

The
Fulfilling Career
Podcast *with* DR. TEGA EDWIN

Episode #006: Your Dream Job is a Myth, Pt. 2

Show Notes: <https://hercareerdoctor.com/3-mindset-shifts-you-need-to-answer-audience-questions/>

(00:00):

If you're like a lot of the women I've worked with, there's a high chance that at one point or another, you've said that you are looking for a dream job. Whether it's based on the company, they want to work for job title. They want to hold, or other factors. People often paint a picture in their mind of what their dream job is before they even start job searching. Well, I'm challenging that approach. And in part two of this two-part episode, I'm sharing with you. Three mindset shifts. You should embrace to combat the dream job fallacy and answering some audience questions. If you haven't listened to part one where I share why your dream job is a myth and four ways it's costing you in your career, be sure to go listen to that episode. First,

(00:46):

Welcome to the fulfilling career podcast, a show for the professional woman, who's ready to work in an aligned career that allows her to thrive in her zone of genius. Live on purpose and get paid a value aligned salary. I share quick insights and strategies to help you reach your career goals. Whether you're trying to find your fulfilling career, grow your current career or successfully job search. I'm your host, Dr. Tega Edwin, a career counselor and coach who is able to turn my own frustration from being in an unfulfilling career into the framework. I now used to help women find their fulfilling career and job such with confidence. Let's dive in.

(01:33):

So all that being said, right? So your dream job is a myth four ways. It's costing you. I've shared all that. Here's here are the mindset shifts or what I want you to do instead. How I want you to think about your career instead of looking for a dream job. Okay? Here's how I want you to shift things for yourself. And then we'll go to the Q&A.

(01:48):

First get clarity. I want you to start by getting clarity about who you are. Because again, earlier I told y'all, I said, we can all enjoy doing multiple things, but it's impossible to know. And multiple things, meaning multiple careers. It's impossible to know what you will enjoy doing. If you don't know who you are, because fulfilling work by its very definition, fulfilling work is aligned with who you are. So if you don't know who you are, you can't find aligned work.

(02:23):

And I have a complimentary guide. So if you go to fulfillingcareerguide.com, somebody do my favor, type that in the comments for me, please [fulfilling career guide.com](http://fulfillingcareer.com). If you grab the fulfilling guide, it walks you through the three aspects of yourself that you need to clarify your non-negotiable values, your zone of genius interest areas and your high power skills. And because I've talked about this so much in my content, there's a complimentary guide about it. I'm not gonna go into detail, but that's just get clarity. Because once you have clarity, you can find aligned work and that you know how to evaluate multiple roles for fit. Because you're clear about who you are, The second mindset shift. I ignored me for a long time. A lot of us ignore ourselves in our career. It's time to reprioritize yourself. Let me y'all's comments can taken me off. I'm sorry, but let's, here's one thing I always tell people, okay. When you are fulfilled in your career, you show up better for everybody else.

(03:34):

When you are fulfilled in your career, you show up better for everybody else. And I had to start reminding women of that because I had so many women who would tell me that they felt selfish for looking for a fulfilling career. They felt ungrateful because at least I have a job. I should be grateful that I have a job, but what good is a job. If you are miserable the entire time and then taking out that misery on your loved ones, I mean, yes, I'm never gonna downplay. And let me, let me tell you all where I come from. Okay? I always tell people, not everyone has the privilege of choice in their careers. Some people literally have to work. Whatever job comes their way, because they have to pay the bills. They have to buy clothes for their kids. They have to put food on the table.

(04:19):

I'm talking to the people who have the privilege of being able to make a choice in what kind of work you do. And you don't leverage that privilege because at least I have a job or let me just stick it out because while you're sticking it out, it's costing you I've said this already. It's costing you, your mental health, your physical health, and you're not showing up as your full self for everybody around you. So don't ignore yourself in your career. The other mindset shift I'm gonna actually, I'm gonna pause. I need to drink something out. Ooh. Math is part. Tell me the comments was resonating with you. Drop some hearts. Let, let me see. What's what's resonating. Okay.

