

EXPLORING ROLES EXERCISE

Objective:

To look at various roles independent of salary and location in order to focus on what activities, sector or contributions are attractive to you.

Introduction:

You may work in a large organisation with lots of opportunities for lateral moves/internal opportunities to transition. If you don't have this resource, the Reach Volunteering site displays a wide variety of roles and activities which will be useful for this exercise.

Looking through the roles without reference to salary or location can help to focus on activities or sectors that are of interest to you.

Instructions:

1. Look through around 30-40 roles until you can identify 5 opportunities you like the idea of and that you are interested by. Try to consider which are the ones you want to read more about.

Try not to view this through the lens of what you've done to date or what you think you could 'get' if you were to apply for it. For now, the idea is to stimulate thinking about possible alternatives but through a practical lens of what are organisations actually wanting / looking for. It also gets you familiar with some of the more popular 'in demand skills' and hopefully gets you more familiar with some of the organisations working in spaces that appeal to you.

2. What are some of the tasks in the opportunities you are more drawn toward and what are the underlying implications these hold for you - for example, an opportunity to help a local community centre fundraise for a local sports hall might imply:
 - you like the idea of coming up with ideas to raise funds;
 - maybe it is stimulating an interest in sports that appeals;
 - perhaps you like the idea of working with physical spaces and seeing the impact of your work;
 - maybe it is the idea of working in a local community role.

It is what you infer about a role that is the useful insight we are looking for.

3. Take your list of 'why' you are drawn to certain roles and brainstorm with a friend/colleague/partner/manager about what this might mean for a possible future.



If you work in an organisation, maybe this list is pointing you to a different department. It might take someone else to help you have an “ah ha” moment about what your interests might be signposting.



Exploring roles exercise:

Interesting role:	Why the role appeals:	Why the organisational appeal:	Implications for the future:	Ideas brainstormed with a friend/colleague

