
COACHING FOR CLARITY
Aubrie De Clerck
Threads

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> *Finding my threads gave words and power to things I've known about myself, but hadn't been able to communicate. With that deeper, clearer understanding of* ***my values****, I can engage with decision making more confidently.* ***Now, I can see how being myself gets me what I want!***

– KC



Welcome

Welcome! I'm so happy you're here. 😊

This workbook contains a process I use with my career coaching clients to articulate their gifts and talents - I call those gifts and talents Threads.

Threads are powerful - they can can connect you to yourself in uncertain times, help you identify what fulfilling work is to you, evaluate opportunities so you can make informed decisions and overall increase confidence in your abilities. My hope is that they add to your understanding of yourself as a uniquely important human being and help you find work that works for you.

The workbook is laid out to feel like I am guiding you through the process - explaining threads, providing structured exercises to find your own, and giving encouragement along the way.

Have fun and here's to more fulfilling work, by your own definition.

Truly,
Aubrie

Meet Aubrie



As a coach and astrologer, I've been helping people identify and articulate their gifts and talents for over 15 years. I've learned how to listen deeply for others' aspirations and unique contributions, and actively guide people through decisions and challenges. For more details about my approach and background, check out my Linkedin profile and my career story. If I can be of any help in addition to this workbook, please feel free to reach out.

From Selling Hosiery to Finding Threads

My first job was in retail, at a large department store. I hoped to get placed in a department I would enjoy, or at least know something about. I didn't. I was assigned to hosiery. Disappointed, I accepted the job, needing work experience and the money.

I avoided hosiery like the plague up until this point (and still do). I had no interest in helping people choose the restricting garments, nor did I relish pressuring people to buy what was on sale. I struggled at first – against my resistance to the job and trying to fit my nature into what seemed like a terrible fit for my values and personality.

Eventually, it got easier. I found my rhythm. When people came in to buy hosiery, I would listen closely to what they wanted. I'd match up their individualized needs with choices that might work for them, educating them on why these options would be a good fit. I taught customers how to find new choices and old favorites when I wasn't working. Finally, I let them know they could always come back and ask me questions, always encouraging them to trust themselves to choose what they thought was best.

I didn't know it then, but that job was my first genuine expression of who I am at work. Even though selling hosiery and being a career coach seem like very different roles, there's a link – or what I call a thread.

Threads are the things about us that don't change. Things you do naturally. Your gifts. You couldn't stop doing them if you tried.

One of my Threads is listening closely to people, educating them on options and encouraging them to trust themselves to make the right choice. That has happened in all jobs I've had.

Retail: Selling hosiery, posters, greeting cards and theater tickets

Corporate: Consulting internal IT customers on software choices

Non-profit: Supporting college students with disabilities in pursuing internships and jobs

Entrepreneurship: Coaching individuals on their next career step

You have Threads too. We all do. While identifying them can take time, it can be a helpful exercise no matter what career stage you are in or what kind of role you are pursuing.



What are Threads?

Threads are consistent things about us that are true no matter what we do. Things you do naturally. Your gifts. You couldn't stop doing them if you tried.

Threads are who you are, and who you are is important. It's crucial. It's necessary for the world. I believe there are ways we contribute that don't change, no matter what we do. Some things might have a fuller expression than others, but who we are is always there.

What Threads help you do

When you know what is essentially true about yourself, all sorts of good things open up. You can:

Connect to yourself in uncertain times
Change is always happening. Whether by choice or by chance, what we thought was going to happen may not. Or we lose our passion for something. We lose our job. We make an exciting change and move locations. Your child grows up. When we know who we are the core of ourselves, we can weather the feelings - sad, excited, lost or anything else. The expression of who we are might change, but we can count on who we are at the core.

Evaluate opportunities and make conscious, thoughtful decisions
We have lots of choices in life. I hear from many people that they want to make more conscious choices, to know that what they are choosing is right for them. Threads can help us define and evaluate what we have in front of us, and and even help us dream up new choices. It also supports active waiting - if something is not quite aligned, we can find other things that align in the meantime or ask more questions to get more information.

