



PERSONAL AND CAREER RESILIENCE

WCMA Women's Conference

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Human Capital MGT

MY CAREER

Non-Profit
Public Sector
Private Sector

3 States
6 Jurisdictions

State and
National
Leadership Roles

MIT

MY CURRENT STATE

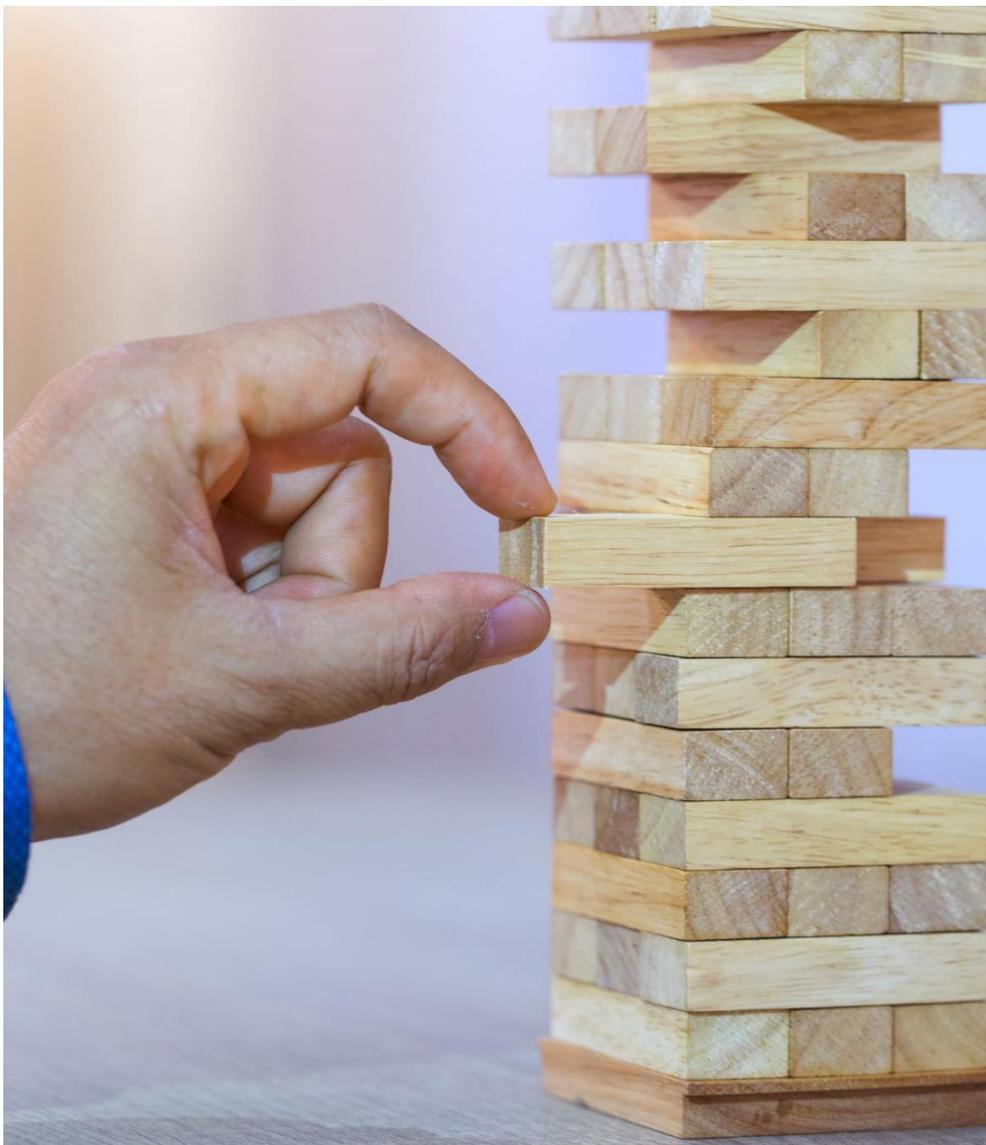
One year into new
company.

High demands and
Volume of work.

Aging Parents
Mom of Three
Partner's Health
Event

Volunteer:
Church
Youth Boosters
Professional Assoc.

Overwhelmed
Future focused
Optimistic



WHAT COULD GO WRONG?

