

Career Tips Thursday: Session 26

Finding your ikigai



生き甲斐

Ikigai

Agenda

- Understand what **ikigai** is
- **Identify** your unique ikigai
- Connect your ikigai to **what drives you**

**Before we
start...**

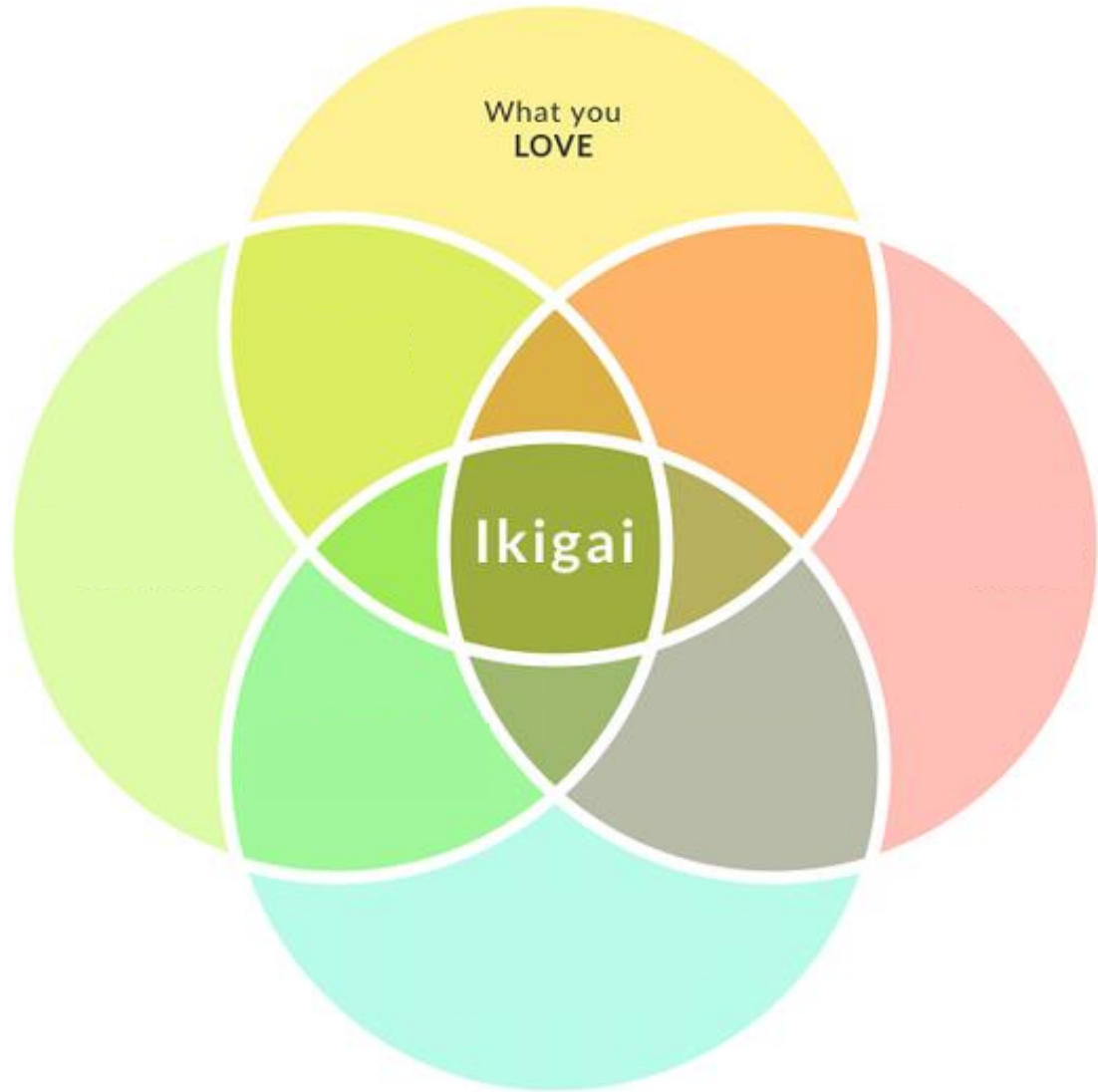


... let's see what ikigai means

- **Ikigai** is a Japanese concept that means your '**reason for being.**'
- '**Iki**' in Japanese means '**life,**' and '**gai**' describes **value or worth.**
- Your **ikigai** is your **life purpose** or your bliss.
- It's **what brings you joy and inspires you** to get out of bed every day.