(04:58):

Gracie. Thanks for Gracie. Aaron. Thank you both for putting that fulfilling career guide.com in the chat. I appreciate you check that out. Y'all um, love the hearts. Thank you so much. The

hearts, the badges. Y'all I really appreciate it. Thank you. I love what I do. Um, even without the badges, but the badges certainly makes me feel seen. So thank you. I appreciate it. Naty said I resigned from my job and went back to school, finished my undergrad in graduate degrees only to come back to the federal job making only 10 K more than I made before than I made before I resigned. Yeah. Sometimes. And I've I've said this before and I'm laughing cuz I'm like, this is a whole other topic. I don't wanna, I don't wanna go off on a tangent, but you don't need another degree. Well, sometimes you need another degree, but the other degree should not always be your first option or your first resort.

(05:49):

Get clarity. Always, always get clarity first. Okay. So I'm glad my words are on time. The tie. Thank God I love when things resonate with y'all cause like, okay, God is speaking through me. If it's resonating with you. So the second mindset shift I want you to embrace is your career happens in cycles. Okay?

(06:08):

Your career happens in cycles. And I want you to think of your career as one big experiment. I say it happens in cycles because your career or the, the types of jobs and careers that will find fulfilling. I said this already align with who you are, but here's the think who you are as a person is constantly changing. Who you are today is not who you were five years ago is not who you will be in five years. And so if a fulfilling career aligns with who you are, it starts to reason that as you grow, change and evolve, the kinds of jobs you will find fulfilling will also grow, change and evolve.

(06:52):

Yes. Put, put in the comments. Does that, is that logical? Are we tracking? Does that make sense? Let me see some, some comments in the chat, put a one. If that makes sense to you. And so people often forget that at least this is what I've noticed. Often forget that if I'm constantly evolving, I need to constantly be assessing my career. My job for fit is this job still aligned with who I am in this season? Is this job still aligned with who I am in this moment? And if it's not, it's time to get to step in, I need to find something else. That's more aligned. It's time to go. It's time to go. And that's not a bad thing. It being time to go is not a bad thing. Sometimes the job is not the problem. You are not in a bad way.

(07:46):

You are in that. You've grown, you've changed and that's perfectly fine. Go find work. That's aligned with who you are in this season of your life. Okay. So think of your career as something that happens in cycles, as you actually always be looking and saying, does this still fit who I am in this season? Does this still align with the goals I have for myself in this season? Is this still taking me to where I want to be and who I want to be? Is this still align with my purpose? And for me, purpose is always going to be glorifying. God, that's why we're created. Is this still aligned? Because if it's not to the left, to the left, everything you own and a box to the, I just

crack myself. <laugh> um, but it's okay to change if it's time to change. Okay. So think of your career as happening in cycles in each cycle.

(08:39):

Each season, what we're looking at is, um, is in this season of my life, is my career still aligned. And if it's not, I mean a new season, so I need job or a career that's aligned with who I am in this new season. Okay. And then the last thing I want you to know, I don't know if it's not like so much a mindset shift, it's more of information. I want you to have your, every job that you're in has an expiration date. Okay. If you go in thinking that a job is a dream job, you are more likely to stay beyond the expiration date. And for me on average, the expiration date is about two to three years. And when I see your job has an expiration date, it doesn't mean that you have to go to a new company every two to three years, sometimes a new company, but it might just be it's time for a new project or promotion, new responsibility or a new company or a whole new industry.

(09:39):

But every two to three years, girl, SIS, bro, if there are any men in here, bro, it's time to start looking for the next thing, the next opportunity, because one, and this is just similar to what I said earlier. You change and evolve approximately every two to three years where new people. And so our roles are shifted, but two, and I know y'all, your ears are gonna perk up at this one. I know y'all will love this one. If you don't call me out, but I'm pretty sure you will, but you're likely to make more money if you change jobs regularly. And I know that sounds weird, but on average, most companies are giving you three to 5% bonus raised when you stay with the same company. I mean like that's average, right? Some great companies might do better, but when you change jobs, you can get anywhere from a 10 to 300% increase.

(10:37):

And I'm not exaggerating. Last year I had a client that I helped get a 284% salary increase. Forbes did, uh, Forbes put in an article. I wanna say maybe two years ago that people who... I wanna say this right, so gimme a moment. Let me get my thoughts together. People who change jobs more often on average, make more money than people who stay with the same company. And I think the number they said was 50 to 70% more than people who stay with the same company for a long period of time. And again, it's what I said is because when you stay with it... So imagine, imagine I stay with the company for 10 years and every year they gimme a 3% increase. So at the end of 10 years, I've gotten 30% increase on my base salary. Now, imagine I stay with this company for three years.