Increase confidence in your abilities
When we know what it is unique about us, we can trace it consistently through our history. Threads are things we do skillfully or unskillfully, so when you look back on your life, everything you do is *yours* no matter what turn it took. You can find confidence in your uniqueness, know that you had reasons for the things you did, respond to yourself with compassion and find ways to move forward. Threads give you ways of communicating about yourself to others with confidence as well.

Are Threads your purpose?

Well, kind of. 😊 I don't believe we have one purpose. I believe we are doing our purpose every day by showing up. Naming our Threads can help us feel on purpose and support choices that are purposeful. What Threads help us do is not lose our feeling of uniqueness and meaning when our circumstances change. What feels like my purpose for one part of my life may not feel like it in another.

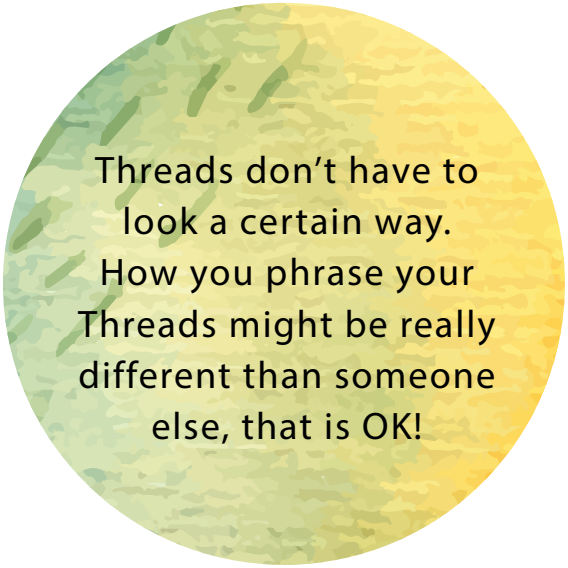
How do You Find Threads?

It works best to look for them through as many lenses as possible - our own self-reflection, assessments, feedback from others, astrology, etc. We are trying to find consistency. The more perspectives we get, the more confidence we'll have that the Threads are true.

How will you know you have a draft thread? You'll get a "yes" inside - for some that will feel peaceful, for some it's exciting. While you are getting to that place, here's a checklist to find out if it what you have could be a Thread:

- You can think of stories quickly
- You are confident in your ability to do it
- You enjoy doing it
- You care about it
- You must do it, even if it is to your own detriment
- You've done it in at least of one your jobs
- It's matching up to roles/experiences you are already interested in

Feel free to refer back to this at any time you feel unsure!



Threads vs. Transferrable Skills

A transferrable skill is quite general and something that many, many people have. We see transferrable skills listed all the time in job descriptions - problem solver is one. Almost all of us are problem solvers in some way - in and of itself it doesn't say anything about us. What kinds of problems do we solve? What's our approach? For whom? To what end?

Threads show how you will uniquely perform generic skills and tasks. A thread is much more specific and genuine. It's flexible enough to work across industries and areas of expertise.

Skills, Threads and Jobs

Transferrable Skill	Thread	Possible Job
Problem solving	Removing obstacles so people can focus on what they do best	Elevator Repair Technician, Technical Team Manager, City Planner
Communication	Using communication to promote understanding	Motivational Speaker, Designer, Non Profit Director, Mediator, Dental Hygienist
Visioning	Co-create the future by designing and building people-centered solutions	Start Up Leader, Environmental Engineer, Social Worker

Example Threads

Threads look different for everyone. Here are a few examples to show the differences, and give you an idea of what yours could be like.

Concise: *Promote Wholeness*

Paragraph style: *I have a curious, tenacious mind. I latch onto concepts, explore them exhaustively, and draw connections to other concepts previously devoured. In my work, I bring these tools to bear in quickly assessing needs, plotting an efficient path to meeting those needs, and putting that plan into action. I'm at my best when I'm empowered to reflect, explore and play. I delight in watching my creative ideas come into being. I deftly describe concepts for others, creating vivid images that allow me to persuade even the most skeptical.*

Impact focused: *Using communication to promote understanding*

Values centered: *Comes from a place of kindness, optimism and collaboration*

From the inside out: *Inspired by the challenge of creating order from disorder*

Big picture: *Creating long-lasting collective good*

> *"You are worthy, simply because of who you are."*
>
> – Laverne Cox



Pro Tip

Find examples from your work and personal lives - threads show up everywhere!