Ikigai



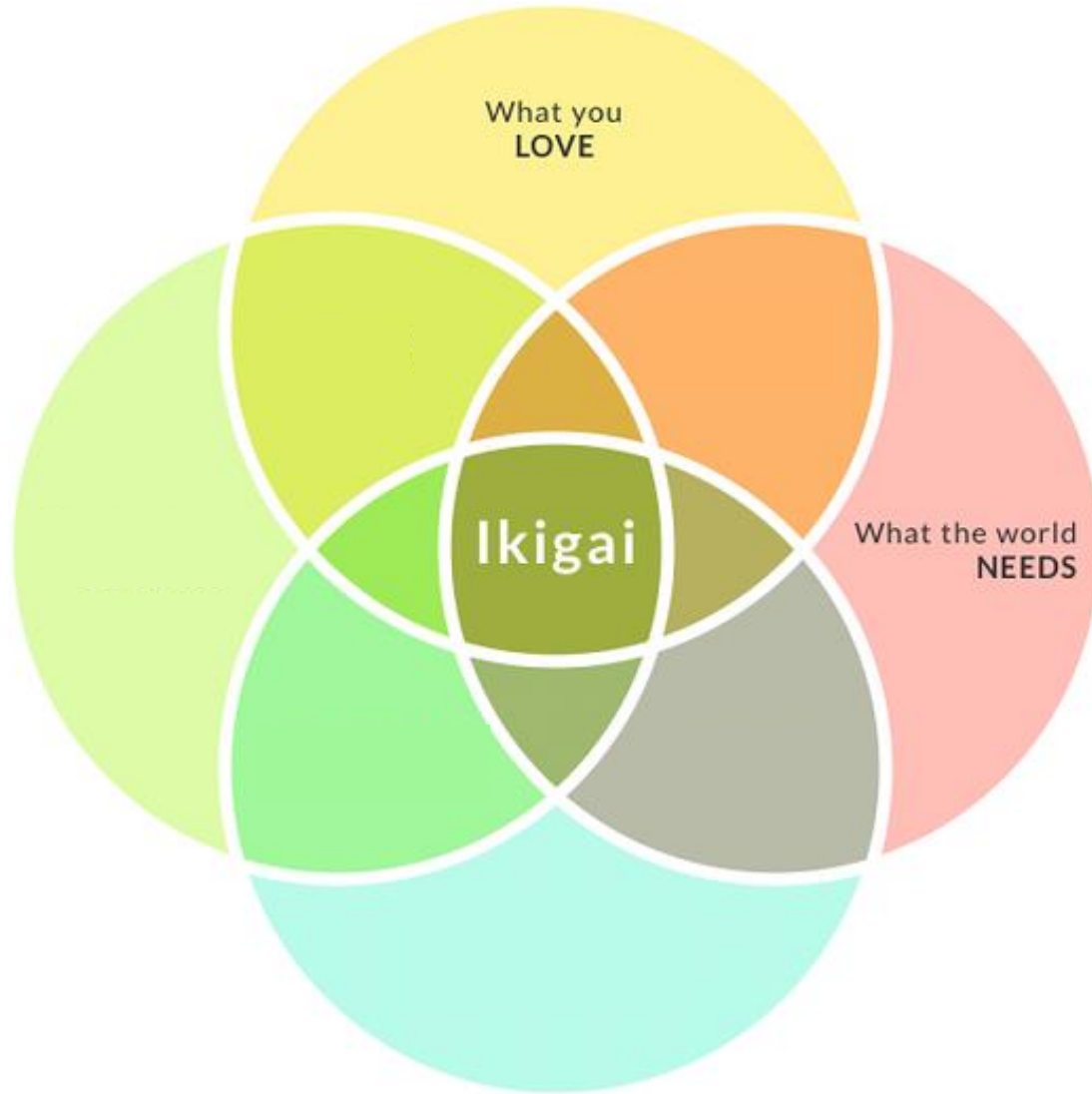


What you LOVE

- You love to do
- Make you feel good
- Would do even if you were not paid for

In my case:

- Helping people
- Supporting people
- Seeing people succeed
- Helping people develop new skills



