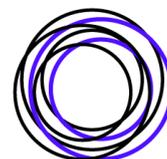


RAISE

A framework for career decisions.



BRANCHER

About this Guide

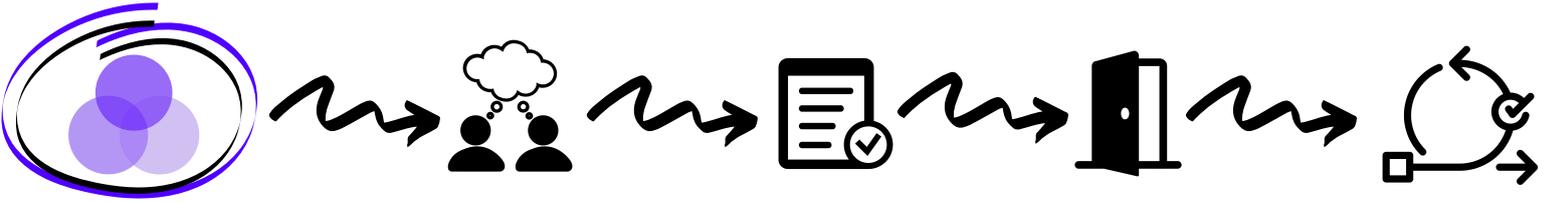
This guide has been designed to provide you with a structured, evidence-based process of dealing with tough career-related decisions, which include but are not limited to:

- Changing careers
- Discovering a new career
- Starting your own business/freelancing
- Leaving a job
- Applying for a job/promotion
- Accepting a job
- Taking a career break
- Returning to work after a career break/parental leave

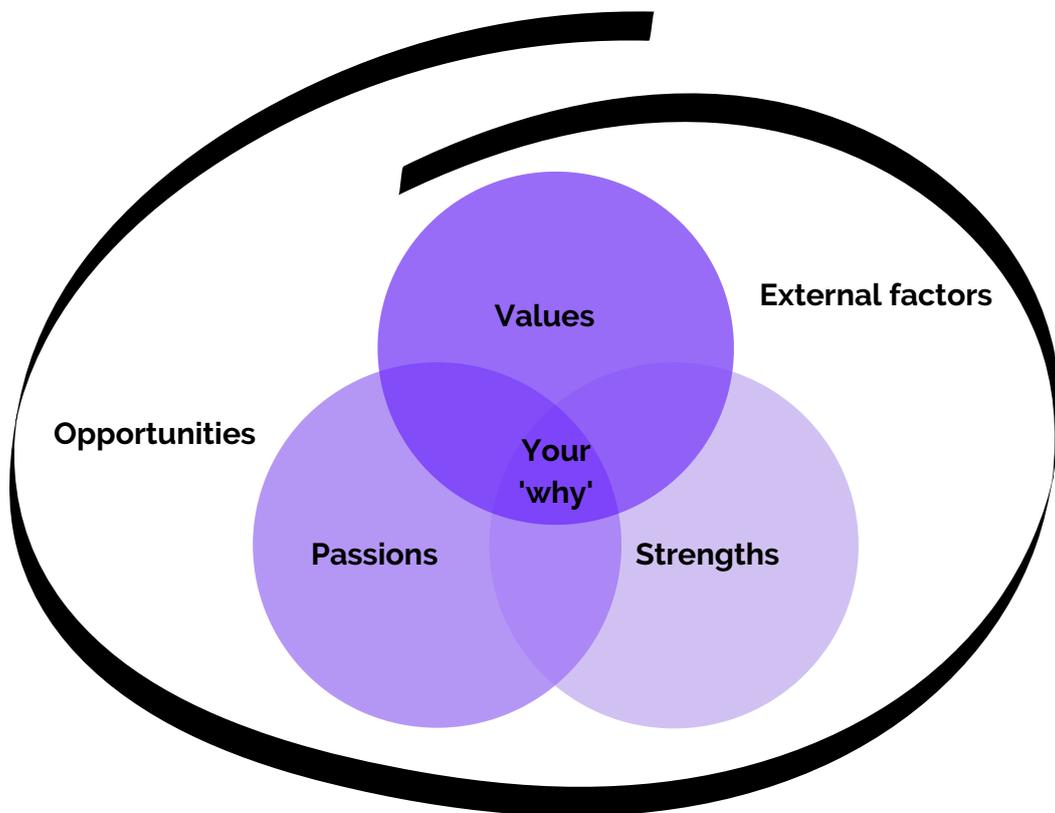
This is a 'choose your own adventure guide'. So when you want to know more, you can click the links throughout this guide for further information.

Reflect

Reflect on the decision at hand, consider internal and external factors.



The diagram below outlines the key factors for reflection, when making a career decision.



