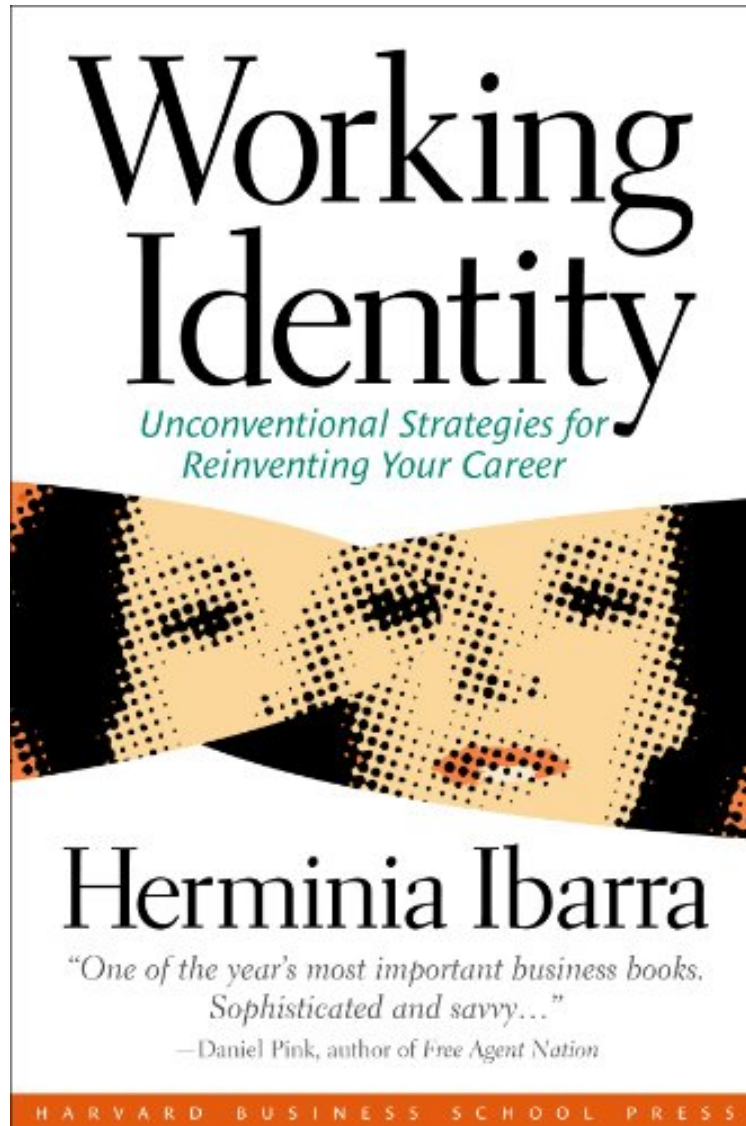


Working Identity: Unconventional Strategies for Reinventing Your Career

Herminia Ibarra

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Herminia Ibarra : Working Identity: Unconventional Strategies for Reinventing Your Career before purchasing it in order to gage whether or not it would be worth my time, and all praised Working Identity: Unconventional Strategies for Reinventing Your Career:

0 of 0 people found the following review helpful. Considering a career change - read this firstBy Kate ArmsOne of the best books on career change I have read. Ibarra does not set out a neat and tidy, step-by-step to do list because everybody's path will be different. Instead, the reader is through the process of change with a variety of research

subjects and given a theoretical model that explains why some of these subjects were satisfied after the change and why others failed to make a fulfilling shift. And then, the book ends with a few principles that will guide a search to a more fulfilling job or career. In a world where career advice is mostly still given based on the old model of understanding personality type as fixed and rational decision-making as infallible, this approach based on neuroplasticity, human development, and whole-self functioning is a welcome addition to the career change market.

7 of 7 people found the following review helpful. I wish I had found this book five years ago! Yet I wasn't ready for it then... By G. Johnson I am not sure that I would have been ready for Dr. Ibarra's book in 2005 when I finally paid attention to the signals in my own environment that I needed a massive career change. I'm not sure that I would have heard its message, which is part of the point of the book as well. It would have helped me, however, realize that what I was going through was "normal". This book shakes up the myths that you need to discover what you are good at and make an educated series of career research actions and decisions. For most of us who have done the seemingly random walk through career and life transitions, she provides a backdrop of case studies to show patterns of uncertainties that happen to many other people as well. She illustrates well how the people around you signal and reinforce both change and drag factors, how the narratives develop over time in your new life, and how the new stories of your new life only start to make sense toward the END of the transition. I found the academic connections and endnotes refreshing, attaching this work to research and core theories in major thinkers. The examples were easy to relate to and memorable. I have recommended this book so far to a dozen friends over 40 who are trying to understand the smoke signals of change in their own lives, struggling through long transitions (exacerbated by the economic malaise), or staring at the tensions between their current work environments and the ticking timeclock of their lives. I have taken personal notes throughout my Kindle version of this on my iPad and keep rereading and thinking through the document -- nice way to enjoy this book!

0 of 0 people found the following review helpful. the ideas are somewhat simple and may seem like common sense but by providing a clear reason behind ... By cwest I thought this was one of the most well-written and thoughtful books on career change I have ever read. Of course it does not have an audience for every single person at every stage of this consideration in mind - but I felt that it articulates so many questions, thoughts, ideas, and concerns the 'typical' person who is considering career change may have. The insightful structure and illustrations of case stories also helped to cement ideas. Yes, the ideas are somewhat simple and may seem like common sense but by providing a clear reason behind them, cautionary advice of what not to do, and encouraging aspects of how change is possible, I felt that it gave me confidence and clarity on moving forward. I would highly recommend this book.

How Successful Career Changers Turn Fantasy into Reality Whether as a daydream or a spoken desire, nearly all of us have entertained the notion of reinventing ourselves. Feeling unfulfilled, burned out, or just plain unhappy with what we're doing, we long to make that leap into the unknown. But we also hold on, white-knuckled, to the years of time and effort we've invested in our current profession. In this powerful book, Herminia Ibarra presents a new model for career reinvention that flies in the face of everything we've learned from "career experts." While common wisdom holds that we must first know what we want to do before we can act, Ibarra argues that this advice is backward. Knowing, she says, is the result of doing and experimenting. Career transition is not a straight path toward some predetermined identity, but a crooked journey along which we try on a host of "possible selves" we might become. Based on her in-depth research on professionals and managers in transition, Ibarra outlines an active process of career reinvention that leverages three ways of "working identity": experimenting with new professional activities, interacting in new networks of people, and making sense of what is happening to us in light of emerging possibilities. Through engrossing stories from a literature professor turned stockbroker to an investment banker turned novelist Ibarra reveals a set of guidelines that all successful reinventions share. She explores specific ways that hopeful career changers of any background can:

- Explore possible selves
- Craft and execute "identity experiments"
- Create "small wins" that keep momentum going
- Survive the rocky period between career identities
- Connect with role models and mentors who can ease the transition
- Make time for reflection without missing out on windows of opportunity
- Decide when to abandon the old path in order to follow the new
- Arrange new events into a coherent story of who we are becoming.

A call to the dreamer in each of us, *Working Identity* explores the process for crafting a more fulfilling future. Where we end up may surprise us.