(11:29):

I go somewhere else. And when I do, I get a 10%. So those three, I got 3% increase, 9%. I go somewhere else. I happen to negotiate a 10% increase. I'm already at 19%. Okay. I stayed for two years, but because I was smart with this job, I also negotiated a 5% annual increase. So that's 10%, right. So I stayed with this company for two years. So that's another 10%. I get 20% now within that company, I that's okay. No. What, two years, it's time for me to get a

promotion. I don't leave the company. I get a promotion, but I negotiate smartly again. And my negotiation, my new role comes with another again. Yeah. I'm putting, just throw numbers out here, comes with another 10% increase just when I, when I get to that promotion. So I was at 29%, right? So 39%, 39% increase in three to one in six years. Okay. And then I stayed with that company. Let's say we stick with that same 5% that I negotiated. I stayed with that company again for another two years, another 10% increase. So we were at what? 39%, 49% in added another two years to the six in eight years. So after four years with that company, I go to a different company. I negotiate a 20% increase. 69%. My math might be a little off here and there, but it's definitely more than 30% in 10 in, in 10 years.

(12:49):

Okay. Did, did I, was I able to convince you or did I confuse you? <laugh> you, you check my math. Math is not my strong suit, but hopefully I got the message across. Okay. So, and a tie hopping around is okay. Want to get rid of the term hopping around. I think it gives too many of us stuck. Okay. But yes, I would say approximately every two to three years, again, the change might be happening within your organization. It's not always going into a whole new company, but yeah, every two to three years, you should be seriously evaluating. If your company, if your job, if your role is still meeting your goals, if it's still serving you, if it's still satisfying you, if the pay is still aligned with your lifestyle, you should be strongly evaluating that. And if it comes, when it comes to making money, you, I would say percent of the time you're gonna make more money going to a different company. That's staying with the same one.

(13:48):

Okay. Let me see what, let me see what, wow. Let me do some coaching for sure. Girl, slide in my DM, slide in my DMs. The walls are coming through. Yeah. <laugh>, I'm definitely convinced, especially as it's been my experience. Love it, Aqua. Uh, [?] said message received. Yes. That's what I love to hear. Okay. So, um, I'm not gonna do a recap. This has already gone long. If you joined us midway, go watch the replay. I'll put it on my feed after this. Okay. I wanna jump into Q&A and Instagram just reminded me that five of you have supported me by buying badges. So thank you. I appreciate your badges again. Don't take it for granted. So let me look at these questions that are coming up and let me start from the top. Okay.

(14:31):

The first question says, what if you do not have the privilege to be picky as I'm in a foreign country without support, right?

(14:41):

No privilege to be picky because foreign country without support. And, and that's why I said earlier, not everybody has the privilege of choice. Um, I think I'll do a whole other live and even, um, um, post in my feed of what to do when you're just in the good enough job. How do you make, how do you survive in the good enough job? Because you can't always find fulfilling cuz that's some people's reality, but I would see off the top of my head, how can you make

your work space? Whether it's mentally and physically, uh, conducive for your growth. And that might mean setting better boundaries with people at work. How can you find allies, um, build strong relationships with people that can just pour back into you? How can you back to those boundaries? How can you set boundaries that you can pour into yourself outside of work?

(15:26):

Okay. If you are in a good enough job, you need to start pointing to yourself outside of work because the job is not gonna change. So you need to be pointing to yourself somewhere else. And um, what else would I say? Those are the three that came to mind for me off the top of my head.

(15:41):

Okay. Um, linguistic addict. How do you know it's an opportunity? And this question I think came when I was saying your dream job is costing you an opportunity. I remember that question. You said, how do you know it's an opportunity? If you have clarity, you'll know if you have clarity, you'll know again, fulfillingcareerguide.com. If you have clarity, you'll be able to quickly evaluate every opportunity that comes your way for fit, because you'll be able to say, does this align with my values, my interests and my skills.

(16:14):

And does this align with my goals, financial goals, career goals, life goals. And if you, if you have clarity, you can very, very quickly answer those questions. And once you answer those questions, you'll be able to tell, is this an opportunity for me? Or should I turn it away? Okay. That's the answer to that? I feel like this dream job narrative is what companies expect to hear in interviews. Should we change that frame in that scenario also? Heck yes. Go in a company. My dream job, shoot. I already told y'all that, but here's one thing I tell people when you're in an interview, you are also evaluating the company for fit. And so I don't need to tell you that you're my dream job, but I can tell you that this role is very aligned with where I am in this season of life. And I'm looking forward the, to the opportunity to grow with this company. I'm looking forward to developing my skills and pouring my skills back into a company whose mission and values. I truly believe in because I know that I can contribute to your organization.

