



ARE YOU IN THE RIGHT JOB?

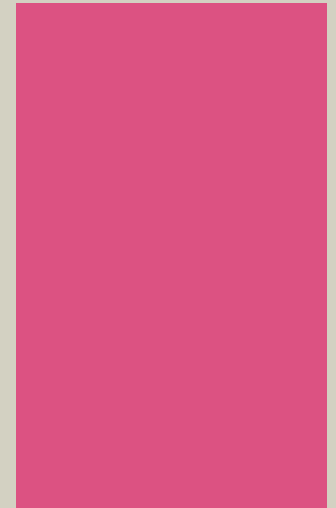
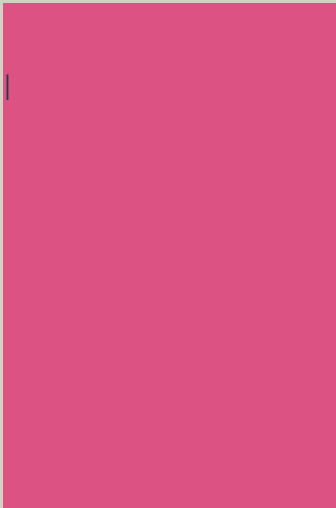
If you're experiencing dissatisfaction with your job, you might not be in the right place. Take our short assessment and find out!

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I had been a strong-willed, no-nonsense kind of leader within the insurance market for the majority of my career. I spent several years at well-known insurance companies before being appointed to be the first CEO of Maryland's Health Benefit Exchange during the O'Malley administration in 2011. After that, I went on to work in a hospital system as a vice president. I understood my industry, I loved defining and implementing strategy, and I excelled at working with other leaders.

Then why the change, you ask? Two reasons.

First, the Maryland Health Benefit Exchange failed – quite publicly. Second, in 2015, I was diagnosed with a massive brain tumor.

Two major life events over the span of 1.5 years taught me humility, the value of vulnerability, the importance of optimism, how much impact you have on others when you don't even know it, and how important it is to see beyond work stresses because they can so easily creep from work into home life.

More importantly, I realized I don't want to be in charge anymore. But I really want to help others be in charge! I offer a wealth of expertise in maneuvering through politically-charged situations, first-hand knowledge of the stress of being in charge, and a clear understanding of where emotion and passion fit into the workplace.

I bring all of this experience and expertise to the table for you through Extend – whether consulting on your strategic plan or operational implementation or working as a coach to increase leadership credibility, increase self-confidence and drive overall commitment.

SELF-ASSESSMENT

Many times, we find ourselves questioning our job satisfaction and wondering if we're on the right career path. After all, the grass isn't always greener, right?

This short assessment will help you determine how well your job suits you.

		T	F
1	I feel good about going to work every day	<input type="checkbox"/>	<input type="checkbox"/>
2	I'm proud to say where I work	<input type="checkbox"/>	<input type="checkbox"/>
3	My values align with the company values	<input type="checkbox"/>	<input type="checkbox"/>
4	I am respected for what I bring to the table	<input type="checkbox"/>	<input type="checkbox"/>
5	I am valued for my expertise	<input type="checkbox"/>	<input type="checkbox"/>
6	I understand how I fit into the bigger picture	<input type="checkbox"/>	<input type="checkbox"/>
7	I know how to get an "A" doing my job	<input type="checkbox"/>	<input type="checkbox"/>
8	I can share my opinion without fear	<input type="checkbox"/>	<input type="checkbox"/>
9	I feel heard	<input type="checkbox"/>	<input type="checkbox"/>
10	I know what my career path is	<input type="checkbox"/>	<input type="checkbox"/>



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RESULTS

9-10 Trues – Congratulations! You are definitely in the right place. Barring some change in circumstances, stay where you are! You are one of the lucky few who are in this boat.

7-8 Trues – Most of the time, this company is working for you, but there are a few things that are problematic. Take this list to your leader and have an open conversation about what's missing for you. Many of these are relatively easily fixable with an open conversation.

See the important note below. If you answered **FALSE to #3**, this could have a greater impact on your happiness than your score suggests.

6 or fewer Trues – It may be time to look for a more suitable work environment. Have an open conversation with your leader about the things that are missing for you and see what the response is. Give your leader a chance to make some changes. If they don't make any changes in a timeframe that works for you, you may want to consider moving on.

Important Note: The most important indicator of whether you're in the right job is whether the company's values align with your personal values. Values drive all of our behaviors and decision-making. When your values are misaligned, you are fighting with yourself internally about the work you're doing, and that can make every day difficult. If you do not know your own personal values, find a values exercise and define them for yourself.

If you want to be happier at work and more recognized for the value you bring to the organization, schedule some time to talk!

<https://calendly.com/extendcoach/30min>

We create great leaders. Learn more here: www.morebeccapearce.com

ABOUT BECCA PEARCE



Becca offers a variety of ways to work together:

- **Coaching:**
 - Individual Personal Executive Coaching
 - Group Coaching
- **Speaking:**
 - Inspirational Speaking
 - Workshops
 - Panels
- **Women's Retreats**
 - For women who want more out of their personal and professional life

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