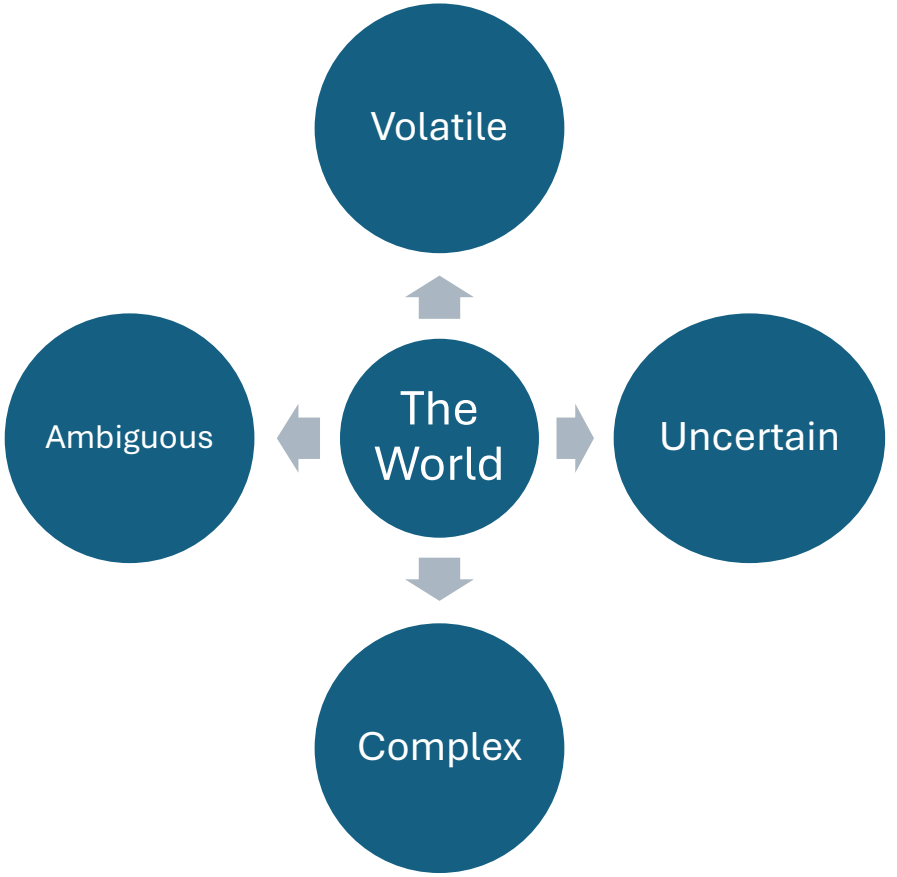
Mentoring Pow Wow, Session #2
Thursday, May 22, 2025
7:00 pm – 8:30 pm via Zoom
Topic: "Aligning Your Career Decisions With Your Purpose and Values"
(Discover. Reflect. Align. Move.)

WELCOME

Session 2 Outline (Flight Plan)

Welcome; Your Reality	Objectives; Icebreaker	Purpose & Values	Career Alignment	Action Planning	Take Aways; Closing Remarks
7:00 pm – 7:05 pm	7:05 pm – 7:15 pm	7:15 pm – 7:40 pm	7:40 pm – 8:00 pm	8:00 pm – 8:15 pm	8:15 pm – 8:30 pm

The World



Your Reality

Conditions

Engagement

Aligning Your Career Decisions with Your Purpose & Values

Consider this:

- You will never discover who you were meant to be if you use another person to find yourself.
- You will never know what you can do by using what someone has done to measure your ability.
- You will never know why you exist if you use someone else's existence to measure it.
- You cannot become what you are born to be by remaining what you are. You are full of potential.
- Your potential is much greater than what you are right now.
- Your life will lack purpose and focus until you discover your wings.

