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For

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Ibarra's research unearths 9 unconventional

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strategies for
reinventing our
careers: 1/ act, then
reflect; 2/ flirt with your
selves; 3/ live the
contradictions; 4/ make
big change in small
steps; 5/ experiment
with new roles; 6/ find
people who are what
you want to be; 7/
don't wait for a
catalyst; 8/ step back
periodically but not for
too long; 9/ and seize
windows of
opportunity.

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Reinventing Your
Career. 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,

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we long to make that leap into the unknown.

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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

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activities, interacting in new networks of people, and making sense of what is happening to us in light of emerging possibilities.

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Here are nine unconventional strategies for reinventing your career: act, then reflect; flirt with your

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selves; live the contradictions; make big change in small steps; experiment with new roles; find people who are what you want to be; don't wait for a catalyst; step back periodically but not for too long; and seize windows of opportunity.

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Changers Turn Fantasy
into Reality Whether as

a daydream or a

spoken desire, nearly

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entertained the notion

of reinventing

ourselves. Feeling

unfulfilled, burned

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Career Herminia Ibarra
This is a fascinating
book discussing the
process by which mid-
career professionals
change their career
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Identity in transition.
Possible selves.
Between identities.
Deep change -- Identity
in practice. Crafting
experiments. Shifting
connections. Making
sense -- Putting the
unconventional
strategies to work.
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Career” is based on
two ideas disarmingly
simple. First: — work
identity || that is not a
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debunks the fallacy
that our professional
identity is one, and
that our personal
identity fits just one job
identity. Regardless of
whether the transition
is voluntary or forced,
and assuming that you
want to change careers
(otherwise you are
wasting your time on
this book), the core of
the book is that our
professional ...

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Summary Herminia

Ibarra (199pgs, 2003)

1) Reinventing Yourself

Even when career

change looks like a

chance occurrence led

by random or

unexpected events or

happenings, certain

common and knowable

patterns are at work.

There are a set of

unconventional

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strategies that can be
used to tap into these
common patterns.

**Working Identity -
Sajith Pai**

Herminia Ibarra -
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Departmental Honors
in Psychology,
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Ibarra, H. (2003)
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the role that
experimentation and
action plays in
exploring new career
roles and identities.

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