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INTROSPECTION

Guide

**Powerful Questions to Shape Your
Ideal Career**

@LAURAPARENT

Welcome!

I'm truly delighted that you've come across this little guide I created to help you begin the year with greater clarity and alignment with your ideal professional vision. The questions and exercises I've prepared will allow you to assess where you currently stand in terms of career satisfaction, define your unique priorities, and clarify your dream professional vision. I'm excited for you and honored to accompany you on this journey.



About Laura

As an expert passionate about work-life balance, my mission is to support individuals in the pursuit of their dream careers by helping them discover what truly motivates them at work, as well as their deeper purpose, commonly referred to as the “Why.” I’ve had the privilege of collaborating with hundreds of organizations, interviewing thousands of people, and analyzing data from over 100,000 employees about their professional experiences. In addition, my background as a trainer in conscious leadership enables me to guide others in developing self-awareness, emotional intelligence, and a stronger connection to their intuition, so they can make decisions aligned with their values in their professional lives. This diverse expertise, combined with my deeply held convictions, fuels my passion for helping others navigate their career paths with clarity and confidence. Together, let’s explore your potential and align your deepest aspirations with the career opportunities that inspire you.

Finding Your Path Starts with You

A Portrait of Your Current Professional Situation

To clarify our vision for the future, it is essential to first take stock of where we are today, to analyze and evaluate what currently brings us the most satisfaction in our careers, what is most important to us, and what could be improved. As a research expert and career strategist, I have helped hundreds of organizations assess their employees' happiness, and today I have the privilege of sharing with you the criteria I use in corporate consulting.

1/ What Brings You Satisfaction in Your Job Today

Below, I present a range of statements and categories that represent the most essential aspects of your experience in the job market. Evaluate your level of satisfaction in relation to the categories below by answering the questions and circling the score that best reflects your current feelings.

On a scale of 1 to 10, how much do you agree with the following statements?

a. **Skill Development** – *I am learning and developing at the pace I desire.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

b. **Challenges and Level of Difficulty** – *I feel enough stimulated by the challenges in my environment.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

c. **Working Conditions** – *My salary and benefits comfortably covers my financial needs and those of my family.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

d. **Work Environment** – *My workplace climate is healthy, with a pleasant atmosphere among colleagues and a caring manager.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

e. **Mission** – *I feel that I am contributing to a mission that matters to me and/or that I strongly align with the values of the organization I work for.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

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On a scale of 1 to 10, how much do you agree with the following statements? (continued)

f. **Passion for My Tasks** – *I am passionate about my expertise and my work.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

g. **Work-Life Balance** – *My job does not negatively impact my personal well-being. In other words, I am able to manage my stress level effectively.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

h. **Career Advancement** – *I have the opportunity to grow within the organization in alignment with my ambitions.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

i. **Overall Satisfaction** – *Overall, I am very satisfied with my current job.*

Strongly Disagree 1 — 2 — 3 — 4 — 5 — 6 — 7 — 8 — 9 — 10 Strongly Agree

It can also be very revealing to calculate the average of all your scores out of 10 in order to assess your overall level of satisfaction.

A score above 8 indicates that you are generally satisfied; a score between 6 and 8 is acceptable but suggests that some adjustments are needed; and a score below 6 means you have some serious questions to reflect on and may want to consider leaving your current job, provided it is feasible for you (ideally after securing another position first if taking financial risks is not an option, of course).

Leave or Stay?

The ultimate question: Leave or Stay? If you've made the effort to get your hands on this guide, I assume your career is important to you. I also assume that you have high standards for your professional life and I'm truly glad to see that. That being said, I would say that an overall satisfaction score of 6 or below indicates that you are not happy at work. However, the remaining question is: can the situation improve? Can the areas that scored the lowest in the quiz above be improved within the organization where you currently work? It is very possible that the answer is yes, and if that's the case, your job is to create an action plan to address your top priorities (see the next page). Finally, if the priorities you list on the following page are all performing very poorly in your current job, it's probably time to consider finding another position that better meets your needs. Believe me when I tell you: it is absolutely possible to find a job that allows you to feel fulfilled. If I did it, then it's possible for you too.

Finding Your Path Starts with You



2/ What Matters Most to You

Now that you've evaluated your level of satisfaction in your current job and identified what is going well or less well at work today, it's essential to identify your priorities among the list of categories above.

Excluding the final question on Overall Satisfaction, which elements are most important to you? This exercise is not necessarily easy, but it is essential; you may feel like ranking everything as a priority, but that's exactly why this exercise is so valuable, it forces you to reflect deeply on what is truly essential for you in a job. No one has a perfect job; there are always trade-offs. The real question is: which compromises are you willing to make, and which ones are you not willing to make?

Among the following elements, what are my Top 5 priorities at work today?

