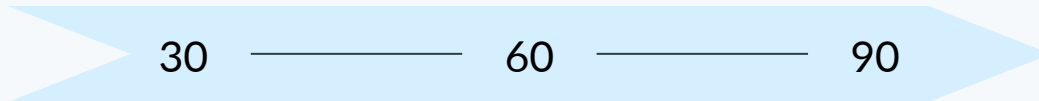




30-60-90 Day Career Pivot Plan

How to Go from Burnout to a Clear Non-Clinical Path in 90 Days



Days 1-30: Assess, Decide, Prepare

Theme

Direction, not perfection

Goal

Choose a realistic career target and start repositioning your professional identity.

What To Focus On

- Reconnect with why you're leaving. What do you want more of?
- Review your Career Path Recommendations from the assessment.
- Pick your top 1-2 roles that match your interests, values, and strengths. (Use your **Starter Guides**.)
- Complete the **Skill Gap Self-Assessment Tool** to see what you already bring to the table and what you might need to work on.
- Use the **Resume Checklist** to rewrite your resume so it matches where you're going, not where you've been.
- Apply the **LinkedIn Optimization Guide** to align your profile with your target roles.

Days 1-30: Assess, Decide, Prepare

Key Actions

- Set a weekly time block for career work.
- Reach out to 5 professionals working in your target role. Ask for 10-15 minutes to hear about their path.
- Start tracking what burns you out at work. What drains you most? What feels tolerable? (See **Burnout Recovery Guide**.)
- Begin setting small internal boundaries. You're allowed to protect your energy even if you're still working full-time.

What To Watch Out For

- Spending hours "researching" but never choosing a path.
- Telling yourself your experience doesn't translate.
- Rewriting your resume without a clear job target.

Days 31-60: Build Momentum

Theme

Clarity comes through action

Goal

Start applying, connecting, and putting your pivot in motion

What To Focus On

- Apply to 3–5 positions per week that align with your chosen path. Personalize each application.
- Use the **Job Search Tracker Guide** to stay organized. Keep track of applications, follow-ups, and networking efforts.
- Reach out to 10 new contacts. Keep it simple: “I’m exploring [target role]. Would love to hear how you got started.”
- Attend 1-2 virtual or local events in your target field (free webinars, LinkedIn events, small group meetups).
- Start engaging on LinkedIn:
 - Comment on posts
 - Share a short insight each week
 - Write about what you’re learning in this pivot

Days 31-60: Build Momentum

Key Actions

- Post once a week. Doesn't need to be polished, just stay consistent.
- Start learning something new. One course, one playlist. Start slow; 30 minutes at a time and increase as your bandwidth allows.
- Pick a job description and try rewriting it in your voice, using your experience.

What To Watch Out For

- Applying to everything because you're desperate to leave.
- Consuming endless advice without acting on it.
- Ignoring messages from people who replied to you.

Days 61-90: Prepare For Transition

Theme

Follow-through and exit strategy.

Goal

Build a reliable pipeline of opportunities to land your first interview

What To Focus On

- Start preparing for interviews even if you haven't gotten one yet. Use the **Starter Guides** for interview questions and bullet examples.
- Practice your:
 - Tell me about yourself
 - Why are you shifting out of clinical care?
 - What makes you a good fit for this role?
- Refine your pivot story:
 - Why this change?
 - Why now?
 - What do you bring?
- Draft a basic exit plan. Even if you don't quit immediately, write down your ideal transition timeline.
- Follow up on every application unless told otherwise.

Key Actions

- Adjust your resume and LinkedIn as your direction sharpens.
- If things aren't clicking by Day 75, reassess your target roles. Are they the right fit? Have you done enough outreach?

Days 61-90: Prepare For Transition

Final Tasks

- Write out your pivot summary in 3–4 lines. Use it on LinkedIn, in outreach messages, and interviews.
Example: “I’ve spent the last 10 years in patient care, but my strength has always been systems and strategy. I’m now shifting into healthcare operations to improve the way care is delivered behind the scenes.”
- Practice a mock interview with a friend or mentor.
- Reflect on your progress:
 - What helped you move forward?
 - What slowed you down?
 - What needs to change for the next 30 days?

Red Flags

- Taking rejection personally.
- Forgetting to plan the logistics of your exit (licensure, finances, insurance).
- Getting stuck waiting for permission to move forward.

A Note About Timing

Changing careers, especially when you've spent years in healthcare, takes time.

Even with consistent effort, many professionals spend 4-6 months making the pivot. For others, it can take closer to 9-12 months, especially if they're working full-time or healing from burnout along the way.

That's not a reason to get discouraged. It's a reason to pace yourself.

The key is to stay in motion. Do not rush it.

Some weeks will feel slow. Some will feel like everything clicks. That's how this works.

Stick with the process. Keep taking the next small step.

Disclaimer

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