



The Stepping UP Game

By Julia Karpeisky, Executive Coach

Congratulations. You have been recently promoted or maybe you moved to a new position. The game that you are about to play is called Stepping UP. What follows below is a compilation of Coach Notes that I have written over the years for my executive clients who were stepping up into bigger jobs.

Part 1: Questions

How can you do your new job well, enjoy it, and have a life outside of it? What does it mean to Step UP? To me it means becoming bigger than the challenge in front of you so that your Step UP is smooth and graceful. It means reaching inside your vast reservoirs of wisdom, passion, courage and creativity to do something that you have never done before. It is a change and a challenge. It is a stretch. It is scary and exciting. It is good and healthy. It involves growth and development and many will benefit as the result.

What is this game about for you? What are the rules? What does victory look like? What does it take to win? How will others benefit from your winning? How will you know that you have won? How can you make it fun?

It is an opportunity for you to play a bigger game, to share your gifts on a larger scale, to make a bigger impact in your company, your community, your country, the world. What will be your contribution? How will you Step UP the value that you bring? How will you make your job representative of your unique talents, values, and preferences? What can you borrow from your previous job?

If you haven't noticed already, coaching is all about asking questions. So, let me pose some more for you to consider. Who do you need to be in order to Step UP successfully? What qualities and skills do you need to develop further?

Can you think of another time in your life when you stepped up successfully? What did you do right at that time? What lessons did you learn?

What else will you Step UP?

The types of decisions you make?

The types of problems you deal with?

The quality of your relationships inside and outside the workplace?

The kinds of resources available to you?

The kinds of people on your team?

Your self-care?

Your health?

Your fun?

Your connection to your own purpose and mission?

There is a lot to think about.

"We cannot solve the significant problems we face at the same level of thinking we were when we created them."
Albert Einstein