(17:14):

I can tell you that without saying the word dream job. And then when they say, where do you wanna be? In five years? Look at this point, everybody use COVID as your excuse. If I've been honest, ever since COVID five years is a very long time for me. I am approaching my career in two to three year cycles. And in two years, I definitely hope to still be with this organization and growing my skills. I hope to have more responsibility and have a leadership role where I'm growing the organization and helping the organization reach their values or reach our goals. I could tell you what I'm doing in two years, but girl, and we talked about oh, five years, shoot. Who's doing five years with y'all <laugh> I'm kidding. Y'all you might do five years, but you

might, again, if I'm advanced in every two years, that's where the leadership role responsibility comes in.

(17:58):

So they know I don't wanna still be in this job in five years. I wanna promotion. I want something different. I may not be with their company, but if I'm with the company, I hope I have more responsibility and I hope I'm growing. Okay. Kim says a love it taking notes. I love when I'll take notes. Um, if I'm going in as a business consultant, how do I temper the risk of going to a small biz, [?], if you're still here, I need clarification on your question. Because earlier I remember earlier, I said, I want you to go in as a consultant. So I dunno if you're referring to that or if you actually mean if you're consulting with a company, so I need clarification. Okay. But I'm gonna answer it based off of what I said earlier and assume that's what, cause I said earlier, I want you to imagine that you're a consultant for each company.

(18:45):

It doesn't mean that your title is actually consultant. You can be a project manager, you can be a product manager. You could be a director of HR. You could be whatever it is, but your mindset is just, I am boring. Y'all my yes. Careers. Okay, great. I am boring all my skills in the short term. That's what I mean by that. It's it's you saying I have these skills that I'm, I'm boring to this company to help the company reach their goals for the short term short term being maybe the next two years, because in two years, I would've developed more skills, better skills to where I'm expecting to either be in a new role. Maybe I've gotten a promotion. I have more responsibility, a new project, or I'm going to a different company. But the point is, excuse me. Every, like if I think of, of yourself across my career, I could work in five companies in those 10 years and each time it's I am just I'm working.

(19:43):

I am lending you my skillset. That's what I mean by consultant. I still have a different job title, but I am lending you my skillset, because what I've seen happen often is people tend to forget that their skills are theirs. Even after you've left a company, left an organization, your skills are still yours. You take those skills with you, wherever you go. And so the thought is if I come in as a consultant, it's okay. I might be consulting with you for the next two years. In my role as a project manager, I am lending you my project management skills to help you reach your project goals for the next two to three years. And after that, we can revisit. We could, you could holler at me. Let's see if I'm still gonna be here. Right? But it's a mindset I want you to have.

(20:32):

It's not an actual, I'm not saying that you are actually a consultant. I'm saying I want your mindset to be I'm consulting. Because that way it prevents you from tying yourself to one company. Kim, thank you for the batch. It prevents you from tying yourself and future to one company. Okay? Erin, does this advice work for every industry I'm in education? I would say yes. I used to be in education. I was a school counselor and I'm an education now as a faculty

member, the only caveat would be maybe for me because I'm tenure track. I might stay with one, one university till I get tenure and then it will change. But if I think of teachers, school counselors, paraprofessionals girl. Yeah. You're in one district there. I mean, I'm making assumptions about what kind of education you say you're in, but one district might have six different schools or Hey, one state has multiple districts.

(21:23):

Some districts have more money than others and it's not all about money. Okay. Don't come from a [?] y'all, it's not all about the money, but if my principal, if the culture is crappy, I'm gonna go to a different building that has better culture. Okay. If my teammates are destroying my mental health, I'm going to a different school. So I hope that's what you meant by education. Cause I know education is broad. I made us sometimes say that you're talking K12. So let me know. Um, so Kim says that consultant mindset is a good shift, especially for nonprofits. Yes. Especially for nonprofits. Cause I'll be feeling so like, oh, I love our mission and our passion and I just have to stick it out. No, feel that away. Aqua said I started working with a company, not for a company. Love that. Um, okay. Let me do one more Q&A and then hop off.

