Aly:

When or how did you know it was time to move on to a new role in or a job or in a different industry?

Vitu:

Uhm, yeah, I think there are a couple of signs The first is just like a gut feel, and I know a lot of you know I can kind of relate to the Waterloo experience a little bit.

You know, you're in specialized programs and it's you know everybody around you as a result is pursuing the same one rr maybe two things because you know everybody is so specialized and you know there is this, there's this general thought of you know everybody around me.

Is pursuing this thing. It must be great. So I'll speak to my first career for this sort of for this point, and then I'll speak to you another career change for my second point.

But on this one, I went through this one when I was at Waterloo. I worked in accounting or in the audit group at Deloitte for a couple of coop terms and I had intuitions early on from my conversations with folks as I was recruiting an audit that you know, while the work is really interesting and stimulating and such, you'll forget career it wasn't for me.

And I, you know, through my two coop terms in audit, confirm those beliefs and the best way that I was able to do that was, you know, through that gut feel, but that gut feel manifested from a couple of things I looked at, what my managers were doing, and I thought about, is that the kind of work that I wanted to be doing. Then I looked at, you know, the real senior leadership in that organization and you know the litmus test there was, are these people you know people who like really inspire me, and do I want to be like that in 20 years? If the answer is yes, then you're in a really good place because you know the trajectory is up and you know you look up to these people and you want to be like them and you know, you can envision your life being similar to theirs, and if not then you know, it warrants some self reflection because ideally if there are people who really inspire you and you want and you want to emulate what they've done in some way or emulate their success, or if their success parallels what your definition of success is.

You're in a good place, and if that isn't if there isn't a match then trying to find that match I think is really valuable so you know I looked out, talk to a bunch of people and the people who really, you know I resonated with who saw their careers and their role in the business world is similar to how I saw it. At the time, happened to be in consulting, or at least and recruiting for consulting.

I felt that I was much closer to what I was looking forward that 20 year vision, so I think you know on that when there's like this gut feel that if you're unsure how to interpret that gut feel, you know thinking about are the people here reporting to you know, is their work that you'd be interested in doing in a couple years? Are their really senior people in these organizations, or the leaders of these organizations, people who you really look up to and inspire you and you want to be like them?

There's also like a secondary piece about, you know, work life balance and you know sustainability and building the life that you want to build. This actually speaks to my transition from consulting to outside of consulting.

While you're in school, it's really easy to you know, at least for me, like when I was going through my Co-op terms, I thought a lot about my career in isolation, like because you know you're doing these four months sprints or eight months sprints and you know there's light at the end of the tunnel. It's very easy to just like work really hard during those four months, and when you're working full time as an alum, that four month Co-op term becomes a 40 year Co-op term.

And as a result, you know things that were questions during a four month time horizon, but are question during a fourty year time horizon, like you know, do I want to have a family? Do I want to have kids? How it evolved do I want to be in my kids lives? How do I think about my role in my in my like nuclear family, with my parents? Those questions now, the life part of the work life balance,

You know those needs change. Being, A, comfortable responding to changes in that life world and two, and this is the harder one, I think being like really thoughtful about what balance you actually do want, and pursuing that. I think that's also really important. I've seen a couple of folks who are now in my year who really burnt themselves out over five years and you know they got, you know, a lot of career success, but you know, on a personal level, they're not sure how they feel about the decisions they've made so.

So, and I've seen you know the flip too, so I think just you know, being deliberate about that work life balance is the 2nd way to think about whether you know you want to make a change and you know if you feel like that balances all off, if you feel like you're working in stimulating enough and you want to work a little bit more, that's a good reason to make a change.

If you feel like your work is draining you, and you know you're not able to be your full self with your parents or loved ones, etc, your friends. That is a litmus test that's worth thinking about as well.

So I've covered a lot of ground there, but there's like 2 main things that I think about with respect to making.

Aly:

No, those are great.

Yeah, I think what you mentioned just asking those really important questions to yourself ongoing basis, not just every you know 20 years.

Vitu:

Yeah, yeah, exactly 'cause I mean, it's like yeah it's so easy to think of these things in their own lanes, but especially like when you're in that 40 year Co-op term, it they all intersect and then they're all related, so yeah.