

JAMES O'HALLORAN

Bristol's Business & Career Coach · Certified B Corp

The Career Clarity Workbook

A set of honest questions to work through before you decide what's next

This is the same territory I cover with clients in a first session.
It won't replace a conversation, but it will get you further than thinking about it alone at 11pm.

jamesohalloran.com

How to Use This Workbook

Set aside 30 to 40 minutes somewhere you won't be interrupted. Go through each section in order, in one sitting if you can, and write your answers directly onto the page rather than just thinking them. Something changes when you see your own words written down instead of turning them over in your head.

There are no right answers here, and this isn't a scored quiz. The value is in noticing which questions you can answer instantly, and which ones make you pause. The ones that make you pause are usually where the real information is.

If you get to the end of this and want to talk it through properly, that's exactly what a free taster session is for. Details are on the last page.

Section 1: Where You Actually Are

Before we look at what might change, let's get an honest read on where things stand right now, not how you'd describe it at a dinner party, but how it actually feels most days.

1. On an ordinary Tuesday, how do you feel in the hour before work starts?

2. What's the specific moment in your week you find yourself dreading, if there is one?

3. What's the part of your work, if any, that you still genuinely enjoy?

Section 2: The Job vs. the Conditions

A huge amount of career dissatisfaction gets misdiagnosed. It's worth separating what you actually do from the circumstances you're doing it under, because they call for very different solutions.

1. If you pictured this exact role, but with a manager and team you trusted completely, does the feeling lift? Even a little?

2. Is there a version of this work, different company, different team, different hours, that you could imagine enjoying?

3. What would need to change about your conditions (not your career) for this to feel sustainable?

Section 3: Toward, Not Just Away

Wanting to escape something is valid, but it rarely points you anywhere on its own. This section is about noticing what you're actually moving toward, if anything, underneath the urge to leave.

1. Finish this sentence honestly: "What I really want is to get away from ____."

2. Now finish this one: "What I really want to move toward is ____." (If nothing comes to mind yet, write that down too, it's useful information.)

Section 4: What's Actually Yours

Some of the fear around changing direction isn't really about the decision itself. It's inherited, from a parent, a partner, an old version of you who worked hard to get here. This section is about telling the difference.

1. When you imagine telling someone about a change, whose reaction do you picture first?

2. Is that reaction based on something they've actually said, or a story you've built about what they'd think?

3. If nobody else's opinion were part of this decision, what would you actually want to do?

Section 5: What Would Need to Be True

Instead of asking whether to leave, this section asks what would actually need to change for you to feel genuinely settled again, whether that ends up meaning staying, shifting, or going.

1. In twelve months, what would have to be different for you to feel proud of how you handled this period?

2. What's one honest conversation you've been avoiding, with a manager, a partner, or yourself, that might move this forward?

3. What's the smallest real step you could take this week, not the big leap, just the next honest move?

What Now?

However this landed, whether it confirmed something you already suspected or brought up more questions than answers, that's a completely normal place to be. Clarity tends to arrive in layers, not all at once.

If you'd like to talk through what came up, in a proper conversation rather than alone on a page, I offer a [free taster session](#). It's a low-pressure way to see whether coaching, and working with me specifically, feels like the right next step. No obligation, just a conversation.