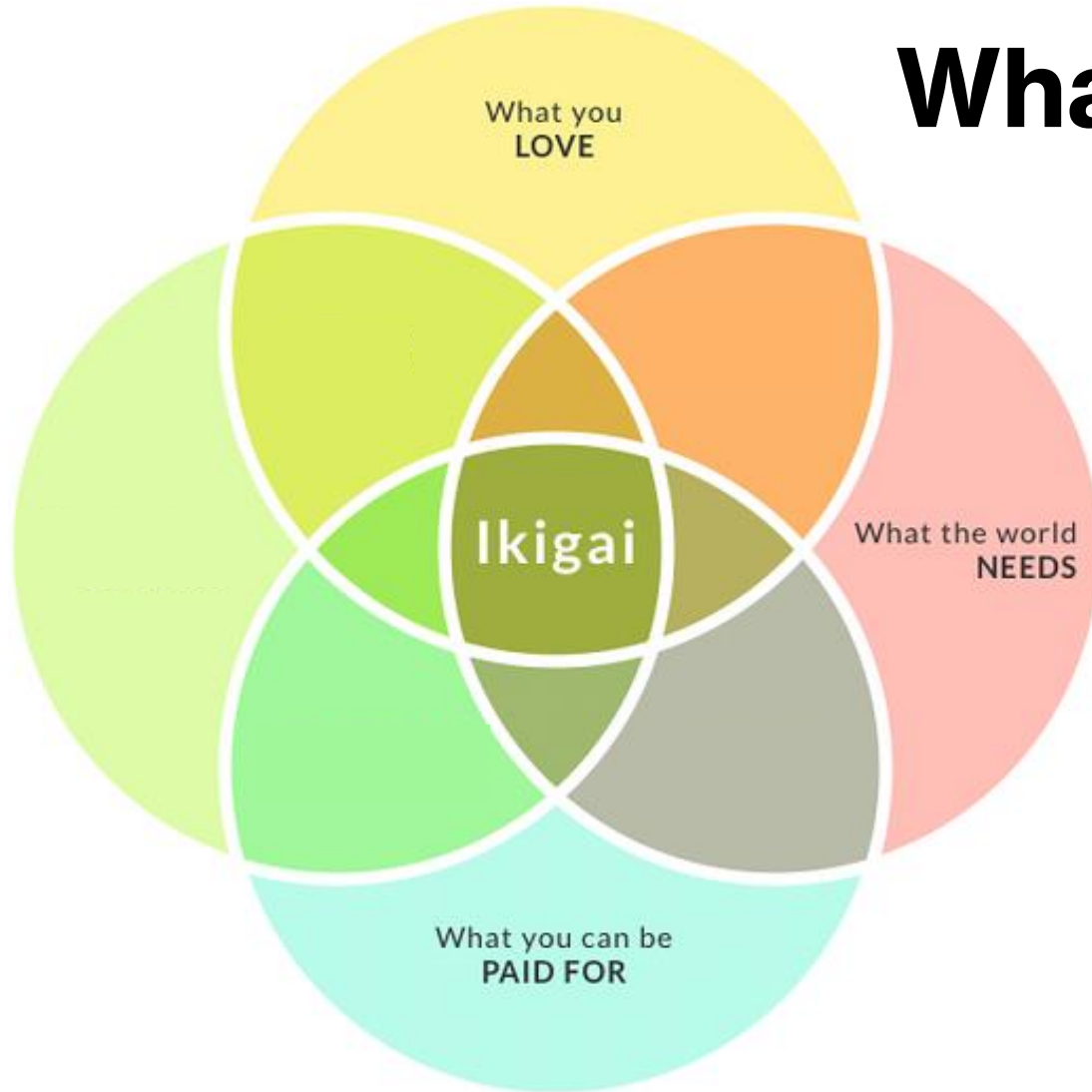
What the world **NEEDS**

- My colleagues need...
- My stakeholders/the people I serve need...
- The people around me need...

In my case:

- Skilled people
- People with strong and specialized skills
- People that can be proficient at interpersonal and soft skills

What you can be PAID FOR



- Currently I make a living with...
- Now I am paid to do...
- In the future I would like to get paid for...

In my case:

- Creating training programmes
- Coaching and mentoring colleagues
- Organising and facilitating training courses and retreats for teams
- Sharing knowledge in interagency platforms

What you are GOOD AT



- Everything you are good at because of your experience or innate ability
- Anything you would like to be good at in the future

In my case:

- Sharing knowledge with others
- Connecting with people
- Engaging with others
- Empowering people



Mission

What you love
+
What the world needs

Helping and supporting people, seeing people succeed, helping people develop new skills

+

Skilled people, people with strong and specialized skills, people that can be proficient at interpersonal and soft skills

Mission

**To help people achieve their full potential
both at work and in life**



Vocation

What the world needs
+
What you can be paid for

Skilled people, people with strong and specialized skills,
people that can be proficient at interpersonal and soft
skills

+
Creating training programmes, coaching and mentoring
colleagues, organizing and facilitating training courses
and retreats for teams, sharing knowledge

Vocation

**To conceptualize and develop learning solutions to
empower people, help them become successful and a
better version of themselves**



Profession

What you can be paid for
+
What you are good at

Creating training programmes, coaching and mentoring colleagues, organizing and facilitating training courses and retreats for teams, sharing knowledge

+
