own pace. Write honestly rather than trying to sound impressive. Look for recurring themes in the way people rely on you and the difference you make. Then choose one experiment that feels useful, interesting and realistic.

At the end of 30 days, reflect on what you learned:

- What surprised you?
- What became clearer?
- What new possibility can you see?
- What will you try next?

You do not need to know exactly what comes next. You need to trust your ability to meet it. You don't future-proof a job. You future-proof yourself.

DISCOVER YOUR VALUE AND DESIGN A 30-DAY EXPERIMENT

PART 1: LOOK BEYOND YOUR TITLE

Your current or most recent title:



What do people count on you for?

Think about the problems, challenges, or situations people regularly bring to you.



What do you see that others may miss?

Consider patterns, risks, opportunities, or connections you tend to recognize.



What gets better because you are involved?

Think about the difference between the situation before and after you contribute.



PART 2: PUT YOUR VALUE INTO WORDS

Complete these sentences:

People count on me to

I am especially good at

This matters because

Then combine the answers:

I help

by

so that

For example: I help teams deliver complicated projects by bringing order to competing priorities, so that good ideas become finished work.

This gives them a practical value statement—not merely an abstract reflection.

PART 3: TRANSLATE YOUR VALUE

Where else might this ability be useful?

Who is facing a problem that this strength could help solve?

How might technology make this ability more—not less—important?

How would you describe this value without using your job title?

PART 4: CHOOSE A 30-DAY EXPERIMENT

Select one:

- Learn one new tool.
- Talk to someone whose work is already changing.
- Test your value statement with three people.
- Use something you do well in a new situation.
- Explore a role or industry where your strengths could transfer.
- Design your own experiment.

During the next 30 days, I will:

PART 5: REFLECT

At the end of 30 days:

- What did I learn?
- What surprised me?
- What new possibility do I see?
- What will I try next?

Michele Calderigi

EXECUTIVE COACH | LEADERSHIP STRATEGIST | ADVISOR | FORMER CHRO



As a former CHRO with more than 30 years of consulting and executive coaching experience, she's helped leaders navigate the pressures, transitions, and high-stakes moments in modern work today.

She is a trusted partner for leaders who want to grow, not just get through.

CLIENTS TYPICALLY SEEK SUPPORT AROUND:

- *Executive Presence*
- *Strategic Thinking*
- *Influence*
- *Stakeholder Management*
- *Leadership Transitions*
- *Accountability*
- *Team Performance*
- *Confidence and Gravitas*

TYPICAL ENGAGEMENTS:

Six-session coaching engagements

Twelve-session coaching engagements

Ongoing advisory relationships

Leadership team workshops

Helping senior leaders lead with greater confidence and impact – through stronger presence, influence, and strategic thinking.

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