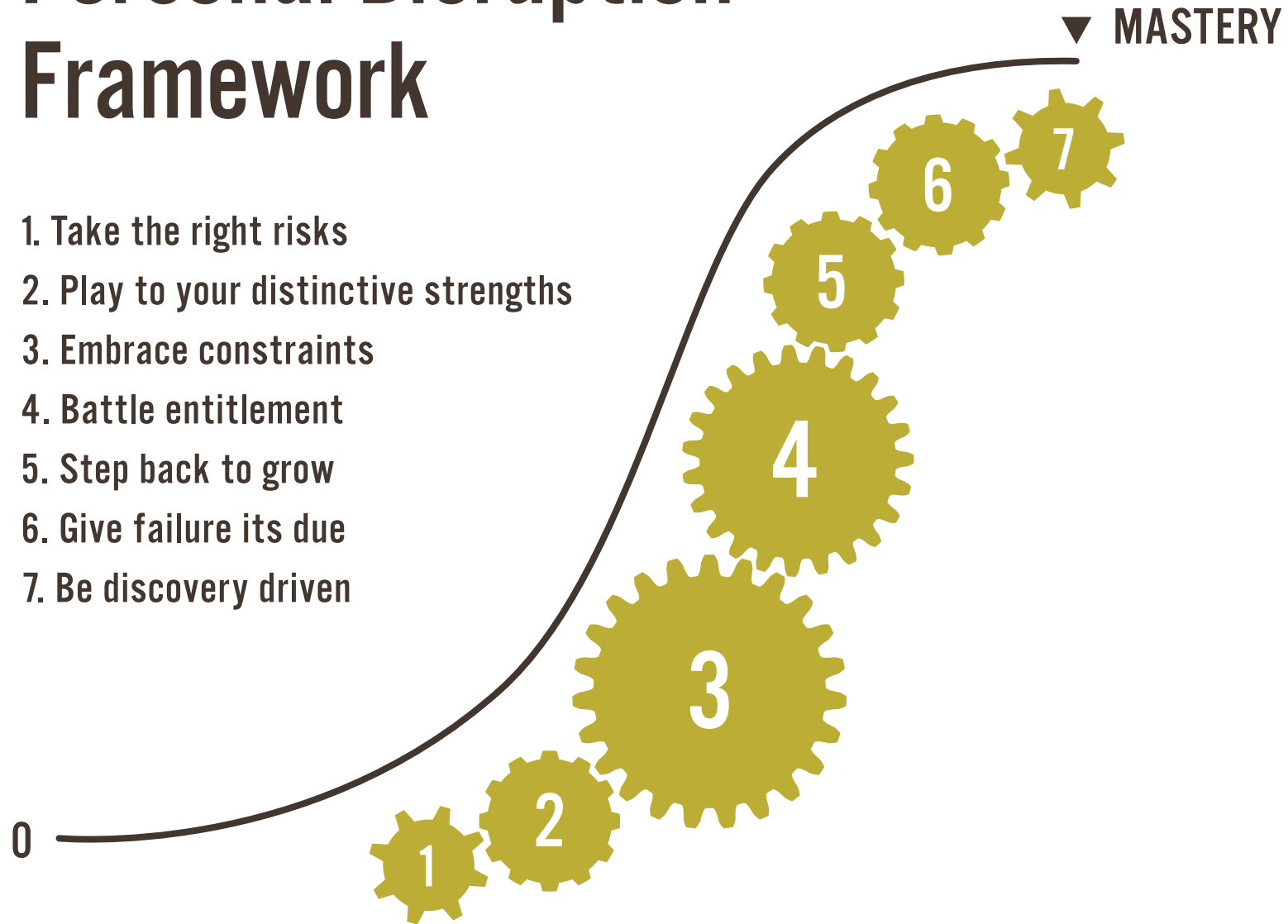


Disrupt Yourself™

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Personal Disruption Framework

1. Take the right risks
2. Play to your distinctive strengths
3. Embrace constraints
4. Battle entitlement
5. Step back to grow
6. Give failure its due
7. Be discovery driven



10 Questions To Ask a Client Who is Thinking About Changing Roles

1. Why do you want to change jobs?

In asking this, you want to understand if they are changing for functional or emotional reasons.

Functional: They are having a new baby and need to earn more; spouse is moving so they need to move too.

Emotional: “I don't feel appreciated or valued.”

In understanding why they want to change you can better guide them in finding a job that will increase their well-being.

2. Have you been in your role longer than 3-4 years?

Based on our proprietary S-Curve Locator and

neuroscience, a person will generally have mastered a role by this time—at the latest. Wanting a new assignment at this point is logical. If they like the company they are in, you may want to help them navigate to a new role within their current organization.

3. If they are looking for opportunities that would constitute competitive risk in their job / role search can they legitimately compete and win? And, do they want to? Or are they willing to take on market risk and to play where others aren't? Find a need not being met and create a role?

The odds of success are higher when you play where no one else is playing.

4. To what extent are they playing to their 'distinctive' strengths in their current role? How? How not? Do they know what their strengths are? More importantly, do they value them?

Because 'distinctive' strengths are things that

people do reflexively well they often don't recognize them, and even if they do, they undervalue them because they are easy. As their coach, you can help your clients value what they do uniquely and brilliantly well, and guide them to roles that need and want those strengths.

5. Is their current job hard (e.g. working long hours and sometimes exhausted) or hard hard (there is drudgery and they are maybe even getting sick)?

If it is hard hard they are probably on the wrong curve, dealing with a role or a boss mis-match. It's time to jump to a new curve, remembering no S-curve is ever wasted. If it's hard (e.g. where they feel like they don't know what they are doing and everything is new), encourage them to settle in and persevere at least for six months. They are at the low-end of the curve.

6. What constraints are involved in making a change? Time, money, expertise?

There is a tendency to think that if you had lots and lots of options, the job search would be easier. But depending on how much income they need / must make perhaps the option of becoming an entrepreneur right now isn't an option. Fewer options actually focus your energy.

7. How will they tell their story to their target boss?

Whenever a person applies for a job, especially when changing industry or domain, they are jumping to a new learning curve. Importantly, so is the person who hires them. What is their elevator pitch that will de-risk that jump for their new boss?

8. What trade-offs are they willing to accept to get the job you want? Time, money, location, title?

When a person is disrupting themselves and trying

something new, there is usually some type of step back involved. What kind of step back are they willing to take? Frequently, people don't want to give up anything. As their coach, helping them see that sideways or backward is a slingshot can help them get to the job / opportunity they really want.

9. If your client lost their job or the current opportunity was a bust, what have they learned, especially about what kind of boss they want?

One way to tell if you want to work for someone (this goes back to emotional needs) is to learn about who has worked for them previously and where those people are now. If the boss has a history of subordinates going on to great opportunities inside or outside the company then it's probably someone they want to work for.

10. Before deciding to fully commit to this boss and organization can they try

before they buy? Work for six months or on a contract basis?

This allows them to remain independent and establish boundaries that are easier to maintain if and when they do decide to go permanent.