Sharing knowledge with others, connecting with people, effectively engaging with others, empowering people

Profession
Learning Manager, Trainer and Facilitator, Coach,
Motivational Speaker, etc.



Passion

What you are good at
+
What you love

Sharing knowledge with others, connecting with people, effectively engaging with others, empowering people

+
Helping people, supporting people, seeing people succeed, helping people develop new skills

Passion

Be a catalyst for conscious transformation to help people get closer to their goals and achieve their objectives



Intersection 1

What you love
+
What the world needs
+
What you are good at

It can give us **DELIGHT** and **FULFILMENT**
NOT ENOUGH MONEY TO LIVE, NO WEALTH



Intersection 2

What you love
+
What the world needs
+
What you can be paid for

It can bring a lot of **EXCITEMENT** and
COMPLACENCY

It can create **SOME UNCERTAINTY** in us
(We may not be good enough at it)



Intersection 3

What you are good at
+
What you can be paid for
+
What the world needs

It is very **COMFORTABLE** and **CONVENIENT**

It can make us feel **EMPTY**



Intersection 4

What you love
+
What you are good at
+
What you can be paid for

It can give us a lot of **SATISFACTION**

Feeling that we are **NOT BEING USEFUL**

Medium or long term:

UNFULFILMENT, NOT HAVING A PURPOSE



Ikigai

- **What I love:** **Helping people**, supporting **people**, seeing **people** succeed, helping **people** develop new skills
- **What the world needs:** **Skilled people**, people with strong and **specialized skills**, people that can be proficient at **interpersonal and soft skills**
- **What I am paid for:** Creating **training** programmes, **coaching and mentoring** colleagues, **organizing and facilitating training** courses and retreats for teams, **sharing knowledge**
- **What I am good at:** **Sharing** knowledge with others, **connecting** with people, **engaging** with others, **empowering** people