- a. Skill Development
- b. Challenges and Level of Difficulty
- c. Working Conditions (salary and benefits) a certain minimum is, of course, the foundation, and we will assume you already have the basics needed to live well. But is this a priority for you?
- d. Healthy Work Environment
- e. Mission
- f. Passion for My Tasks
- g. Work-Life Balance
- h. Career Advancement

Your Top 5 Non-Negotiables in Your Career. (in order of importance, with 1 being the most important)

1. _____ (/10)
2. _____ (/10)
3. _____ (/10)
4. _____ (/10)
5. _____ (/10)

I strongly recommend taking notes in a separate notebook as well, elaborating on what you do and do not appreciate and why. This will help you identify concrete solutions moving forward.

Now, next to your priorities, indicate the satisfaction score (or level of agreement) you assigned them in the previous exercise, on a scale of 1 to 10. This will help you establish the order of priorities to work on in 2025. For example, if the most important element for you is challenges, and your current satisfaction score is 5/10, then you know this will be the top area to improve in 2025. You will begin actively seeking opportunities or challenges that bring you greater satisfaction in that area.

Finding Your Path Starts with You



Your Job Is a Means, Not an End

What we don't realize often enough is how much our professional life should be in service of our overall life and not the other way around. Your career should be aligned with your personal values, support you in achieving your ideal lifestyle, and help you feel more accomplished in your life as a whole. Here are a few exercises to help you identify the elements of your personal life that should be aligned with your career:

1/ Your Personal Values

Your personal values are the guiding principles that influence your daily decision-making, or the choices you face when confronted with more difficult situations in life. As an example and to inspire you to do this exercise for yourself, I am sharing my own personal values that have guided my career decisions: Courage, Service, Family, Freedom, Authenticity.

Example :

My Values (in order of priority at work)

Family (1)

Service (2)

Courage (3)

Authenticity (4)

Freedom (5)

How They Show Up in My Work

My daughter will always come first, and if my job were to compromise her needs, I would need to make serious adjustments.

My primary goal is to serve people, everything I do is directed toward that I have the courage of my convictions, and I remain true to who I am.

I need to feel, overall, that I can take time off when I want and manage my schedule as I see fit (80% of the time).

Now it's your turn!

Your Values (order of priority at work)

How They Show Up in My Work

Your Overall Life



2/ Your Ideal Lifestyle

We too often overlook lifestyle when choosing a career, meaning how our time is distributed across our priorities, which are often tied to our values. If you choose a job that you really enjoy but that requires you to commute two hours every day, it may not fit your ideal lifestyle. You would no longer have time to exercise, and you would spend less time with your family, for example. These factors should not be ignored when designing your ideal career. Another example might be that you need to travel regularly, traveling is one of your passions. In that case, it would make sense to aim for a type of job that allows you to travel the world for free. And yes, it's possible! For example, by choosing an international company in a role that requires travel for work. In my first three years working in marketing, I traveled to Paris twice, as well as London, Geneva, and New York thanks to my job.

How many hours per day do I realistically need outside of work? (knowing that I will probably need to work a minimum of 8 hours/day. Of course, some entrepreneurs choose to build businesses that allow them to work only a few hours per week but if that's your case or your dream, remember that anything is possible.)

Why is this important to me

Does my current job allow me to achieve this objective? _____

If not, or if I am looking for a new job, what other options could allow me to meet these needs?

What other working conditions could bring me closer to my ideal lifestyle?

List ideas for jobs that could allow you to achieve these ideals.

In Summary: My Vision for My Career

Based on the exercises above, what would your vision for your career, be your non-negotiables as well as the ideals you would like to achieve in your job? These elements may help you improve your conditions in your current role, but you may also realize that you are not in the right place for yourself today. If that's the case, don't worry! A career is meant to be filled with multiple work experiences. It's a journey, not a destination.

Why does writing down your goals increase your chances of achieving them?

Thanks to the Reticular Activating System (RAS). The RAS is a neural structure in the brainstem that plays a fundamental role in bringing to our consciousness what is important to us, by filtering the millions of pieces of information we receive each day. On average, according to neuroscientists, the RAS can filter up to 85% of incoming information based on our beliefs, interests, and experiences. For example, one study showed that people who want to buy a camper van notice up to 34% more camper vans in their environment, simply because the RAS drives them to focus their attention on that information. So, by writing down your wishlist here, you increase your chances of spotting opportunities that bring you closer to these ideals. All that remains is to take action.

Source: RAS (Reticular Activating System): How to Use It for Your Greatest Good, Sherry Lee, 2024

This is the time to create a list of what you desire for 2025 even if it feels unrealistic today. Simply asking yourself these difficult questions and putting your desires and needs on paper will help you gain more clarity and intention in your professional life in 2025. Here are some examples to inspire your own list: (1) More autonomy in my work, (2) more personal time to exercise, (3) find a job that allows me to be of service.

My vision



Congratulations! You've just taken a huge step forward to change your professional life for the better! To go one step further, I strongly encourage you to identify the one item from your list to "tackle" first, as well as ONE priority action you can take to move closer to that ideal. There is nothing more powerful than the combination of aligned intention and action. I'm behind you 100% this year in your professional journey. 💜