Click each of the links below to find out more information about:

- [Your values](#)
- [Your strengths](#)
- [Your passions](#)
- ['Your why', external factors and opportunities](#)

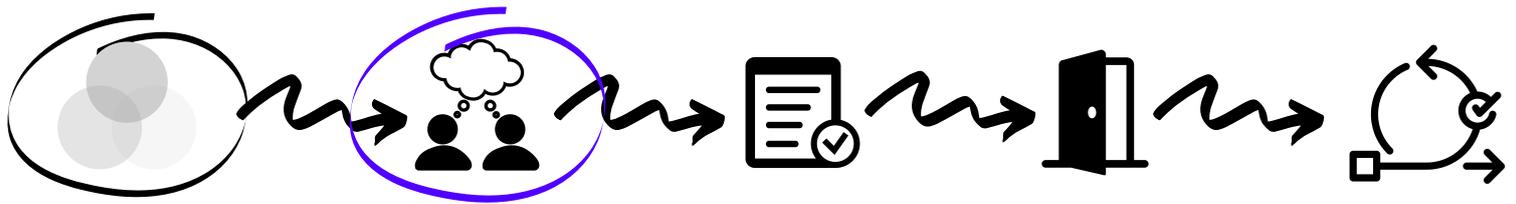
Each link above provides more information about each factor, including why it is important and how you can reflect and explore.

Once you have reflected on all factors in the diagram above, it's time to consider these in light of your current decision. [Click here](#) for assistance in putting all the information together.



Ask

Ask for more information/feedback.
Actively learn.



Once you have spent the time doing some internal reflection, it's time to seek more information and feedback from others.

Click each of the links below to learn more about how to approach this, including some example questions you can ask others, depending on your situation:

- [If you're trying to discover a new career...](#)
- [If you're trying to change careers/start your own business...](#)
- [If you're thinking about leaving a job /applying for a job...](#)
- [If you're thinking about accepting a job/negotiating the pay...](#)
- [If you're thinking about taking a career break or returning to work...](#)

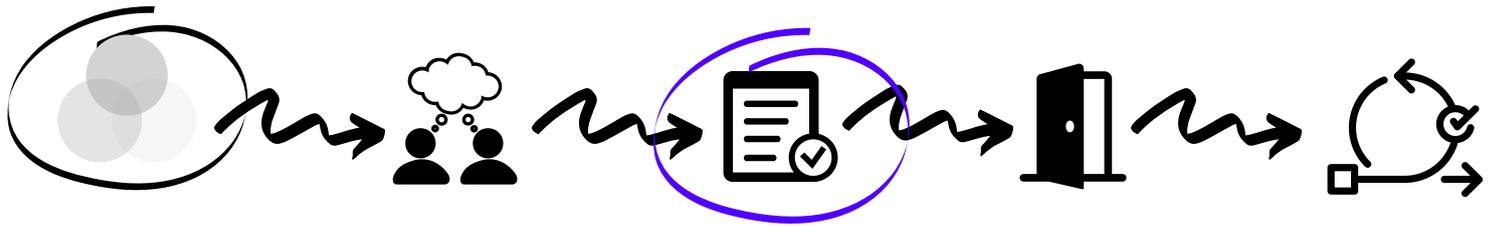
Asking for more information/feedback can help us learn from others, including learning from their mistakes. [Click here](#) to see what research tells us are the five most common career regrets of others.



Identify

Identify gaps between current and future state.

Identify goals.



Once you've reflected on the decision and asked for more information and feedback (and hopefully, actively learnt from this), it's time to put that information together and identify gaps between current and future state.

[Click here](#) for questions you can ask yourself to identify the gaps.

Once you have identified the gaps between your current and ideal future state, you will be in a position to identify (or set) your goals - these can be long-term, or short-term.

Click each of the following links to learn more about:

- [Long-term goals](#)
- [Short-term goals](#)



Start

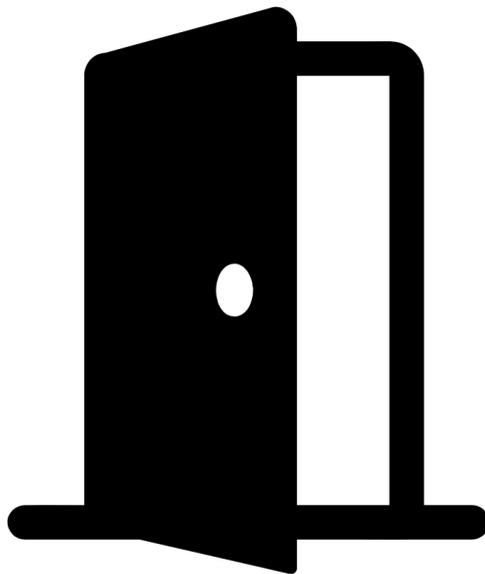
taking action



Once you have set your goals - the next step is easy, start! Start taking action.