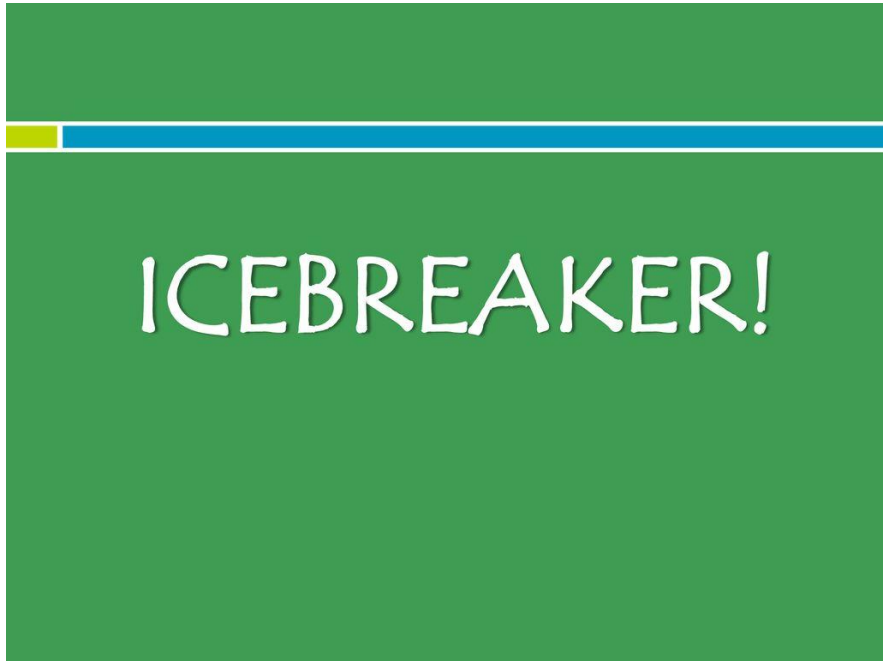
- **Purpose**: What gives you wings? What's your "why"?
- **Values**: What do you believe in? What guides you?
- My Story: What motivates you? What gives you perspective?
- **Career Aspirations**: What/who do you want to be or do?
- **BOD:** Who's on your Board of Directors? Are you chair of your own board?
- **Resources**: What's available to you? What books do you read?
- **Barriers**: What/who holds you back? What do you need to let go of?

Session Objectives

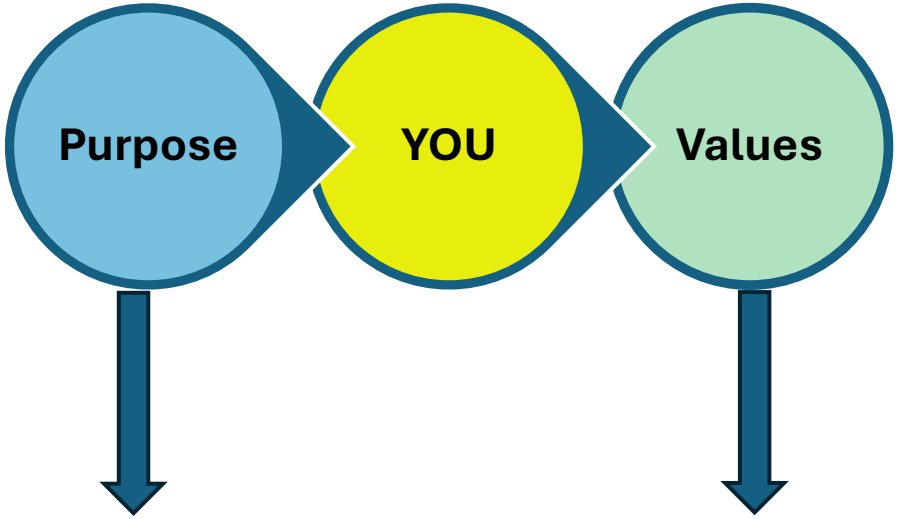
- Define purpose and values in the context of career development
- Explore how to assess alignment between your career and your values
- Discuss strategies for making purpose-driven career decisions
- Create a personal action plan

Childhood Dream Job

What was your childhood dream job, and what does that say about you today?



