

Simple steps to a good job make for a self-help book that works

Kelloway takes a clear approach to the challenge

By **KAYE PARKER**

Karen Kelloway is clear about who she is and what she wants to do.

She has written *Nail It!* with the express purpose of helping others find a job they truly enjoy.

Based in Halifax, Kelloway is a certified executive coach through Royal Roads University. *Nail It!* is laced with stories from her coaching practice which she began in 2004.

This book comes at a good time. I don't think I've ever heard so many people complaining about their workplace and feeling just downright unhappy about what they do.

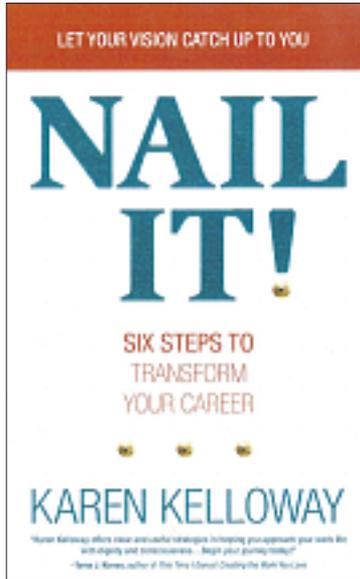
Now, every job has a few elements you may not particularly enjoy but for some all that angst may be a sign that it is time for a new career.

Nail It! can help them gain some perspective and point them in the right direction. Others may just need to tweak the job they have to feel better about themselves and what they do.

I believe there is a third group who could really benefit from reading *Nail It!* These are the people who don't have a job and aren't certain what type of employment they should be seeking because they don't know what they enjoy or what their strengths are.

Kelloway can help them with this. Her six steps to finding work you enjoy are clearly spelled out, in simple language, with exercises to simplify and focus the process of finding the right job for you.

Name it: One exercise in particular caught my eye in the chapter What's working for you? What



Nail It! Six Steps to Transform Your Career

by **Karen Kelloway**

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isn't working for you? When you take what isn't working for you and reframe it (yes, Kelloway has an exercise for that) you are far more likely to discover what you really want to do with the rest of your life, besides retire, which often isn't an option.

Acknowledge it: This step really is about making sure that your values are in line with what you want to do. Once again, if you have never thought about what you value, Kelloway has exercises to help you figure that out.

If you think it is time to make a change, take the time to read this chapter and do the prescribed exercises. You don't want to jump out of the frying pan and into the proverbial fire by accepting that new job and then learning too late it isn't right for you.

Intend it: This is where you start making small shifts with the intention of eventually getting to where you want to be. "Success is a process" says Kelloway, so

don't expect this to happen all at once.

At the same time, you do have to make a start, to move from dreaming to doing.

Let go: Any time we try something new, we have to let go of our old way of behaving first and that can be scary.

This chapter not only talks about change but covers several important points such as understanding communication styles and learning to stop blaming others when we don't have the life we want.

Improve: I have a strong bias towards being better at what we do well, rather than attempting to be skilled at those things we do badly.

To ask "How can I do better?" and then listen to the answers you get will allow you to grow your strengths.

Transform: I think what Kelloway is saying here is that at least part of that road to a better job is a head game. We have to mentally move away from insecurity and frustration if we want to reach passion and eagerness.

As a side note, I think that for most people, the better they get at their job, the more they enjoy it.

Rather than a backward look at what had already been said, I found the epilogue had its own wisdom: Live in the present and enjoy what you have right now. These days will not come again.

By all means have a clear vision of the future, and where you want to be. Just don't let that vision keep you from enjoying your present life.

Our journey should be as enjoyable as our destination.

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