

# Career Advancement: Aligning Passion with Prosperity

SHANNON BOWEN | OCTOBER 2ND  
HEALTH RESEARCH ALLIANCE

**MONSOON**  
LEADERSHIP

# Hi! I'm Shannon



- Chief Advancement Officer in Seattle and CEO of Monsoon Leadership
- Close-to 20 years experience in leading development + communications for nonprofits
- Career Advancement Coach
- Holistic Leadership Trainer
- Lover of hobbies! ballroom dance teacher + DIY designer + house plant enthusiast + travel junkie + gourmet chef + dog mom



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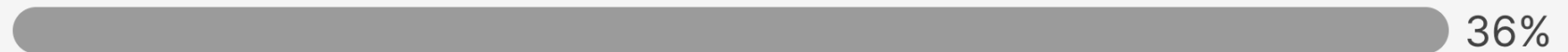


## What is your role at work?

Team/Department Lead



Employee (no management)



Staff Manager



Organizational Leader





## How do you define "career success"?

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## What are you looking for in your career right now?

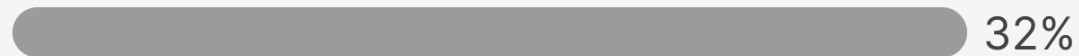
Healthy Work Culture



Executive Leadership Experience



Creative Autonomy



Management Experience



Project Management Experience



More Work Schedule Flexibility

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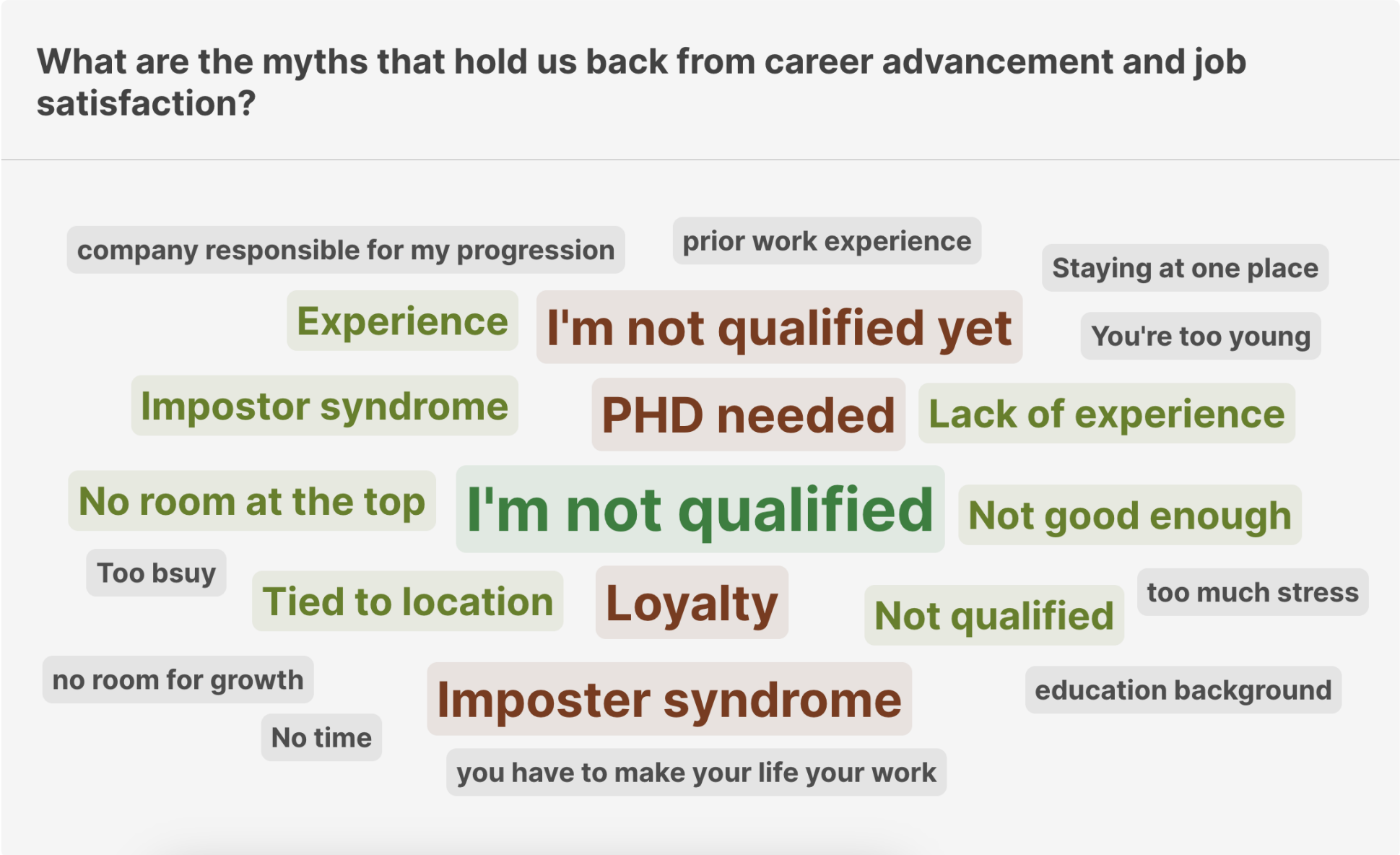
# Elements of a Meaningful Career