Enjoy the Journey

As you move to the next section, you will be starting the process of discovering your Threads. You can't do this wrong! Enjoy the journey and keep an open heart and mind.

Self Reflection

There's a lot to discover about ourselves by going inward. You know yourself best, you've been living in your skin your whole life! So let's use this huge resource that is your life to find Threads.

What comes easily to you?

What are you proud of in your personal life?

Your work life?

What are you frustrated by?

List the attributes of inspirational people (family members, mentors, famous people) you admire:

What compliments do you dismiss or find hard to hear/accept?

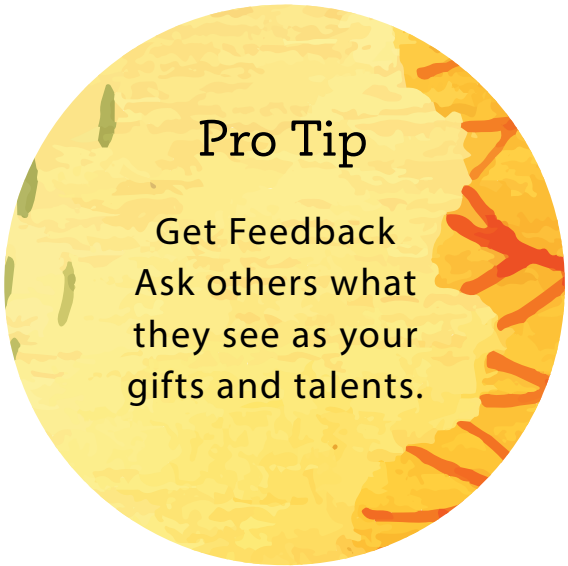
Look over your answers to these lists and questions. Do any themes emerge?

Review your answers and highlight keywords and phrases that feel important.

Assessment

There can be a lot of useful information about ourselves by getting outside perspective. Pick an assessment and see if there is any language, strength, and/or perspective that feels true to you.

Take an assessment you trust from page 13 and write about the results:



Review your answers and highlight keywords and phrases that feel important.

Assessment Resources

16 Personalities based on the Myers-Briggs Type Indicator (MBTI)
https://www.16personalities.com/

Top 5 Clifton Strengths
https://www.gallup.com/cliftonstrengths

VIA Character Strengths Survey
https://www.viacharacter.org/

Pro Tip

Keep assessment results in perspective - even things you disagree with can lead you to more knowing.



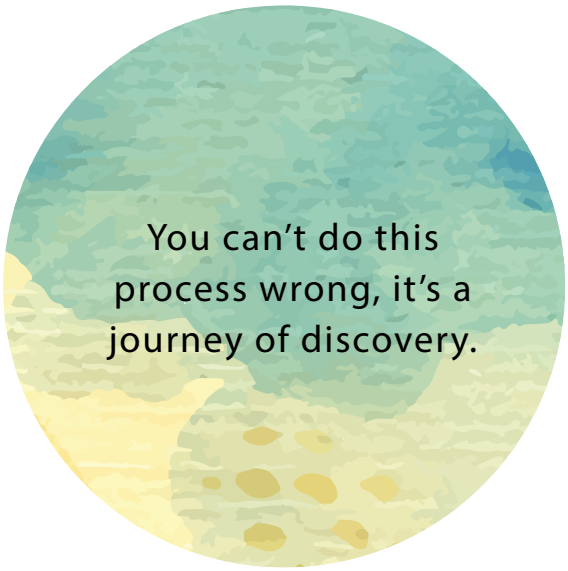
Threads Worksheet

Getting specific can be empowering. When you have some ideas on what your Threads might be, investigating them and their context is incredibly useful.

If writing in this workbook isn't your favorite format to record this information - try making audio recordings or creating vision boards - anything that works for you!

First, look for commonalities among the assessments and self reflections

Bring together the themes from your self reflection, key words and phrases from any assessments - combine and group to look for themes/skills, add in any feedback you got from others



When you have a sense of possible content for a thread, ask yourself the following questions to get clearer about your unique contribution.

Example: Problem Solving

What specifically?

What kinds of problems do you solve? Get as detailed as you can here. Think scope - how many, how often, what type, how long, what attributes. Problems that take many years to solve, or ones you can check off a list? Hardest problems that ever were or easy ones?