Purpose and Values



Your Mission ('Why' God made you):

- Your 'Why'
- Your Calling
- Your Reason for Being
- Who You Are
- What Gives You Wings
- What impact you want to make:
  - Serving others?
  - Solving Problems?
  - Creating Beauty?
  - Leading Change?

Your Values (non-negotiables & guiding principles):

- Freedom
- Stability
- Impact
- Creativity
- Integrity
- Recognition
- Autonomy
- Family
- Faith
- Justice

Poll: What Is Your Purpose?

Poll: What Are Your Key Core Values?

Values Clarification Exercise

Select your top 5 values from the list below:

- **Adventure**
- **Balance**
- **Creativity**
- **Faith**
- **Family**
- **Freedom**
- **Growth**
- **Justice**
- **Leadership**
- **Recognition**
- **Service**
- **Stability**

Reflections

1

What motivates you to get up in the morning?

2

When do you feel most alive at work?

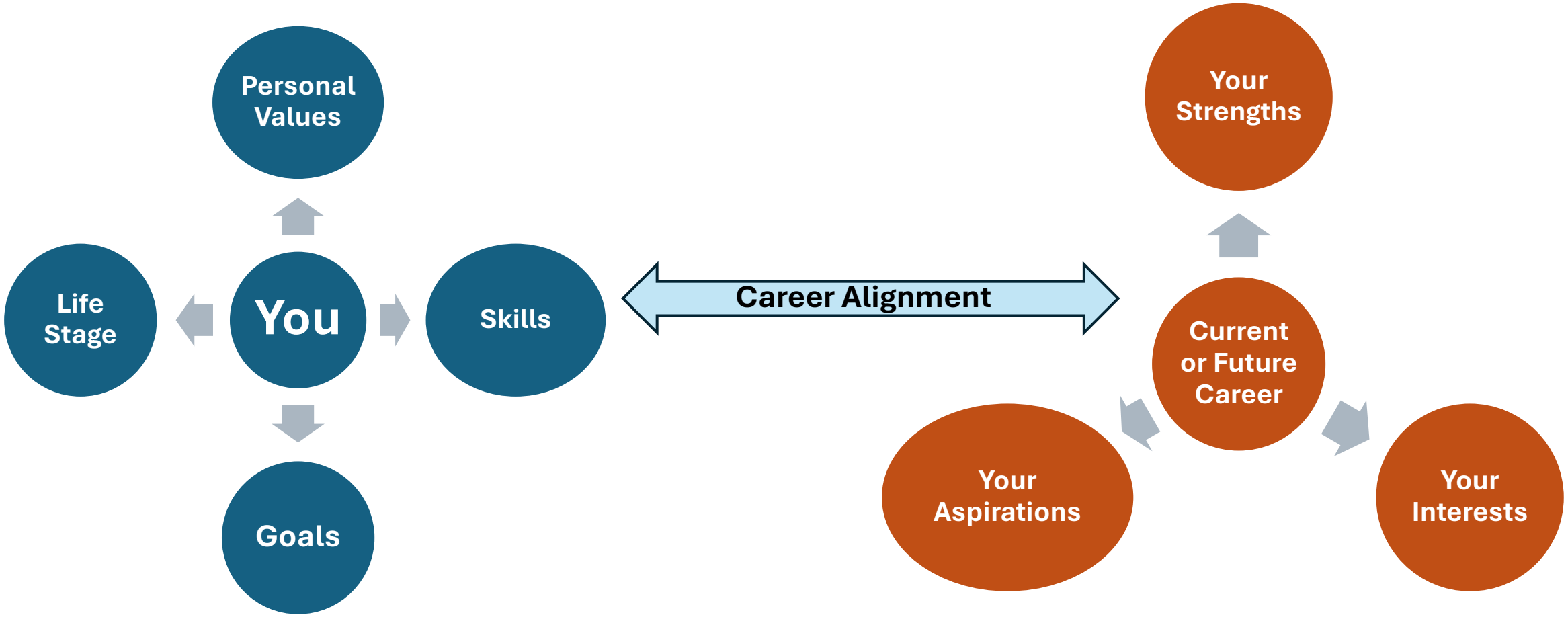
3

What values do you refuse to compromise?