- Tasks that align with your talents + interests
- A title you feel proud of and that aligns with skills + experience
- Pay that reflects your experience + funds your life and savings
- Schedule + work environment that align with your needs
- Co-workers you enjoy and work positively with
- Caring supervisor who invests in your growth
- Professional development opportunities
- Safe work culture with diversity, equity, and inclusion
- Good boundaries with work to live a full life



## What are the myths that hold us back from career advancement and job satisfaction?

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## What do we have control over in our careers today?

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# Mental Shift

**You curate your career**

**Know your field inside + out**

**Build your network**

**Advocate for the experience you need**

# How to Assess Your Career Path

Set up a reflection practice: journal, voice memo, note on phone

*Reflect on Mondays and Fridays for 4 weeks*

- How do I feel in my: mind, body, and emotions?
- What feels good at work?
- What feels challenging?
- What types of work do I wish I was doing? Am I doing them?
- Assessing my finances + personal time: does this job foster healthy finances + time for hobbies, exercise, and time with loved ones?
- What's missing from this job? Can I advocate for it?



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## What reflection practice are you going to start?

Note on Phone



Journal



Meetings with Trusted Peers



Word/Google Doc



Working with a Coach



Other

# Study Your Career Trajectory

Check-in on your external career track and look 2 jobs ahead

*Review job announcements, LinkedIn profiles, and dream workplaces*

- What title am I aiming for next? Two jobs from now?
- Do I need certifications or degrees to get that job?
- What types of experience do I need to gain now?
- Can I request a stretch project at work to get that experience?
- Do those jobs exist in my region or would I need to move?
- Who can I network with now to be line for that job in the future?





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## Do you feel like you are on track with your long-term career goals?

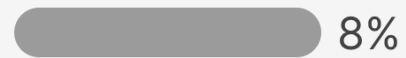
Yes



Not Sure



No





# Share Back

**What career reflection + research do you do now? What do you want to start?**

**How are you curating your career?**



# Mental Shift

**Managers + Staff should work together to  
grow everyone's career**

**Career advancement should be a regular  
conversation**



# Career Advancement Conversations

How to integrate career advancement conversations at work:

- Annual Review
- 6-Month Reflection
- 1:1 Check-Ins
- Project Debrief

**Normalize career advancement as a natural and normal part of working.**

# Questions to Ask

Questions to ask your staff:

- What is a project you are most proud of?
- What tasks do you enjoy doing? Which do you dread?
- What are you thinking for your long-term career goal?
- Do you feel like you have the projects to prepare you for that role?
- What professional development would you like?
- How can I help you in your career path?
- Do you feel ready for the next step in your career?



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## Do you wish you could discuss career advancement more at work?

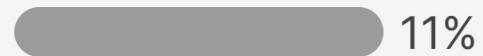
Yes



No



Not Sure





## What career development opportunities would you like at work?

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# Life-Long Mentorship



Why life-long mentorship is worth it:

- References for them—and for you!
- Networking
- Sectors that are a Small World
- Consulting
- Recommendations on LinkedIn
- Board Service or other Volunteer Opportunities



# Conversations

**Who is a mentor you have/had in your career?**

**What makes a good mentor?**

**How can you mentor others?**



# Share Back

**What makes a good mentor?**



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## What mentorship actions will you take?

Seek out a Mentor



Check in with Staff about their Mentorship Needs



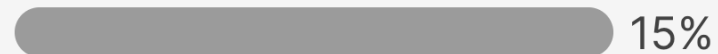
Become a Mentor



Build Mentorship Opportunities at your Workplace



Volunteer with a Membership Organization to Mentor the Field





# Feeling Valued

Ways you can show that you value your staff:

- Raises + Promotions
- Generous Cost-Of-Living-Adjustment (COLA)
- Additional PTO or Office-Wide Closures
- Professional Development + Coaching
- Volunteer Time Off
- Incentives for Continued Education
- Staff Recognition