Example: I enjoy all kinds of problems - you name it. Technical, people. It's most satisfying when it can come to some kind of conclusion fairly soon. I like them to have a challenge to it. I don't get bogged down in things, I like to keep things moving forward.

For whom?

Are there certain kinds or groups of people that particularly energize you? What are their attributes?

Example: I like helping people that I have relationships with already. I like helping people who feel stuck and want help. A lot of times people come to me when they are frustrated and they wish a problem would just go away so they could get back to what they were doing. It's interesting, people who are annoyed about something that's holding them up, that happens a lot.

In what way?

Are there conditions in which you want to engage? Is there a particular way you approach this part of your life?

Example: I like to hear all the angles, understand what all the parties involved might think. I like to use critical thinking, out of the box thinking. I like to see what I can personally do to influence the problem being solved, I want to take action. I'm really good at talking things through with people, identifying what the real issue is and what the needed outcome is.

To what end?

Is there a particular purpose that you are trying to achieve? Does it need to have a tangible result, or is an idea or an effect enough? Does the solution need to work in one instance or always work?

Example: Yes! I want people to feel like they can just focus on their work and get it done. I want people to not worry about the noise, and just do what they do best. It doesn't have to be a tangible thing, but I do want to have closure. I would prefer not to come back to the same problem over and over again.

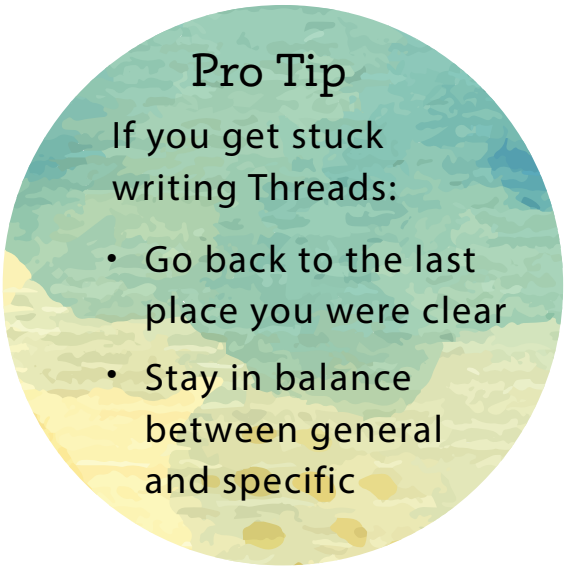
Bringing It Together

Threads can be one word, a sentence or a paragraph. They could even be made up words! It's most important when you say the threads, you get an internal "yes" from them.

We want Threads to be general enough that they apply to many jobs, but specific enough that they speak to your uniqueness.

Start writing out some sentences. If you need it, use this format to start out with. You can fill in the blanks: I do (action) _____ for (whom) _____ so that (outcome) _____.

Example: I remove obstacles so people can focus on what they do best.



