

Matt's Career Crossroads Playbook (Aug 2025)

A guided worksheet for clarity, direction, and confident decision-making

Step 1 – Self-Inventory (4-Box Method)

Instructions: Fold a sheet into four boxes or use the table below. Be honest — this is for you.

Likes (Current/Past Roles)	Dislikes (Current/Past Roles)
What gives me energy? Which skills do I enjoy using? What environments bring out my best?	What drains me? What work do I avoid? What cultures frustrate me?
Wants (Future/Aspirational)	Where (Future/Aspirational)
Skills I want to develop Rewards I want (financial, impact, recognition) Autonomy vs. collaboration needs	Industries or causes that excite me Org size, culture, geography Pace of change I prefer

Step 2 – Identify Your Career Anchor

Circle the top 1–2 that resonate most. These represent your 'career DNA'.

1. Technical / Functional Competence 2. General Managerial Competence 3. Autonomy / Independence 4. Security / Stability 5. Entrepreneurial Creativity 6. Service / Dedication to a Cause 7. Pure Challenge 8. Lifestyle Integration

Step 3 – Align with Ikigai / Hedgehog

Draw the four intersecting circles and note:

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

Step 4 – Preference Filters

1. Focus more on technical mastery or leading people? 2. Prefer owning something long-term or short, ad-hoc projects? 3. Stability vs. variety preference? 4. Autonomy vs. collaboration balance? 5. What must be true for meaningful contribution?

Step 5 – Alignment Check (Rate 1–5)

Factor	Current Role	New Role
Contribution		
Competence Use		
Compensation		
Contentment		

Step 6 – Validate Before You Jump

• Experiment: Projects, volunteering, shadowing, informational interviews • Reality check: Ask about lifestyle, stress, growth • Score again: Apply your filters and alignment check

Step 7 – Decide & Act

• Keep non-negotiables visible • Choose roles that score high on what matters most • If it's not a clear 'yes' on critical factors — it's a 'no'