## How do you feel valued at work?

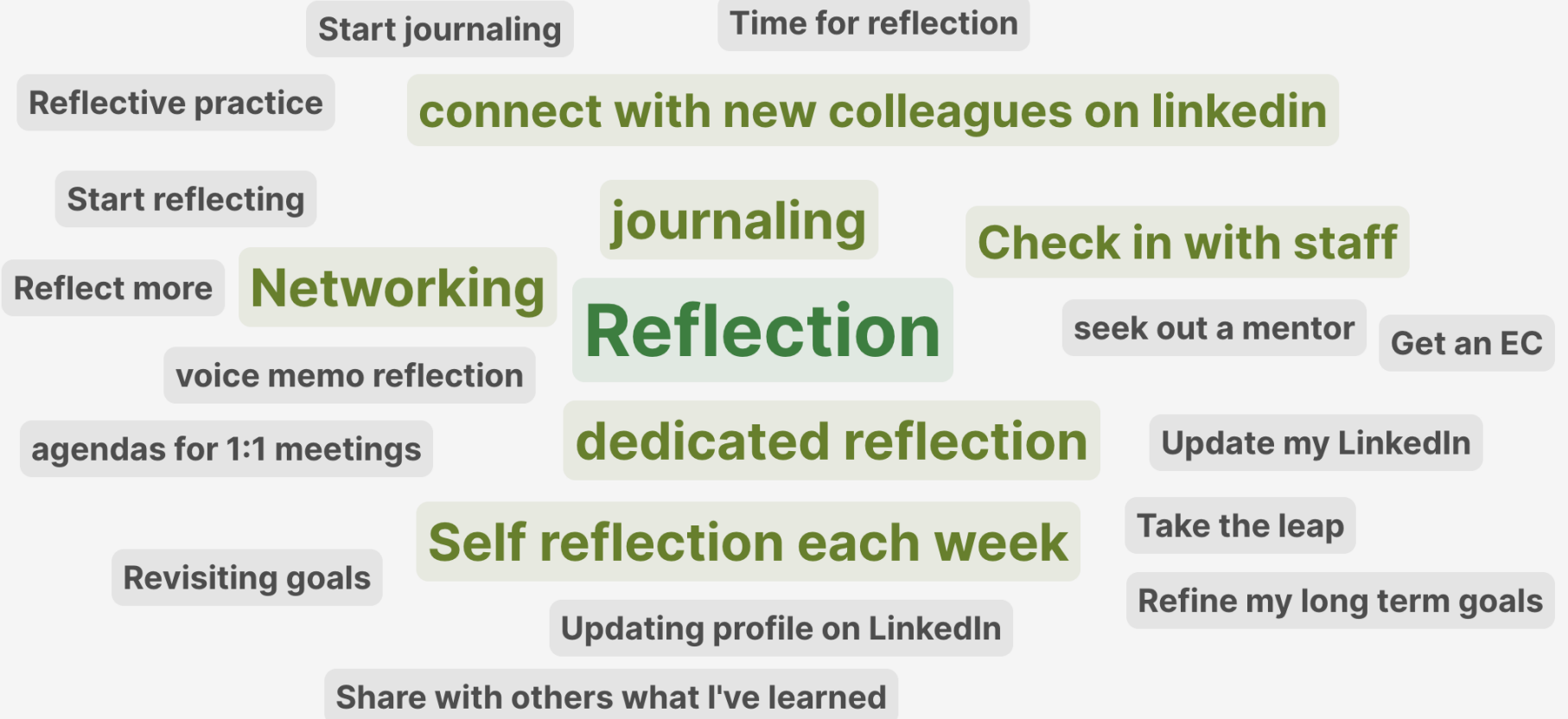
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## What are you going to put into action from today's session?

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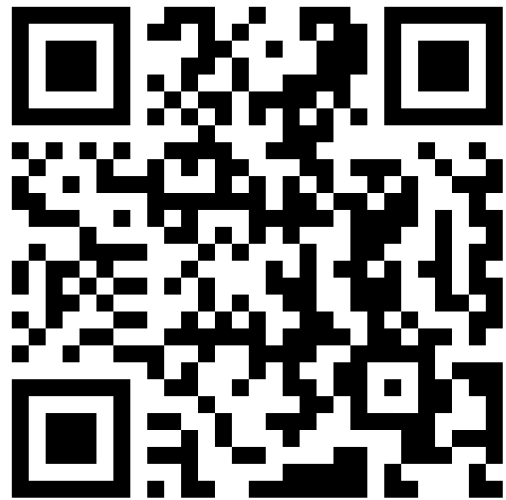
# Invest in Yourself

Ways to invest in your career growth:



- Training, Workshops + Continued Education
- Membership Networks
- Board Service
- Volunteer Opportunities
- Books, Podcasts, and Email Lists
- Coaching
- Thought Leadership

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ADVANCEMENT TIPS



# Let's Connect!

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## Coaching + Training

*Career Growth and Healthy Leadership*

- Executive Coaching
- Dream Job Coaching
- Consulting + Staff Training

Email me at [monsoonleadership@gmail.com](mailto:monsoonleadership@gmail.com)

[monsoonleadership.com](http://monsoonleadership.com)

# *Thank You!*

**I wish you an amazing career  
+ a beautiful network!**



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