- Elections
- Budgets
- Organizational Culture
- Leadership
- Health
- Family
- Finances

HOW CAN YOU PREPARE PROFESSIONALLY?

- Self Assessment
- Scan the horizon
- Do the hard things
- Establish boundaries
- Be open to feedback

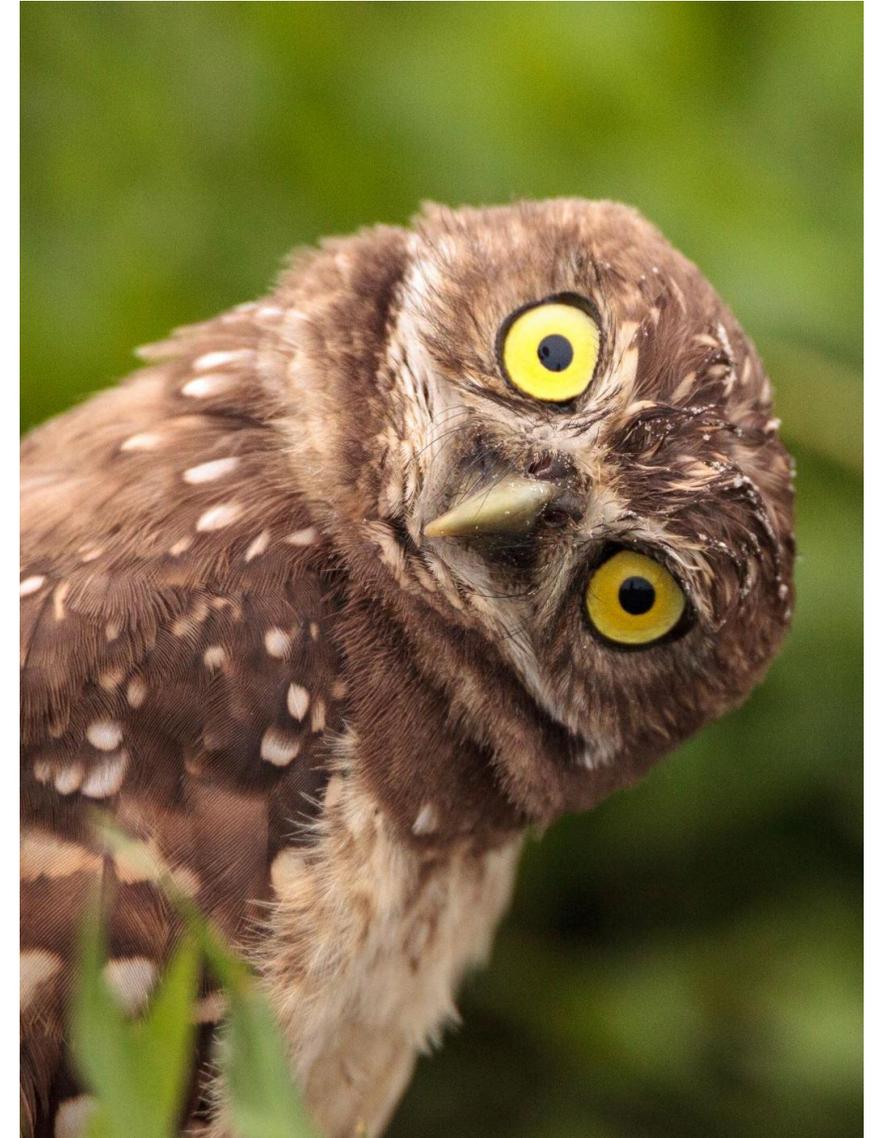
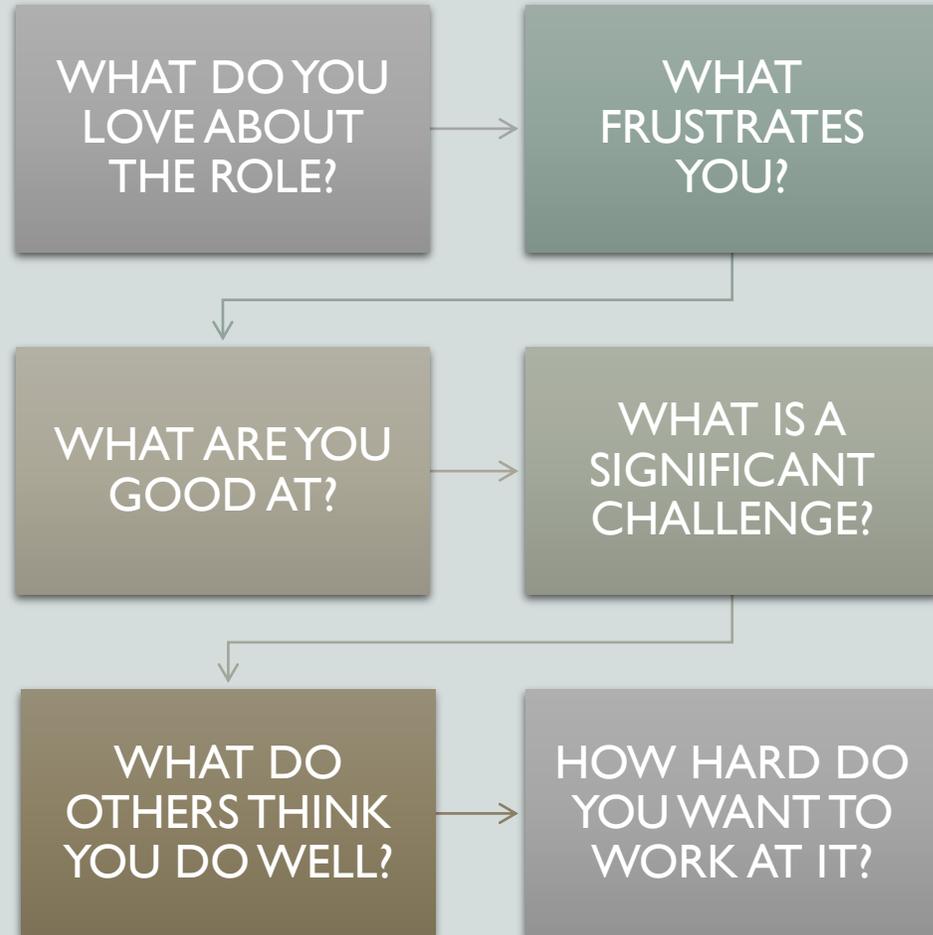