What Does Career Alignment Really Mean? (And How to Tell If It's Time for a Career Change)

Career Alignment

(A Big Picture Perspective)



Leads to greater fulfillment and job satisfaction

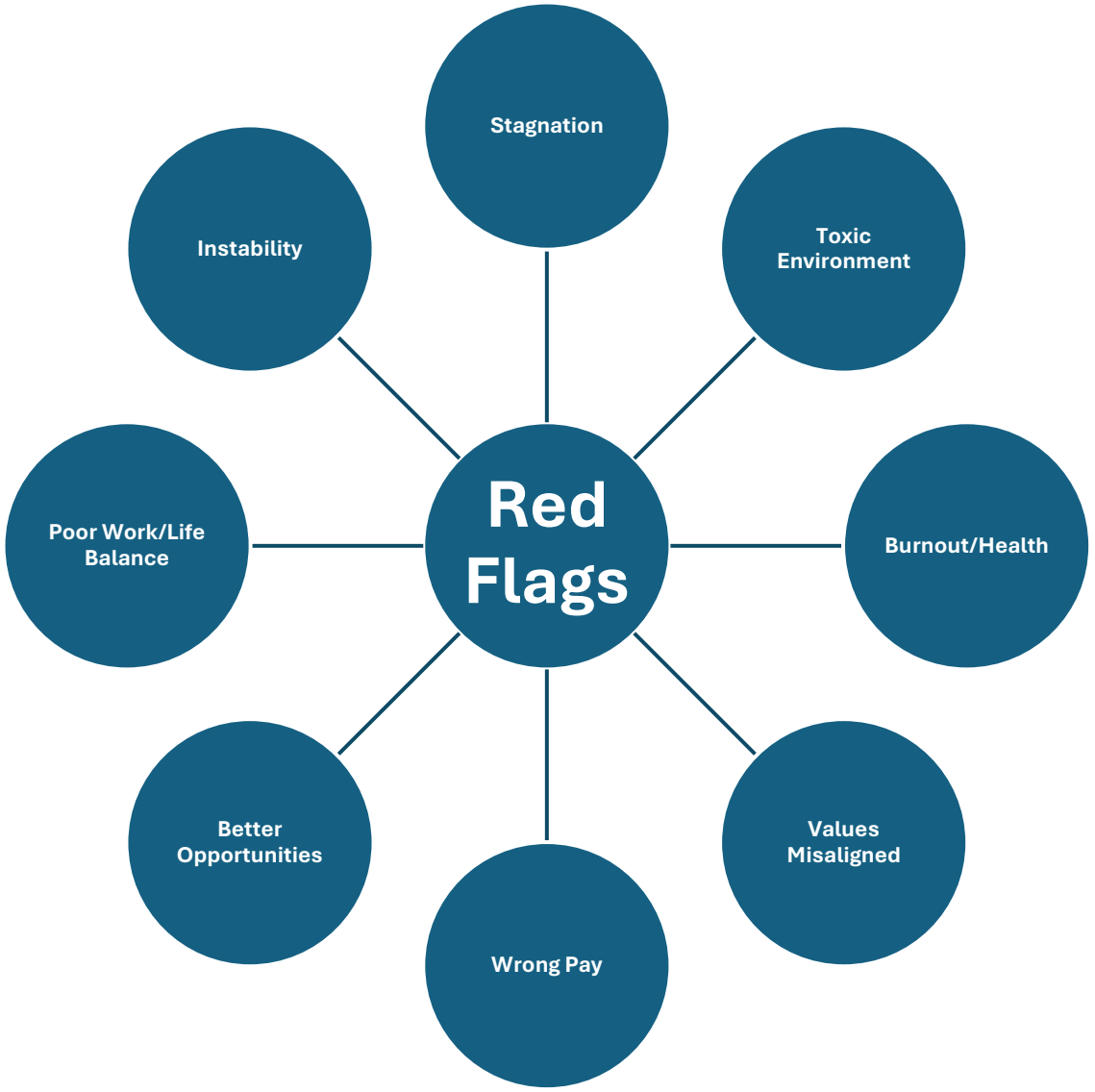
Purpose-Driven Career Moves

- ***Evaluate opportunities through your values filter***
- ***Learn to say “no” to misaligned paths***
- ***Learn to say “yes” to meaningful risk***

