

YOUR FREE GUIDE

BEYOND BURNOUT: TRANSFORM YOUR CAREER WITH YOUR THINKING STYLE



CLARITATE

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CHAPTER ONE

It's Never Too Late (Or Too Early)

So, you're thinking about a career change?

Maybe your job has lost its spark. Maybe you're looking for something more meaningful. Or perhaps you're just plain curious about what else is out there.

Whatever the reason, welcome! You're not alone - and you're not stuck.

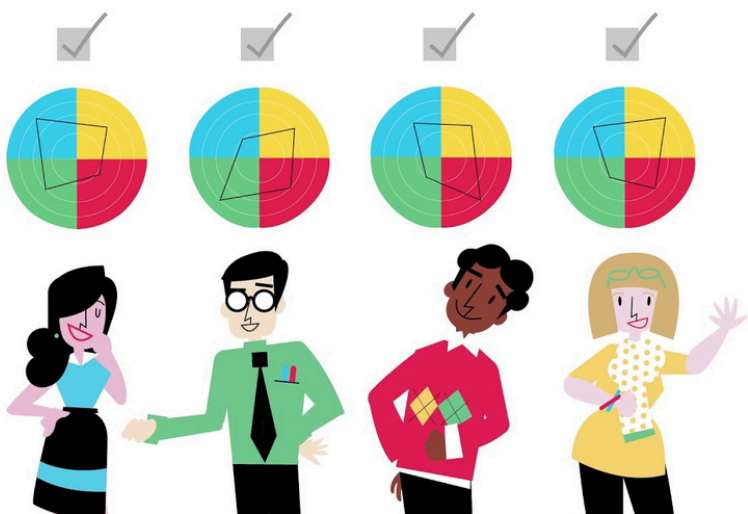
This eBook is for real people in the real world. Whether you're:

- In your 20s wondering if you chose the "right" path,
- In your 30s wondering if you feel like you're building skills and experience you're connected to,
- In your 40s wondering where the time went, or
- In your 50s+ wondering if there's still time to switch tracks (spoiler: there is),

This guide will help you explore what makes you tick—and how the HBDI® assessment can help you navigate your next step with confidence.

CHAPTER TWO





The 4 Thinking Styles



Let's start with the basics.

HBDI® stands for the Herrmann Brain Dominance Instrument. It's a tool designed to help you understand how you think.

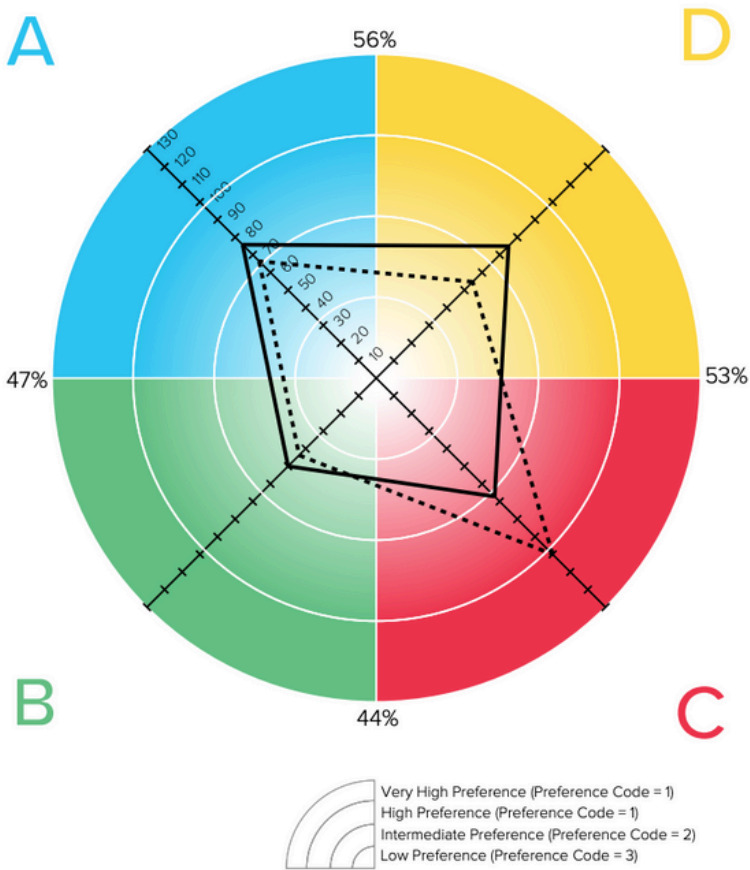
And before you roll your eyes and say, "I already know how I think," hang on HBDI® breaks it down into something truly useful. It sorts your thinking preferences into four colourful quadrants:

-  Blue (Analytical Thinking) – Facts, figures, logic.
-  Green (Practical Thinking) – Plans, process, details.
-  Red (Relational Thinking) – People, emotions, teamwork.
-  Yellow (Experimental Thinking) – Ideas, risk taking, big picture.

CHAPTER TWO

Everyone has all four, but we tend to favour certain ones. That's what HBDI® uncovers.

And why does this matter for your career?
Because when your work aligns with how your brain likes to operate, everything gets easier (and way more enjoyable).



Individual Result Example

CHAPTER THREE

Career Change in Australia – The Numbers Don't Lie

You're not alone in considering a career change. In fact, it's becoming increasingly common.

- 1.1 million Australians changed jobs in the year ending February 2024, equating to a job mobility rate of 8% of all employed people .
- 58% of job changers switched industries, while 44% changed occupations .
- 1 in 4 workers under 30 are contemplating a career change, indicating a seismic shift in the workforce .
- 55% of workers plan to change roles within two years, and 74% will leave when conditions improve .

These statistics highlight a significant trend: Australians are actively seeking careers that align more closely with their values, interests, and skills.

CHAPTER FOUR

How HBDI® Can Help You Rethink Your Career

Here's where things get interesting.

Understanding your thinking preferences can help you:

- 🔍 Identify what you really enjoy working on (you might be surprised!)
- ❌ Spot misalignments (like why spreadsheets make you want to cry)
- 🔄 Explore new roles or industries that fit your style
- 🎓 Choose the right study path if that's where you want to be because going back to school is a big deal

Let's say your HBDI results show a strong Blue/Green preference. You might thrive in roles like data analysis, operations, project management, or finance. But if you've been working in high pressure sales (a Red/Yellow heavy world), no wonder you're feeling drained.

Or maybe you're heavily Red/Yellow, you'd love roles in creative industries, teaching, counselling, or entrepreneurship. But you've been stuck in an accounting job. Again, no surprise that Sunday nights are... rough.

CHAPTER FIVE

Case Studies – Real People, Real Change

Here are a few bite sized examples:

Karen, 58 – Reinventing as a Consultant

With a strong Yellow/Red brain, Karen had been in HR for decades. She now consults part-time for not for profits, combining her love of people and big ideas while working on her terms.

Sam, 45 – From Middle Management to Teaching

A strong Red/Green thinker, Sam realised he loved coaching his team more than managing numbers. With a graduate diploma in adult education, he now teaches business courses and loves it.



CHAPTER SIX

Lift and Shift – Your Skills Are More Transferable Than You Think

One of the biggest myths about career change is that you have to start from scratch. The good news is: you don't.

Enter the “Lift and Shift” Approach

This simply means taking the skills, knowledge, and experiences you've already built in one career or industry, and lifting and shifting them into a new one. It's a smart way to make a transition with confidence and often, you're more qualified than you think.

How to Spot Transferable Skills

Start by asking yourself:

- What tasks or projects do I do regularly?
- What tools or systems do I use?
- What problems do I solve?
- How do I communicate, plan, or lead?
- Then, compare those to the role or industry you're interested in. You're looking for overlap.

