

**Start with Introspection**

A good first step is to gain some clarity and direction by asking yourself and writing down answers to questions such as:

* What’s working in my current job/career/What are the positives?
* What’s not working for me/What are the negatives?
* What do I want to change?
* Why do I want to make those changes?
* What would I do every day, if I could? Or, if money weren’t an issue, what would I do?
* What type of role or mission would I be excited to tell my friends and family about?
* What makes me most curious?
* What do I do best?
* What am I most passionate about?
* What projects (paid, volunteer, or school-oriented) have I most enjoyed working on and why?
* What kind of work environment do I thrive in? (Collaborative or autonomous? Do I need clear structure, or can an ambiguous environment work?)

**Figure out what motivates you**

Three direct motivators:

* Play: We engage in the activity simply because we enjoy doing it. The “work” is a reward in itself.
* Purpose: One step further away from the actual work is purpose, because our motive isn’t the work itself, but it’s outcome. We feel the purpose motive in the workplace when our values align with the impact of our work.
* Potential: Another step further away is potential—we work because it will eventually lead to something we believe is important, such as a long-term career goal.

**Discover what you love to do**

Take a few moments and really think about what activities you love to do -- not just like but love. These questions might help you get started.

* Growing up, what did you love to do?
* What did you dream you would do every day? Why?
* What activity makes you feel like you come alive?
* What would you pay to be able to do?
* What do you secretly dream about doing for a living?
* What activities do your favorite movie (or book) heroes engage in that intrigue you?
* What does your favorite role model do all day?
* What would you love to spend your day doing, if you had to earn a paycheck doing it?
* When was the last time you jumped up out of bed excited to tackle something? What were you excited to do?

**The Five Why’s exercise is another useful tool to help you discover what you love**

* Write down things you really love, what you are passionate about, not only work focused.
* After you write down something you love, ask yourself why 5 times. For example:
  + I like to cook - why?
  + I like to eat - why?
  + I like to create a meal – why?
  + I like to share the meal with others – why?
  + It makes me happy when people are joined together at the table, sharing stories, ideas, laughs and building connections.

**Strengths**

By identifying and refining your strengths, you can consistently use them to improve your performance, enhance how you work in teams, and discover your natural leadership style.

**Quick-hits:**

* Pay attention to your [strengths](http://strengths.accenture.com/) and integrate them in a holistic way in all areas of your life
* Use your strengths as assets by tapping into them during challenging times
* Record how you’re using your strengths in a daily note to yourself
* Have regular team sessions around your strengths

**Deep-dives:**

* The [Performance Achievement tool](https://performance.accenture.com/) and [Know Yourself Learning Board](https://connectedlearning.accenture.com/learningboard/23832-performance-achievement-know-yourself-learning-board)
* [How to Play to Your Strengths and Thrive](https://in.accenture.com/trulyhuman/?site=1&blog=469&p=3027&caturl=aHR0cHM6Ly9pbi5hY2NlbnR1cmUuY29tL3RydWx5aHVtYW4vYXJ0aWNsZXMv)
* [Digital Strengths Journey](https://connectedlearning.accenture.com/learningboard/661774-understanding-your-strengths) – check out this learning board to learn more about your strengths