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## Context to the nugget

Tasha speaks about how the nature of feedback that one seeks during a transition is often much deeper than the kind of feedback in an organizational context. Transitions give us an opportunity to examine ourselves more fundamentally (values that matter to us, what we are shooting for, the kind of life we are trying to design etc). She speaks about self-awareness unicorns referring to “alarm clock events” in their life that got them to examine several of the assumptions they made in life.

## Transcription

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Deepak Jayaraman (DJ): And is there a way or is there's nuance to the way people think about developing awareness when they are in career transition verses when they are in a role because in a transition you are often grappling with more open ended problems in terms of what next and which pathway do I take verses in a row lets so the question is often how do I get better what I do so have you observed a sort of a thematic difference across the two?

Dr. Tasha Eurich (TE): I think that when you in a career transition to your excellent point it allows you to evaluate even deeper aspect of who you are and you know I think it's pretty normal on a day to day basis for people to look at their patterns of behaviour or the impact they are having on the people around them. But there is some kind of deeper more fundamental questions that we should all answer and then I think if we are in a career transition it gives us an excellent excuse to investigate things like values you know what are the principles that I want to live my life by. The reason that's important is if you are looking for a work and you interview with a company that doesn't share those values or job that doesn't allows you bring those values with you every day that's good information to have and by that same token we want to know what our passions are. What are those things that really make us when a leap out of bed in the morning and how can we design our life to do them another is aspirations? What do we want to not just to accomplish in our life in our work but what do we want this experience called life to be for ourselves and so I think that it's certainly over whelming and it requires more work and more effort and more focused thought? But it's such a great way to reset and going back to our unicorns so many of them gave examples of transitions. There are different types of I call them alarm clock events. Things that kind of wake us up to who we really are and new roles or rules you know we are in a new job or we are in a new environment or where we come to... the road and our work and our life. They are just such right opportunities for us to see ourselves more clearly.

## Reflections from Deepak Jayaraman

DJ: It was interesting to hear Tasha use the term Alarm Clock events to describe points in time that shape people's life. For me, it was my father in India being diagnosed with Stage 4 Cancer when I was working with McKinsey in New Jersey in the US. This was sometime in 2008 more than a decade ago. That really changed a lot of things for me.

A) It gave me a sense of the end-game of life as I got to spend the last 6 months of my father's life very close to him; I got a sense of what really mattered in the end.

B) Till then, I was possibly leading a skills based life asking myself, where can I deploy my problem solving skills and my numeric capabilities and consulting felt like the logical canvas. This period was the first time I started reflecting on what gave me energy and I felt I had to do something on the people side of things. So, that took me to EgonZehnder where I worked for about 6 years helping clients recruit CEOs, CXOs and Board Members. Further reflection during the journey in Search led me to believe that I got my energy from helping people and not from judging them. I wanted to have fewer deeper conversations with people around me. That has taken me to what I do now which is a combination of Leadership and Transition Advisory and this podcast that you see. Both pursuits are about having deep, reflective, purposeful conversations with people.

Without the alarm clock event, I am not sure if I would have embarked on this path of reflection. But having been through all this, I realize that we don't have to wait for alarm clock events to do this. I realize that in the work place we get a lot of feedback on how we can do better in the job we are in. But in transition, we are actually asking a different question – what is the canvas where I can flourish? Or how can I design my life that makes sense for me? Just like Tasha says that internal and external self-awareness are not highly correlated, I feel that there not much overlap between the data you need to advance in a job and the data you need to transition thoughtfully. The two sets of data are a bit orthogonal if you know what I mean. Of course, this is more of an anecdotal view and not a research backed view. At least not yet.

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## End of nugget transcription

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### **Dr. Tasha Eurich - Nuggets**

- 49.00 Dr. Tasha Eurich - The Full Conversation
- 49.01 Dr. Tasha Eurich - Self-Awareness - Meta-skill of 21st century
- 49.02 Dr. Tasha Eurich - Self-awareness Unicorns
- 49.03 Dr. Tasha Eurich - Self-delusion versus Self-awareness
- 49.04 Dr. Tasha Eurich - Limitations of introspection
- 49.05 Dr. Tasha Eurich - Mindfulness beyond meditation
- 49.06 Dr. Tasha Eurich - Feedback as a prism vs. a mirror
- 49.07 Dr. Tasha Eurich - Role of a coach in enhancing self-awareness
- 49.08 Dr. Tasha Eurich - Self-awareness during career transitions
- 49.09 Dr. Tasha Eurich - Catch 22 of Self-awareness

### **About Deepak Jayaraman**

Deepak seeks to unlock human potential of senior executive’s / leadership teams by working with them as an Executive Coach / Sounding Board / Transition Advisor. You can know more about his work [here](#).

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Podcast Transcript [49.08 Dr. Tasha Eurich - Self-awareness during career transitions](#)

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