Ikigai

To be a catalyst for change so that people can develop to their full potential

Exercise



Finding your Ikigai

- Use the worksheet available on the CTT web page
- Answer the questions





What I LOVE

- Things I love to do
- Activities that make me feel good
- Things I would do even if I was not paid for

What I can be PAID FOR

- Currently I make a living with...
- Now I am paid to do...
- In the future I would like to get paid for...

What the world NEEDS

- My colleagues need...
- My stakeholders need...
- The people I serve need...
- The people around me need...

What I am GOOD AT

- Everything I am good at because of my experience or innate ability
- Anything I would like to be good at in the future



Mission

What you LOVE
+
What the world
NEEDS

Vocation

What the world NEEDS
+
What you can be PAID FOR

Profession

What you can be PAID
FOR
+
What you are GOOD AT

Passion

What you are GOOD AT
+
What you LOVE

Creating my Ikigai statement




1. Look for words that repeat in the four areas

- What I LOVE
- What the world NEEDS
- What I can be PAID FOR
- What I am GOOD AT

2. Create a statement that reflects the four aspects of the Ikigai

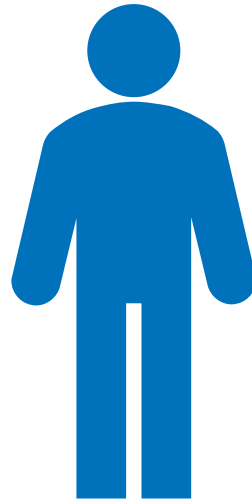
This exercise is the first step to identify your Ikigai. You can continue working on it during the following days and weeks.

A photograph of a long wooden pier extending into a body of water at sunset. The sun is low on the horizon, creating a warm, golden glow across the sky and water. The pier is made of wooden planks and has a railing on one side. The water is calm, reflecting the colors of the sky. The overall mood is peaceful and contemplative.

