

Career decisions are internal majority decisions

Many people find it difficult to make career decisions: «Which career direction should I pursue?» «Should I accept the offered position or stay in my current job?» One of the reasons for this difficulty is the unrealistic assumption that there is only one absolutely correct answer to all these questions.

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The idea of one right decision is probably based on the unconscious assumption that we humans are personalities with consistent behaviors, attitudes and characteristics. We constantly recreate this coherent self-image to safeguard our mental hygiene by subsequently rationalizing our emotional decisions. When making decisions, however, this simplified image of ourselves puts us under unnecessary pressure.

When Goethe's Faust moaned about the two souls that dwelt in his breast, he was probably understating things.

We are many

In reality, we humans tend to be home to a whole group of souls. Friedeman Schulz von Thun created for this the beautiful image of the inner team. He describes our drives, emotions and needs as sub-personalities that make themselves felt in different compositions depending on the topic and demand their rights.

When it comes to career decisions, the following sub-personalities could make themselves heard along-side others: The career-conscious one who wants to get ahead as quickly as possible; the finance minister who is concerned about securing her existence; the bon vivant for whom a good balance between work and private life is

important and who also wants to have fun at work, as well as the strategist who wants to get her career on the right track in the long term. All representatives of reasonable concerns.

The art now is to mediate between these inner parts, to lead them to a joint decision and possibly to compensate those who have lost out.

There is not just one career path

According to this view, there cannot be one 100% correct decision. All needs and wishes can never be satisfied equally. Instead, you set valid priorities for the moment and give greater weight to certain concerns. In later career decisions, other aspirations will prevail.

In younger years, the career-conscious and the finance minister may win out, which corresponds to the life phase. In later career phases, the strategist is likely to have a stronger voice and may then be supported by the newly joined health-conscious player.

This inner team set-up with a changing composition also makes sense because not only do your priorities and values change over the course of your life and therefore your career, but also the external circumstances. Economic and social developments require flexible adaptation and diversity within you is just as helpful as it is for real teams in the company.

And don't worry: you don't suffer from a multiple personality disorder if you hear different inner voices;-)

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