More Example Threads

Innovate to create breakthrough change by identifying and exploiting root causes

Co-create the future by designing and building people-centered solutions

Comprehend complexity and adeptly organize to move through it

Curiosity that serves greater understanding and openness

Catalyst for growth

Guide others and invests in their growth

Unwavering commitment to personal evolution

Transcending emotion to find true balance

Living in alignment with my own morals

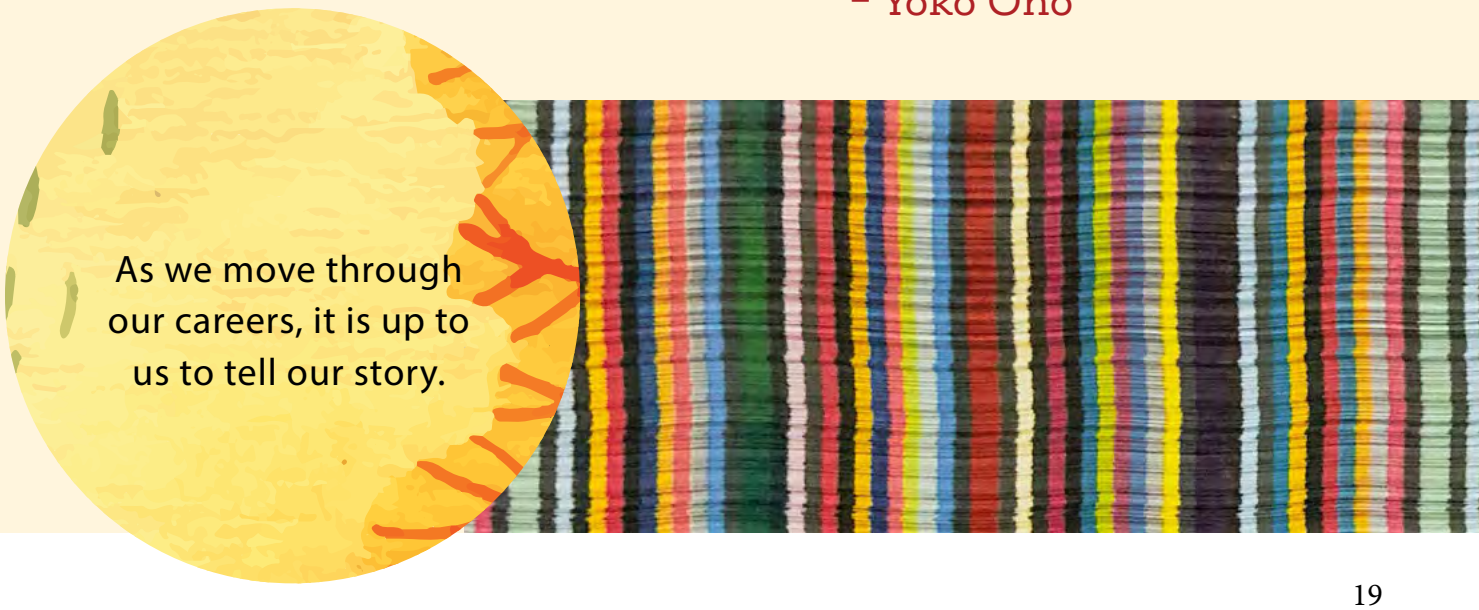
Respect for all

Desire for Impact

Persistently solves the toughest process and people puzzle

Bringing resourcefulness and creativity to each situation

> *You change the world by being yourself.*
>
> – Yoko Ono



How are Threads helpful with our Work Lives?

We are asked to talk about ourselves in our work lives many times - whether we are asking for a raise, interviewing for a job, sharing about ourselves in networking, or contributing to our reviews. Often, we are hesitant to "brag" about ourselves, or "sell" ourselves to others. Using Threads gives us a way to talk about our gifts and talents in a way that feels true and genuine, because it is backed up by how we show up each and every day. Threads are something we have ready examples for and that we are proud of.

Threads can help you:

- explore career/job change without having to know exactly what you want to do
- feel prepared for informational interviews
- write stellar content for resumes, cover letters and LinkedIn profiles
- participate genuinely in networking
- fine tune questions and answers for formal interviews
- guide thoughtful career development choices

Case Study

An IT manager went from being a problem solver to someone who removes obstacles so the team could focus on their work. That's moving from transferrable skill to a thread!

They do this in all areas of their life - when they were working in other industries, even at home with friends and family. They are known for this - they had just never articulated it before. It brought them confidence that no matter what job they do, they are gifted in this way and love doing it.

How they can use this thread:

- In annual reviews and job interviews to easily show specific successes
- To increase fulfillment to their current work by asking themselves where they could have more opportunity to use this thread, or if there is an expression of this thread that is missing
- To evaluate future job possibilities, finding out if they will have an outlet for this thread in the job

Wrap-up

You did it! You've reflected on what makes you ***you***, what brings joy to your life, what comes easily. You've used outside perspective to get an additional lens to see through. And from that, you've come up with a statement (or more) that can guide you to more fulfillment in work and life.

If you are stuck or would like some additional support in identifying or applying your Threads, do not hesitate to reach out to me! I'm happy to help.

Connect with Aubrie

Visit Aubrie's Site

Schedule an Appointment

Sign Up For Aubrie's Newlsetter

Check out Aubrie's LinkedIn Profile



Thank you

Here's to the many people who helped me fine tune this idea and get it into workbook form:

- One-on-one and workshop clients over the years
- Steph Wilder
- Maria Winner
- Kenna Conklin