These actions don't need to be big. Start with small milestones. Often getting started is the hardest part because we tend to procrastinate.

[Click here](#) for some tips for finding that motivation and avoiding procrastination.



Evaluate

success

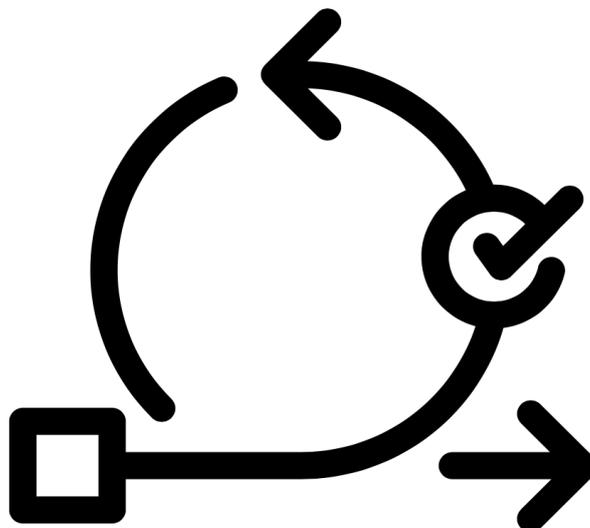


Career growth is never 'finished' so continuous reflection and evaluation on your career will help you to continue making progress.

[Click here](#) to learn more about evaluating smaller SMART goals as well as bigger (vaguer) goals.

After the Evaluate stage, the RAISE model comes full circle, back to reflection. Reflection is a skill you should continuously practice throughout your career, as it is crucial to ongoing growth and development.

[Click here](#) for practical tips on reflection and journaling so you can be even more prepared for your next career move.



Networking + mentoring

An estimated 70% of jobs are not advertised

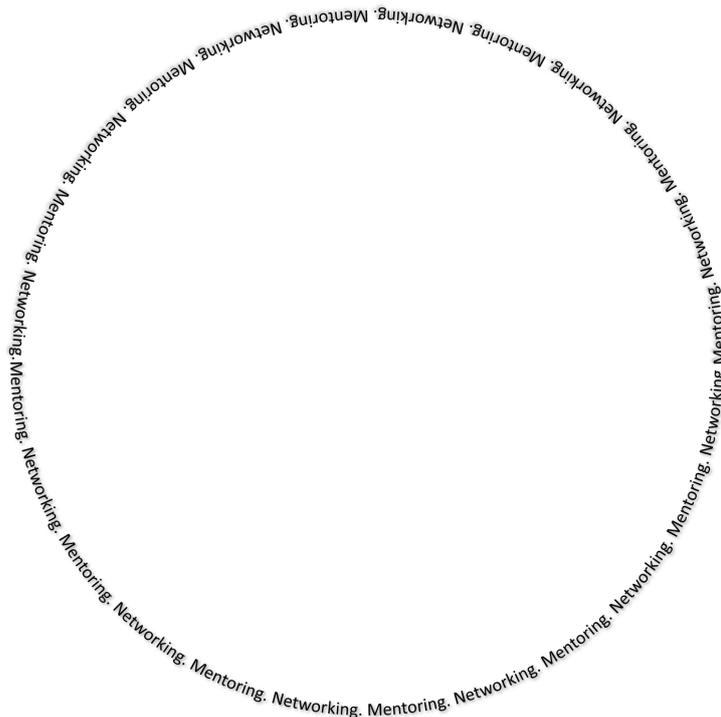
Networking and mentoring surround the outside of the RAISE model continuously - because at all stages they are important.

In addition to your network being key to your next career move (because an estimated 70% of jobs are not advertised), your network can also be a great support network, allies, sponsors, peer mentors and career advisers.

Having a mentor, or even a few mentors (i.e. a personal Board of Directors) has many benefits including but not limited to:

- Increased job satisfaction
- Increased self-efficacy and confidence
- Reduced strain
- Improved career outcomes that can lead to promotions and higher pay

When navigating career decisions, a mentor can support you through each stage of the RAISE model. They can help you to reflect on internal and external factors, be there to answer any questions you may have, help you identify gaps between current and future state and motivate you to get started on taking action and evaluating success.



More information

For more career support, consider seeking out a mentor through [Women in Media's mentoring program](#). Women in Media welcomes women at all career in media stages to apply. This program is free.

For professional assistance navigating career decisions, contact Brancher to be connected to a career coach at hello@brancher.com.au

Find out more at www.brancher.com.au