**Connect
your ikigai to
what drives
you**

Motivational drivers

Vision, direction, goals
WHAT



Skills and behaviour
HOW

Motivation and energy
WHY

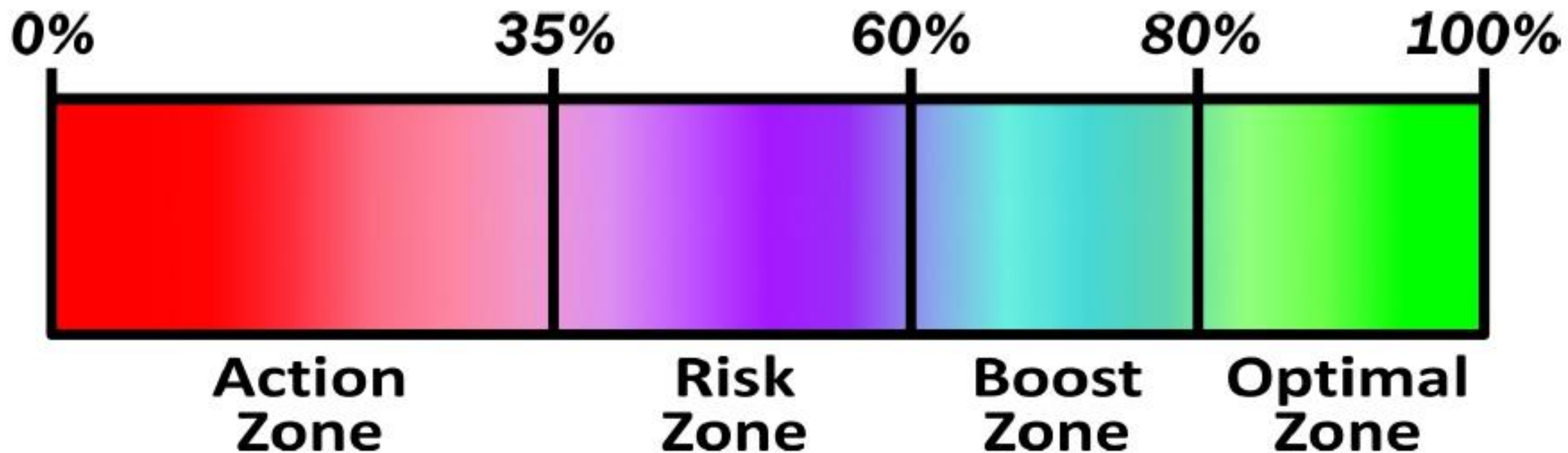


Motivation = Energy

Motivation is **energy**

Our motivations are our drivers that determine **how** we feel and **why** we act





How motivated do you feel?

Exercise



Have financial security
and competitive
environment

Learn and utilise my
knowledge

Belong to a community

Have public
recognition and praise

- Use the worksheet
- Complete the sentence: *If I were guaranteed only one from the nine options, but nothing else, my choice would be...*



Create and innovate

Do worthwhile things

Be independent and
make my own decisions

Have influence, power and
direction

Have security, predictability
and accuracy

What drives you the most?

Relationship Motivators



The Defender
seeks security,
predictability,
stability



The Friend
Seeks belonging,
friendship,
fulfilling
relationships



The Star
Seeks recognition,
respect,
social esteem

Achievement Motivators



The Director
Seeks power,
influence,
control of
people / resources



The Builder
Seeks money,
material satisfactions,
above
average living



The Expert
Seeks knowledge,
mastery,
specialisation

Growth Motivators



The Creator
Seeks innovation,
identification with new,
expressing creative
potential



The Spirit
Seeks freedom,
independence,
making own
decisions












The Searcher
Seeks meaning,
making a difference,
providing worthwhile
things

Exercise



How would you line up your motivators?

- Use the worksheet
- Think about what drives you the most
- Line up your 9 motivators in order of importance for you

The 9 motivators (according to the Motivational Map concept)	Order of importance 9 – most important, 1=least important
 DEFENDER Seeks security, predictability, stability	
 FRIEND Seeks belonging, friendship, fulfilling relationships	
 STAR Seeks recognition, respect, social esteem	
 DIRECTOR Seeks power, influence, control of people/resources	
 BUILDER Seeks money, material satisfactions, above average living	
 EXPERT Seeks knowledge, mastery, specialisation	
 CREATOR Seeks innovation, identification with new, expressing creative potential	
 SPIRIT Seeks freedom, independence, making own decisions	
 SEARCHER Seeks meaning, making a difference, providing worthwhile things	

Your motivational bucket



How to motivate yourself

Hot buttons		Opportunities for self	
Searcher	 Meaning & Make a Difference	Get clear on what a good result looks like	
Spirit	 Freedom & Independence	Get clear on what you want and don't want	
Creator	 Innovation & Change	Look for problems to solve and opportunities	
Expert	 Expertise & Mastery	Seek training and learning	
Builder	 Money & Material Satisfaction	Set SMART goals with your own rewards	
Director	 Power & Influence	Request more responsibility	
Star	 Recognition & Respect	Work on visibility and gaining respect	
Friend	 Belonging & Friendship	Be a friend - get in touch, get involved	
Defender	 Security & Predictability	Ask yourself "what do I need to feel safe?"	



How can your top motivator support your ikigai (purpose in life)?

Upcoming CTT sessions in 2024

- 29 February** **Special Session for General Service staff** - Getting into the international professional category – Moving to a different Agency
- 21 March** **Session with Michael Emery**, Human Resources Director (OIM)
- 25 April** **Session with Rob Nathan**, Founder and CEO of Career Counselling Services
- 30 May** Making **decisions**