



CAREER RESET: HOW TO RECOVER FROM TOXIC SITUATIONS AND GO FROM JADED TO MOTIVATED

FORGIVENESS PRACTICE

1. Write down all the memories you can bring up. Use the prompts below to help.
2. For each memory, bring up the feeling you had. Say the forgiveness mantra – *I forgive you. I'm sorry. Thank you. I love you.*
3. Rest and drink lots of water.
4. Repeat as many times as needed, or as new memories surface.

PROMPTS

- Who yelled at you? Or others?
- Who didn't give you what you needed to be successful?
- Who didn't show up for your meetings?
- Who set aggressive timelines?
- Who demanded you to work long hours? Or odd hours?
- Who didn't honor or value your contribution?
- Who didn't listen to your requests for help?
- Who ignored your boundaries?
- Who publicly or privately disrespected you?
- Who held you back?
- Who withheld information?
- Who should have been in your corner but wasn't?
- Who broke your trust?
- Who lied to you?
- What opportunity didn't turn out like you expected?
- Who changed the rules?
- Who broke cultural norms?

- Who sabotaged you, your project, or your team?
- Who hurt your feelings?
- Who hurt you?
- Who made you feel unsafe?
- Who has not acknowledged you?
- In what situations have you felt minimized and discounted?
- Who has put pressure on you?
- Who asked for more than you had to give?
- Who didn't listen to you?
- Who failed you?
- Who didn't do what they said they would do?
- Who has taken away resources that could make your job easier?
- Who has said no to training? Or denied you opportunities to grow?
- Who has failed at a task you asked them to do?
- Who has made a mistake that you had to fix?
- List your worst managers. What were their weaknesses and what negative situations did that create for you?
- List your best managers. Did they achieve success the way you want to achieve success? Or have they set a bad example, such as over-working or taking on too much for their team?
- Continue to explore up the organizational hierarchy. Who else created any negative situations you experienced? Directors, VPs, C-levels, Boards?
- When have your leaders made honest mistakes?
- What information has been hidden from you?
- What else?

BY STAGE OF THE BUSINESS ANALYST SUCCESS PATH

BA Explorer

You are setting a new path, exploring a new career.

- What new situations have caused pain before?
- What fears does this bring up?
- Who hasn't supported you?
- When have you gone down the wrong path?

Intentional BA

You have a clear intention, and a clear goal.

- When have your goals not worked out before?
- Who held you back?
- Who didn't support you?

Official BA

You've "made it!" Achieving a big goal can actually be disconcerting, because it rarely feels as exciting as the anticipation.

- When have you been disappointed with a goal, achievement, or gift that should have made you happy?
- When has a job or opportunity not turned out like you expect?
- Who sabotaged those experiences?

Proven BA

You have proven yourself and there is a safety in that, which can keep you stuck.

- When has your safety been lifted from you?
- When have people not acknowledged what you know and can do?
- In what situations have you felt minimized and discounted?

BA Super Hero

At this stage everyone wants more of you.

- Who has asked you to do too much?
- What has put pressure on you?
- Who has taken away resources that could make your job easier?
- Who have you delegated to and had them fail, causing more work for you?
- Who has routinely not acknowledged your boundaries?

BA Champion

This is when our “boss” stuff most definitely comes up, as we step into more of a leadership role.

- How have your leaders failed you?
- How have your managers failed you?
- List your worst bosses – what were their weaknesses and what negative situations did that create for you?
- List your best bosses – did they get there the way you want to get there? Or have they set a bad example for you, like over-working, saying yes to everything.
- When have your leaders made honest mistakes?
- What information have they hid from you?
- Why don't you want to manage people or lead others?

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