SELF ASSESSMENT

- What are your 1, 3 and 5 year goals?
- Where is the organization headed?
- Do you know your strengths?
- Areas of growth?
- When was your last new skill developed?
- Do you have balance?

QUESTIONS TO CONSIDER?





WHAT SKILLS DO YOU NEED TODAY?

- Collaboration
- Communication
- Community Engagement
- Emotional Intelligence
- Facilitation/Dialog
- Cultural Competence

HOW DO I BUILD MY RESUME OR SKILLS?



Make your goals known.



Ideally gain support of your supervisor.



Make use of professional development association.



Consider a personal investment.



Volunteer opportunities, interim assignments.

LOW-COST RESOURCES

- Books: Grit, The Power of Regret, The Art of Taking It Easy, Crucial Conversations, Chatter: Harnessing the Voice Inside Your Head, Pivot
- Online Resources: Ted Talks, HBR
- Shadow a Colleague
- Volunteer Organizations
- StrengthsFinder's, DiSC



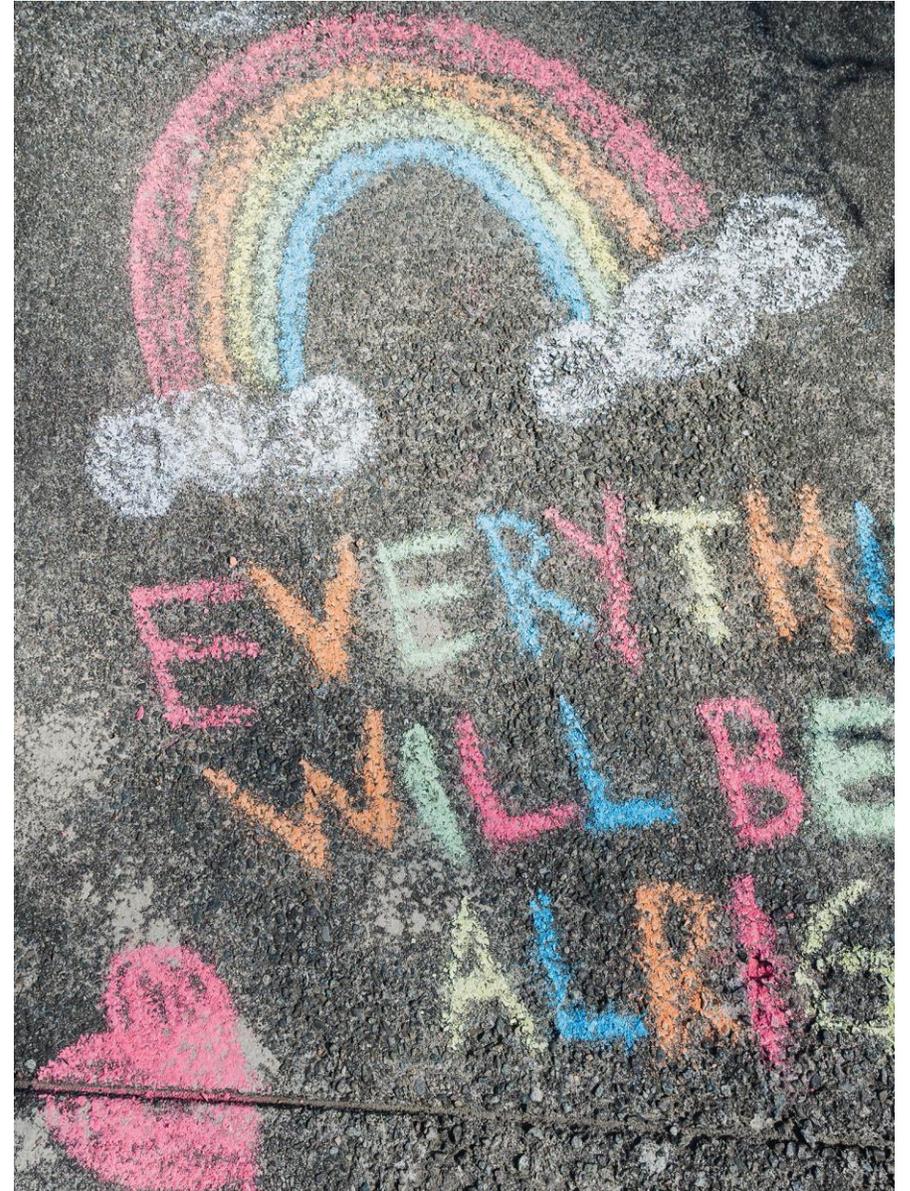


HOW CAN YOU PREPARE PERSONALLY?

- Learn what you can influence
- Take care of your self
- Celebrate your successes
- Learn to say “No”
- Ask for help

WHAT CAN YOU INFLUENCE?

- Health
- Boundaries
- Finances
- Attitude
- Recreation
- Goals
- Physical Environment





TAKE CARE OF YOURSELF

- Exercise, check ups
- Mental health
- Finances
- Time away
- Relationships outside of the office
- Cultivate space and perspective



CELEBRATE YOUR WINS

- Keep thank you notes, reviews.
- Check in with your champions.
- Take credit when credit is due.
- Reward yourself.
- Share your success.

ASKING FOR HELP

- Be specific
- Be flexible
- Be gracious
- Let go





SAYING “NO”

- It does not fit your goals
- Time commitment
- Others can do it
- You do not want to
- It is not crucial



PERSEVERE WITH PURPOSE

- Do not endure to endure
- Be willing (and positioned to walk away)
- Compete with yourself
- Celebrate your progress
- Reevaluate your goals

PERSPECTIVE

“Meaning is not something you stumble across, like the answer to a riddle or the prize in a treasure hunt. Meaning is something you build into your life. You build it out of your own past, out of your affections and loyalties, out of the experience of humankind as it is passed on to you, out of your own talent and understanding, out of the things you believe in, out of the things and people you love, out of the values for which you are willing to sacrifice something. The ingredients are there. You are the only one who can put them together into that unique pattern that will be your life. Let it be a life that has dignity and meaning for you. If it does, then the particular balance of success or failure is of less account.”

John W. Gardner