(22:11):

Yeah, it's been a solid hour. I thought it would be 30 minutes. I need to answer this question. I'm gonna be out. How do you create time for job searching if you are already working a nine to five full time. Okay. Doris, first thing I will say is somebody please type this link in the chat for me. Job search simplified.com, go to job, search simplified.com and check that program out because it will give you a holistic system for job searching with clarity and without feeling overwhelmed. That's the first thing I'll drop a resource or job search, simplify.com for you if you're job searching. So now to answer the question very quickly, I would say you need a plan. If you're working at nine to five in your job searching, unfortunately it's gonna be work for you. I always tell people that job searching is at the very least a part-time job at the very most another full-time job job searching is work even when it's being done.

(23:07):

Right. Okay. Thank you all for dropping Kim and [?], thank you for dropping those links for me in a tie. I appreciate y'all. So if you're, if you're working full time on your job searching, you're working at nine to five. You need very strong boundaries. First of all, which means girl at that five, nine to five at five, we is done. I'm done. Okay. And then maybe I take a break from five to six, a decompress break, have a meal, meditate, do a puzzle, paint a picture, something. I don't know. This says, if you don't have kids, we'll come back. If you have kids. And then so that's five to six, take a break. If you're commuting just an hour of a break, right? Minus your commute. So maybe it's five to seven, whatever it may be. And then from seven to nine, you're doing your job search activities.

(23:54):

And, and what people often complete is searching for a job is a whole separate activity from applying to a job. You also need to be networking and making sure you're reviewing your marketing materials, right? Because when your job switching, you automatically become a sales person. And the thing you're selling is yourself, not in a sleazy way is your skills. So you have to set a clear schedule. Maybe you wake up early and do one hour. And then at night you do another hour. You also don't wanna burn yourself out, right? So it's, it's specific time blocks maybe at the beginning and end of your day, maybe your lunch break. It's I eat for 30 minutes. I work for 30 minutes. So that's that's that would be like the short I'm on an IG life answer is create a very clear schedule for when you will do your job search activities and stick to it.

(24:43):

Um, for more comprehensive job search support, go to jobsearchsimplified.com. OK. Um, comments coming through the consultant mindset is a good, I already read that. I already read that. Ah, sis, my sister bought another badge. Thanks B. Um, this just gave me the encouragement to leave my non-profit leave. My nonprofit has been too long. [?] I'm proud of you. Um, proud, proud of you. So let me wrap up. Thank you all for staying with me.

(25:11):

Y'all over 20 of y'all stayed the whole time. Thank you for staying with me. I appreciate your time. Appreciate the questions. If I didn't answer a question that maybe came to you later, drop it, slide in my DMs, drop it in my DMS. Yeah. I really do love questions. Cause I love just answering a specific situation and it gives me content ideas for how to serve you.

(25:29):

Um, I'm not gonna do a recap because it's already went long. Go to my IG page in the next like 30 minutes. Um, if you're watching this on Instagram live, I'll put the replay up for you. Um, but we did talk about why your dream job is a myth and four ways. Your dream job is costing you and the mindset shifts I want you to embrace and what I want you to do instead, Pam. Oh, that's one of my FYFC alum gems dropped through this session. Thanks Pam. I appreciate you. Um, if you want just more info on how to work with me at all, go to hercareerdoctor.com/work-with-me or just go to hercareerdoctor.com and click the button that says work with me at the top. Okay. If we just go to hercareerdoctor.com, I make it easy to know how you can work with me.

(26:17):

Yeah. I ain't hiding how we can work together. I wanna help you in your career. I wanna work with you. So I try to make it as easy as possible. Just go to hercareerdoctor.com to see how we can work together. Thanks for joining me. Um, if you don't watch my stories on IG, you should, cuz I usually will announce ahead of time when I'm going live the day before I'll probably go live averagely weekly. So if you wanna catch the next one, make sure your eyes are on my stories. Cause I'll let you know when I'm going live. So again, thank you for hanging with me for listening to the entire hour long session. I appreciate y'all. I hope you have a great great week. Thank you for tuning in to this week's episode of the fulfilling career podcast. If you

haven't yet, don't forget to subscribe. So you don't miss any new episodes. Also let's continue the conversation, take a screenshot of this episode and share it on Instagram. Tag me at her career doctor. And let me know your main takeaway. Thanks again for listening and I'll catch you in the next episode.