

CAREER DISCERNMENT CHECKLIST



Calling & Career

Baton Exchange 2025

This checklist and following inventory is designed to help mentors walk alongside those discerning career direction or searching for a job. It draws from biblical principles, practical skill sets, and reflective exercises.

Action Steps for the Mentee

- Pray daily over your career path, submitting plans to God (Proverbs 16:9).
 - Journal weekly reflections on what you've learned.
 - Set monthly goals for networking, skill-building, or applications.
 - Share updates with your mentor for accountability.
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Career Discernment Checklist

Consider exploring the Career Series in the following order. You should have already completed the SHAPED assessment. Various personality assessments within the larger assessment typically will reveal what types of occupations to consider given your personality and styles.

- Career Discernment Checklist
 - Personal Assessment: SHAPED- What?
 - 1-Career Choices- The Basics
 - 2-The Career Discernment Process
 - 3-Career Discernment- HEARTSET
 - 4-Career Discernment- MINDSET
 - 5-Career Discernment- SKILLSET
 - 6-Career Discernment- TOOLSET
 - 7-Informational Interview
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Job Hunting vs Career Change Discernment

The main difference between job hunting and career change discernment is the scope of the process. Job hunting is a shorter-term, tactical effort to find a new position, while career change discernment is a longer, more strategic process of self-reflection to determine a new professional direction entirely.

Key distinctions at a glance

Aspect	Job Hunting	Career Change Discernment
Goal	To find the <i>next</i> job.	To discover your <i>long-term</i> career path.
Focus	Applying and interviewing for a specific, known role.	Exploring values, interests, and purpose to identify a new direction.

Mindset	Tactical and transactional.	Strategic and reflective.
Timeline	an event with a specific start and end date (needing a job, getting the job)	longer-term process that can take months or even years
Catalyst	Unemployment, need for a higher salary, or dissatisfaction with a current position.	A feeling of misalignment with one's current work or deeper aspirations.
Process	Standard job search activities: resume writing, networking, interviewing.	Self-assessment, research, informational interviews, and reflection.
Outcome	Securing a new job offer.	Defining a new, intentional career path.

Personal Inventory

1. Background and Current Situation

- Given the distinction above between job hunting and career discernment, which are you doing?
- What is your current job title and industry?
- How long have you been in your current role or field?
- What do you enjoy most about your current or past work?
- What do you find most frustrating or unfulfilling about it?
- What prompted you to start thinking about a job or career change now?
- Have there been any recent life events or transitions influencing this decision?

2. Motivations and Meaning

- What do you hope to gain by changing jobs or careers? (e.g., more fulfillment, better pay, growth, purpose, balance)
- When do you feel most energized or “alive” in your work?
- What kind of impact do you hope your work will have on others or the world?
- If money were not an issue, what kind of work would you choose to do?
- How do your personal values or faith convictions shape your sense of calling or purpose in work?
- What does “success” look like to you at this stage of life?

3. Constraints and Practical Considerations

- Are there geographic, financial, or family considerations that affect your options?
- What kind of income do you need or hope to earn?
- Are you open to relocation, remote work, or travel?
- What is your timeline for making a change?
- What are your non-negotiables in a new role?

4. Experience and Education

- What education or certifications do you currently have?
- Are you open to additional training or schooling if it helps you transition?
- What past roles or experiences might be transferable to a new field?

5. Support and Barriers

- Who supports you in this transition (family, mentors, friends)?
- What fears or doubts do you have about changing jobs or careers?
- Have you made career changes before? What did you learn from those experiences?
- What obstacles might make a transition difficult, and how might you address them?

6. Next Steps and Readiness

- On a scale of 1–10, how ready do you feel to make a change?
- What would make you feel more confident in moving forward?
- What would you like to walk away with from career counseling? (clarity, plan, self-assessment, accountability, etc.)

Closing Note for Mentors: Your role is not to provide all the answers but to ask good questions, point to Scripture, and walk faithfully alongside the mentee. Encourage them to trust God’s timing and cultivate the skills that allow them to move forward with wisdom and resilience.