

About the Wheel of Work

Just like a career, a wheel keeps moving. If a wheel is wonky, not fully circular, and imbalanced it will not function as well as it could.

The aim of this exercise is to raise your awareness of the current stage you are at within your career, and the various elements that a meaningful and rewarding career are built on. The awareness gained from this exercise can:

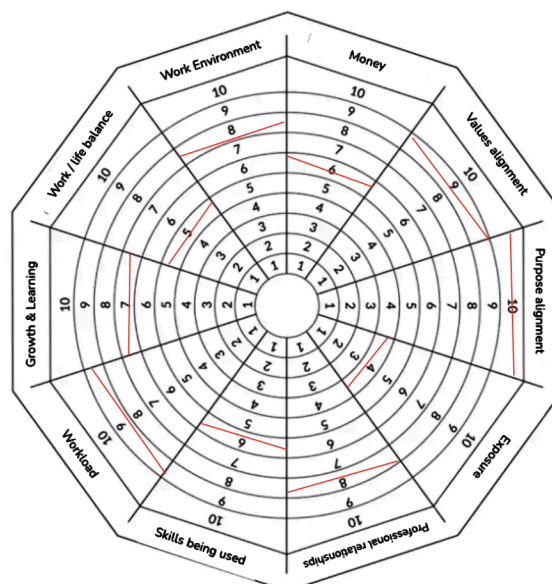
- Give you clarity on your personal definition of balance in your career.
- Plan your career in the future with more intention and clarity of your needs.
- Give you clarity on the changes that will make your career more satisfying.
- Help you prioritise and set goals.
- With knowledge gained, support you to take action.

How to complete your wheel

- Take some time to complete this exercise to check in with yourself, to see how satisfied you are in your career.
- Imagine the centre of this wheel is 0 and the outer edge is 10
- Draw a line across each segment of the wheel to represent your own satisfaction score for each category. A value between 1 (very dissatisfied) and 10 (fully satisfied).
- Write the score alongside each category.
Write down the **FIRST NUMBER**. Use the FIRST number (score) that pops into your head, not the number you think it should be!

Be as honest with yourself, this is for you and no one else to see.

Example of how to complete The Wheel of Work:



Each section of the wheel

Skills being used

Are your skills and strengths being used to their full potential?

Professional Relationships

Do you have good working relationships?

Are you building a professional network both in your workplace and externally?

Growth & Learning

Have you had opportunities to develop?

Do you have the capacity within your role to dedicate time/resources to personal and professional development?

Do you feel there are areas in your role that provide you with 'professional stretch'?

Values Aligned

Do your values match the values that are demonstrated in your workplace?

Examples of Values: trust, respect, support, collaboration, fun, competition, creative, corporate social responsibility, diversity etc.

Purpose Alignment

Does this current job align with your own purpose?

Work/Life Balance

The meaning of work/life balance is specific to each person. Do you believe your current job gives you the work-life balance you need to thrive in your life?

Work environment

Is this current work environment meeting your needs? This could be

Money

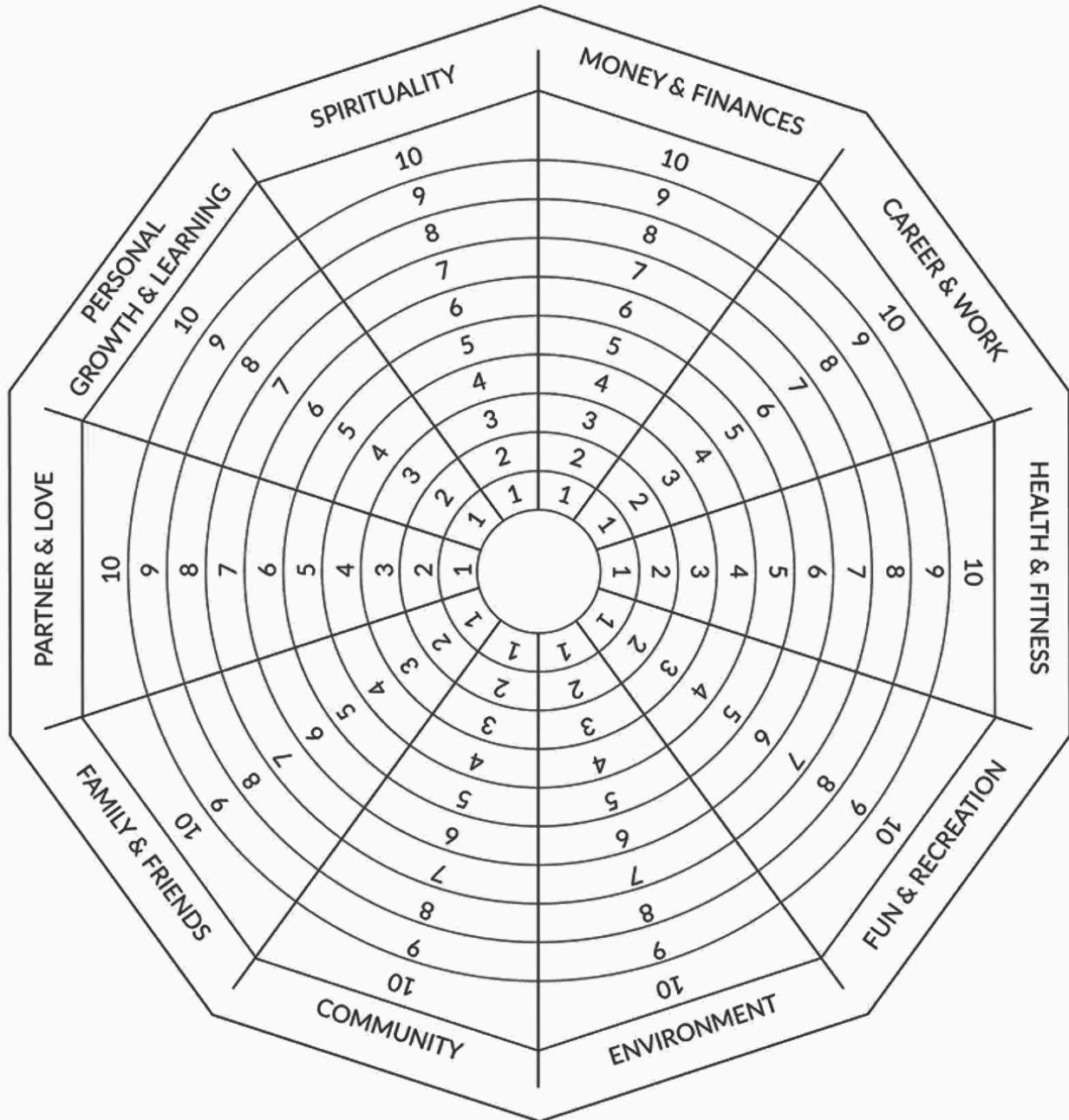
How is this job supporting your lifestyle?

Exposure

Are you getting oversight/involvement in meaningful work projects?



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Follow up exercise

The next step is to identify your options, develop a plan and set yourself some goals.

You can either target specific areas within the wheel, or you can combine use areas within your goal setting, below is a table that you may find useful in exploring your way forward.

Area	Score	Why did I give that score?	How important is this area to me? (0-not very much, 10 - significant)	What is the most impactful action to increase this score?	What would I need to do to make it a 10?	What does success look like for me? How will I know when I have been successful?	Review date
Work/life balance							
Money							
Exposure							
Values Alignment							
Purpose Alignment							
Professional Relationships							
Skills being used							
Workload							
Growth & Learning							
Work Environment							



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