Career Alignment Check-In

- ***Does your current job honor your top values?***
- ***Are you energized or drained by your work?***
- ***Are you proud of what you're building?***

Red Flags: Time to Pivot



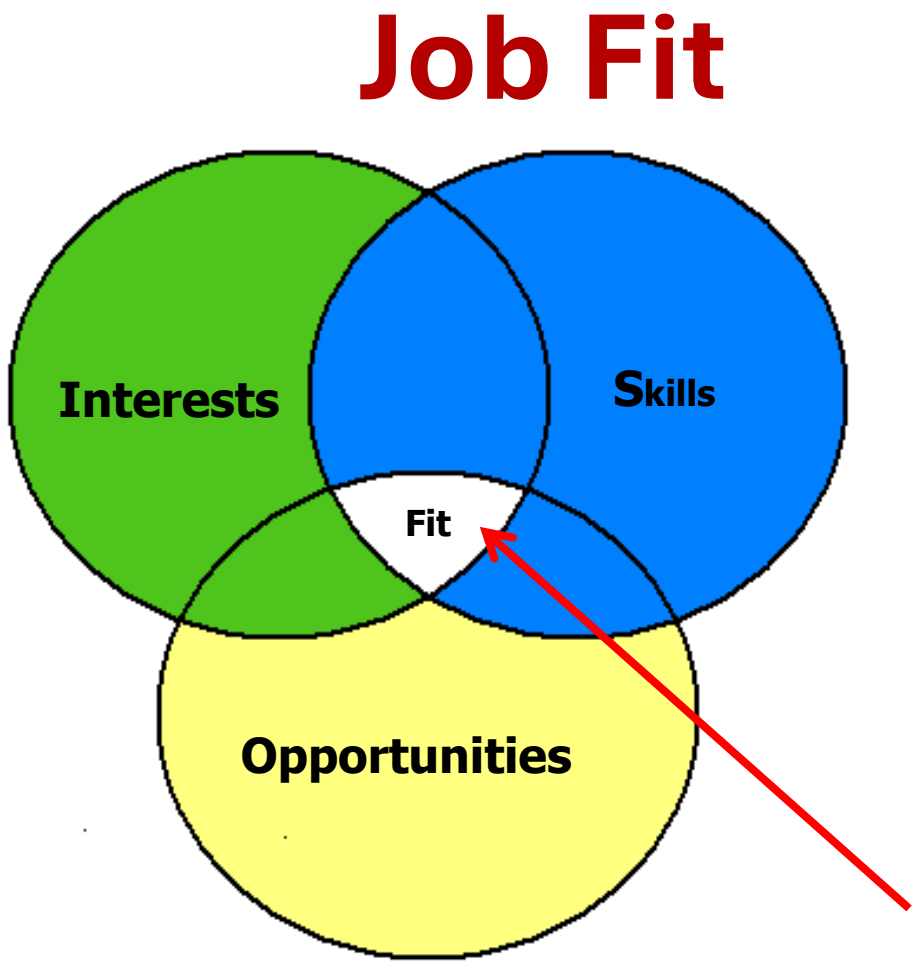
Action Planning

- ***What is one career decision you're facing?***

- ***What values will guide it?***

Interviewer's Perspective

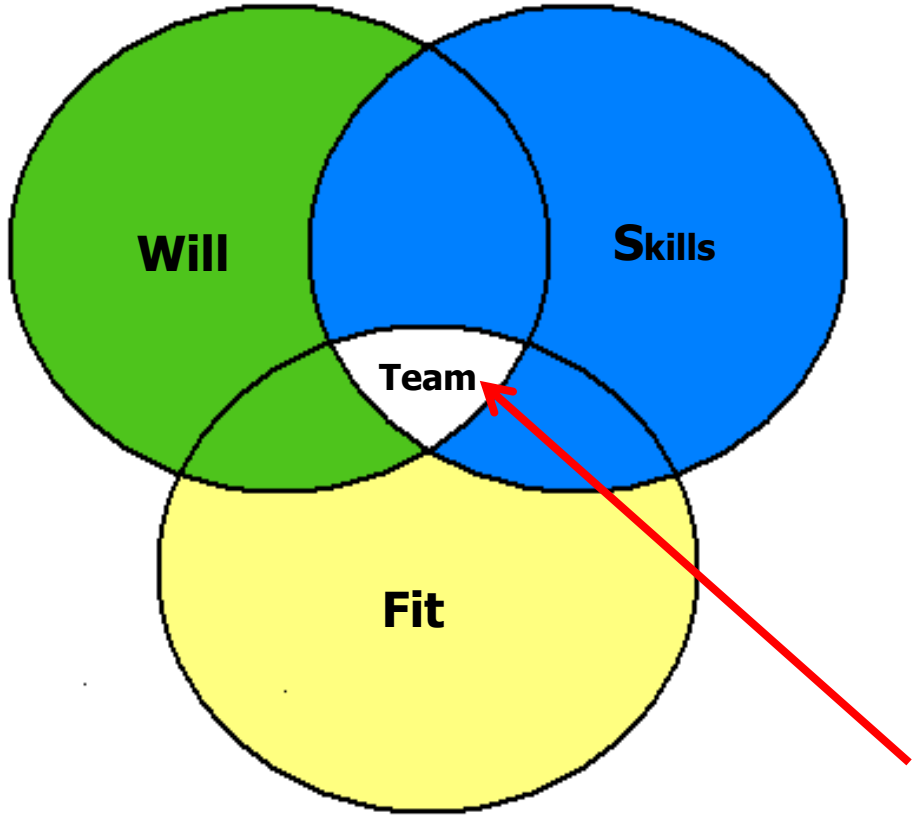
Finding the Right Job



Hiring Manager's Perspective

Finding the
Right Person

Team Fit



What Each Generation Wants

Odell's Career Journey

Odell L. Brown, CIA, CPA, PHR
A Snapshot of Guiding Principles

North Star:
"Leaving a Legacy Behind: Inspiring others to live with faith, integrity, and purpose through mentoring and career development".

Mantra:
"Responsive, Resourceful, and Relevant"

Who am I?
I am a child of God.
I am an intentional learner.
I value growth; I love to mentor; and
I endeavor to make a positive difference in the lives of others.

Personal Mission Statement:
"To be the best that God would have me to be, living with integrity and compassion, and making a positive difference in the lives of others through mentoring and career development".

Purpose or Mission: My "Why".

Passion: My *"What"*.

Gift/Talent: My *"How"*
(The Tool: What God uniquely equipped me to do.)

Top 3 Spiritual Gifts:
- Shepherding
- Mercy-Showing
- Teaching

Jeremiah 29:11: *"For I know the plans, I have for you..."*
Romans 12:6: *"We have different gifts according to the grace given to each of us."*

What I Value Most About Work

Value	Ideal Rating	My Rating	Questions to Ask or Ponder
Nature of Work	**10**		What will I be doing? Do I like what I will be doing?
Work Environment	**10**		Have I visited the office? Have I interned there? What impressions do I get? Will I be challenged? What do employees say about the work environment?
Company Culture	**10**		What is it like working there? What's being said about the company culture? How reputable is the company? What about its leadership? What is the work ethic?
Training and Development	**10**		How are employees being trained? Is there an emphasis on training and development?
Compensation	**10**		What is the starting pay? Is there overtime? What benefits are there? Are employees generally happy with the company benefits?
Growth Opportunities	**10**		Are there opportunities for advancement? Are there career paths? Are people moving along? Is the company successful? Have there been layoffs, etc.?
Travel	**10**		Is there travel? How often? Where? What flexibility is there?
Gut Feeling	**10**		What does my gut/instincts tell me?
Total	**80**		

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Odell L. Brown (Retired) At-A-Glance

Career Awareness & Development:

- Targeted Coaching & Mentoring
- Career Transitions Resources
- Accounting Career Awareness Program (ACAP); see www.dallasacap.com
- Adjunct Human Development Professor
- College Internship Program

Human Resources & Training:

- ADA/Career Transitions Resources
- Business Acumen
- New Leader Onboarding
- HR Workshop
- Emerging Leadership Development Program
- ERP Implementations (PeopleSoft, SAP)
- Instructional Design/Facilitation
- College Relations and Recruiting
- College Internship Program
- Continuing Education for 120 CPAs

Accounting & Auditing:

- Adjunct Accounting Professor
- VP--Financial & SEC Reporting
- Internal Audit Director
- Public Accounting

Education & Certifications:

- Harvard Business School (Executive Leadership Development Program)
- Master's in Professional Counseling
- Master's in Human Resources & Training
- Bachelor's in Accounting
- Certifications: CIA, CPA, PHR (CFE—inactive)

Past Employers:

- MPrints (Owner)
- Southwest Airlines Co. (Retired)
- North Lake College
- Associates First Capital Corporation
- KPMG LLP

With some mentees

My Personal & Professional Desires:

- Make a positive difference in the lives of others **(to "Lift As I Climb")**
- Travel to interesting places
- Meet a lot of interesting people
- Have viable career options (not "jobs")
- Live comfortably

Some Keys to Success:

- Strong desire to succeed (passionate)
- Strong work ethic; perseverance
- Purpose-driven goals/life
- Insatiable desire to learn; thirst for knowledge
- Ability to handle confidential information
- Strong attention to detail
- Organized; strong project management skills
- Strong leadership skills; ability to follow the lead of others
- Strong ability to build relationships (network with a purpose)

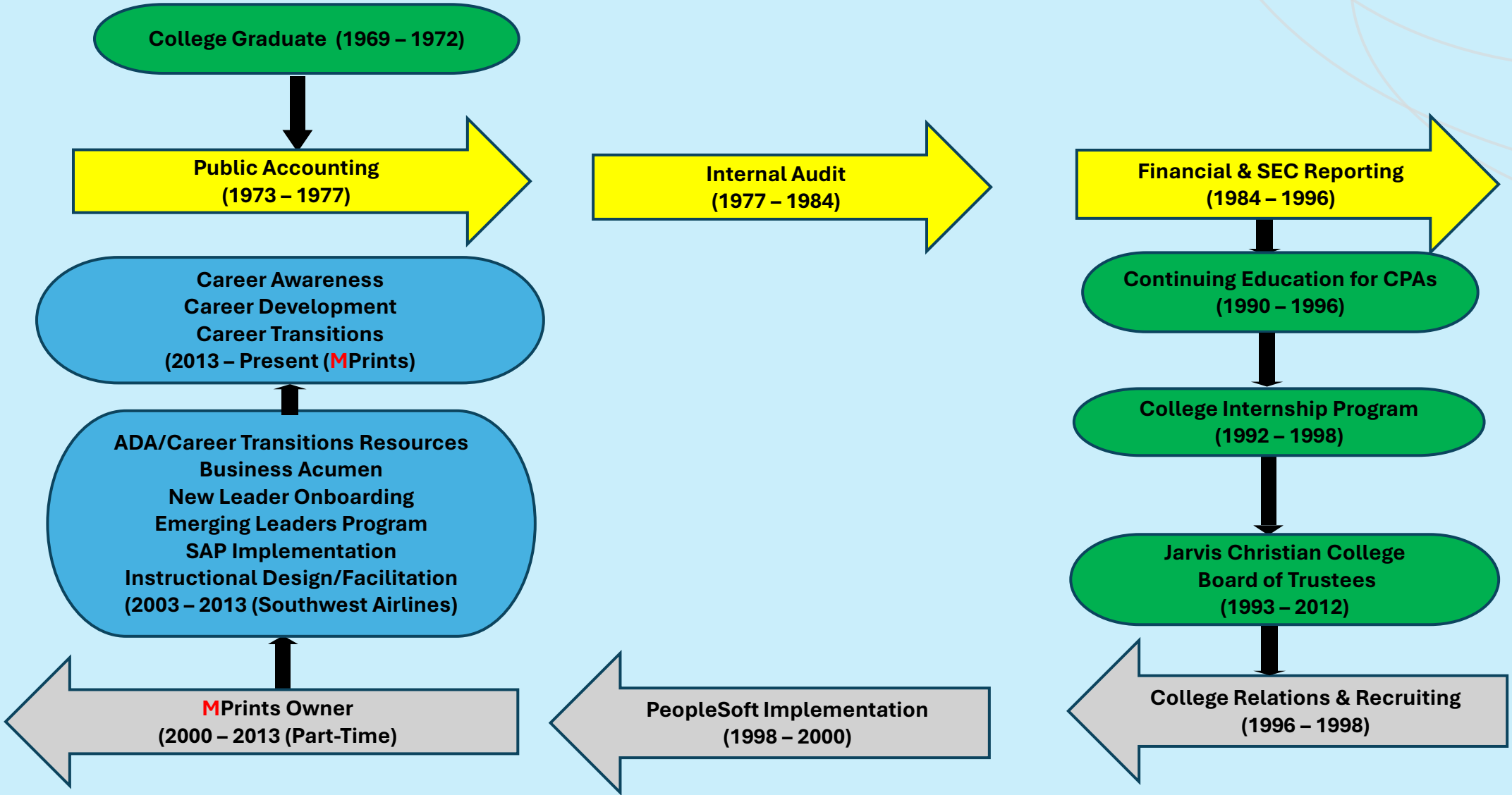
Basically, have a good combination of being:

* Technically Competent

*Socially Acceptable

*Politically Astute

Odell's Career Journey



Odell's Prior Work Experiences, Slide 1 of 2

Odell's Prior Work Experiences (1973 -Present) as of November 2015

What's Important	Ratings		Accounting-Related Roles (1973-1996)				HR-Related Roles (1997-2006)			
	Ideal Rating	My Rating	Public Accounting	Internal Audit	Financial & SEC Reporting	Outside Activities	College Relations, Internship Program	PeopleSoft Implement.	MPrints (Initially)	SWA (Instructional Designer)
Flexibility	10	9	6	8	8	8	9	7	10	8
Creativity	10	9	7	8	8	9	9	8	10	8
Fulfillment	10	10	8	8	8	10	10	8	9	9
Mentoring/Development of Others	10	10	7	9	9	10	10	8	9	8
Personal Growth (Learning Opportunities)	10	8	9	9	9	9	10	9	8	9
Ability to Travel	10	8	8	9	8	9	10	8	7	9
Positive Work Environment	10	10	8	8	8	9	10	8	9	9
Nature of Work Required	10	10	9	9	9	9	10	8	9	9
Compensation/Benefits	10	8	9	9	9	8	9	8	7	7
Gut (Right Thing to Do)	10	10	10	10	10	9	10	9	9	9
Total	100	92	81	87	86	90	97	81	87	85

Odell's Prior Work Experiences, Slide 2 of 2

Odell's Prior Work Experiences (1973 -Present) as of November 2015

What's Important	Ratings		Higher Ed (2001-2010)	HR-Related Roles (2007-2013)			Owner (2014-Present)
	Ideal Rating	My Rating	North Lake College (Part-Time)	SAP SWA (Implement.)	SWA (Sr. Project Leader)	SWA (ADA-Career Transitions)	MPrints Owner (Today)
Flexibility	10	9	9	8	8	7	10
Creativity	10	9	8	9	9	7	10
Fulfillment	10	10	9	9	9	8	10
Mentoring/Development of Others	10	10	10	9	9	9	10
Personal Growth (Learning Opportunities)	10	8	9	9	9	8	9
Ability to Travel	10	8	7	7	8	8	9
Positive Work Environment	10	10	8	8	9	8	9
Nature of Work Required	10	10	9	8	9	8	9
Compensation/Benefits	10	8	8	7	7	7	8
Gut (Right Thing to Do)	10	10	9	9	10	8	10
Total	100	92	86	83	87	78	94