STAKEHOLDERS



When to use: To notice the powerful presence of key figures in our life (youth-present day).

Why: when we acknowledge that they are "in the room", we begin the process of letting them have their say, and then discerning whether it does or does not agree with our own deeper and more authentic voice.

During an impasse, when you are sitting by yourself and focussing on a big decision, you are never alone. Others are always in that room, others who have a point of view about the decision you are about to make. They unconsciously offer their views on what counts as achievement, on what is "good" and "bad".

# Exercise; who is in the room with you?

1. Make a list of the stakeholders in a decision, whether in work or the wider reach of life, that you are facing or will soon face

2. What is the tone you hear when they speak to you?

* Is the tone loving, honest, and direct but with a different point of view? OR
* Is the voice more of a whimper from the corner, a vague complaint about something that is hard to see or understand?

3. For each of these highly influential figures from your life, answer the following questions:

* What was his/her life dream?
* In what ways did he/she realise it?
* In what way did he/she fail? (what is his/her "unfinished business" in life?)
* ho are his/her heroes; whose career does he/she admire the most?
* How does he/she see your strengths and weaknesses?
* What has been his/her message to you about what you should do with your career?
* What do you sense is important to him/her that he/she has never admitted directly?
* How does he/she try to influence your decisions?
* How does he/she show their approval or disapproval?
* Right now, do you think he/she is satisfied with the choice you have made?

Write a brief portrait now of what you know about what each of your "stakeholders" wants from you, and for themselves, from your career and broader life. Then when you hear that point of view being expressed in your own deliberations, you will know who is speaking and will be able to listen without either being immediately convinced or rejecting the suggestion out of hand.

*Abbreviated from book; Getting unstuck by Timothy Butler*