CHAPTER SEVEN

Match Skills to Thinking Styles

Here’s where your HBDI results come in handy. By knowing your thinking preferences, you can frame your experience in a way that matches what your target industry values.

| Skill Area | Thinking Style | Transfer Example |
|-------------------------|----------------|---|
| Data analysis | Blue | Finance → Healthcare, Research, Government |
| Project management | Green | Construction → IT, Education, Event Management |
| Empathy & communication | Red | Customer service → Aged care, HR, Education |
| Creativity & strategy | Yellow | Marketing → Startups, UX design, Product Management |

CHAPTER EIGHT

A Simple 3-Step Skill Mapping Exercise

- 1. List your top 10 skills from your current or past roles.
- 2. Highlight the ones you actually enjoy using.
- 3. Research roles that value those skills (bonus: use HBDI-aligned industries as a guide).

| My Top 10 Skills | | | | |
|------------------|--|--|--|--|
| | | | | |
| | | | | |

For example:

- If you love mentoring staff (Red), that skill is valuable in education, health, and training roles.
- If you thrive on systems and workflows (Green), that’s needed everywhere from logistics to HR tech.

Bonus Tip: Soft Skills Are Gold

While technical skills are great, soft skills like adaptability, problem-solving, emotional intelligence, and communication are what often set you apart. These are highly transferable, and employers increasingly value them across industries.

Remember: A new job doesn’t mean a new **you**. It means using **more** of who you are.

CHAPTER NINE

Finding Your Next Role

Okay, so you've done the self-reflection, explored your HBDI profile with Claritate, and identified some transferable skills. Now what?

It's time to go from insight to action, and that means job hunting. But we're not just talking about scrolling Seek at 11pm in your pyjamas (though no judgment). There's a smarter way to do this.

Here are the top places working adults in Australia can look for career opportunities:

- **Job Boards:**

- [Seek.com.au](https://www.seek.com.au) – still the biggest. Use filters well.
- [LinkedIn Jobs](https://www.linkedin.com/jobs) – especially good for professional or corporate roles.
- Indeed Australia – easy to search across industries.
- [EthicalJobs.com.au](https://www.ethicaljobs.com.au) – for roles with purpose.

- **Government and industry job hubs:**

- [JobSearch.gov.au](https://www.jobsearch.gov.au) – national employment site.
- Industry-specific portals (e.g. EducationJobs, APSJobs, HealthJobs, etc.)

CHAPTER TEN

Network Like a Human (Not a Robot)

In Australia, up to 70% of jobs are filled through networking and referrals. Yes, really.

Here's how to do it naturally:

- Tell 5 friends or colleagues what kind of role you're looking for.
- Reconnect with old workmates on LinkedIn and ask about their career paths.
- Join industry groups or alumni networks.
- Attend local events, conferences or even virtual meetups in your field of interest.

People love to help, especially if you're clear about what you're looking for.



CHAPTER ELEVEN

Referrals Work!



Asking for a referral isn't pushy - it's strategic. If someone you know works at a company you're interested in, ask if they'd be happy to refer you internally.

Why it works:

- You're 3-4x more likely to get an interview through a referral.
- Employers trust recommendations more than resumes.

Not sure what to say? Try:

"Hi [Name], I'm currently exploring new opportunities in [industry/role]. I saw your company is hiring for a [job title] and it looks like a great fit. Would you feel comfortable referring me, or letting me know who I could speak to about the role?"

CHAPTER TWELVE

Consider a Career Coach or Claritate Consultation



If you're feeling stuck, investing in guidance is worth it. At Claritate, we offer one-on-one debriefs on HBDI profiles, as well as career coaching sessions. These sessions are evidence based guidance tailored to how you think and work.

Many people who feel "burnt out" are simply working against their natural preferences. Once we align your career direction with your HBDI profile, clarity (and relief) often follows.

CHAPTER THIRTEEN

Don't Forget the "Hidden Job Market"

Many jobs never get advertised they're filled through internal hires, cold approaches, or tapping someone on the shoulder.

Here's how to tap into that:

- Reach out directly to companies you admire—even if they're not hiring.
- Follow employers on LinkedIn and engage with their posts.
- Do a "career coffee" with someone in the industry you want to move into.

Pro Tip: A career pivot is a process, not a panic. Try 20-minute steps, not 10-hour overhauls.



www.claritate.com.au

The Herrmann Brain Dominance Instrument (HBDI) is a registered
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