

# *Career Wellbeing*

How to **navigate** career decisions  
among **setbacks**

Career Progression Training for  
Fundraisers & their Managers  
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Wellbeing | Change Support

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# *Career Decisions & Transitions*



*Why...*

... are you making the transition?

# *Transitions for*

Opportunity /  
Progression

Work / Life  
Balance

Escape

Specialism

Life transitions

Enforced

More £

Other

# *Away from or Towards?*

Opportunity /  
Progression

Work / Life  
Balance

Escape

Specialism

Life transitions

Enforced

More £

Other

# *What....*

... transition might you currently be considering /  
facing?

You **need** to go and work this out

# *Away from or Towards?*

What levers are being pulled for you?

What levers can you pull?

What are your non-negotiables?

You **need** to go and work this out



*Be careful..*

... that you don't use one past experience to mentally  
predict all future experiences

Where might you do this?

*Wellbeing*

*What....*

... does wellbeing mean to you?

# *wellbeing*



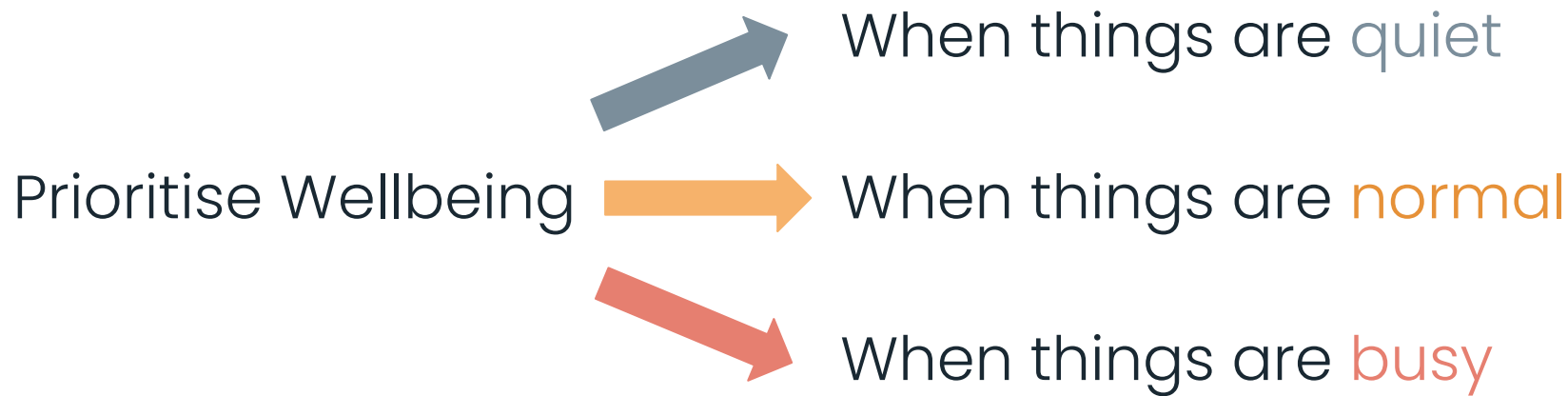
*To me, wellbeing is*



*and this*



# *wellbeing*



# *What....*

... does wellbeing mean to you?

You *need* to go and work this out



# *When and Where....*

... do you need to balance these?

You **need** to go and work this out

# *Long-Term Fulfillment*



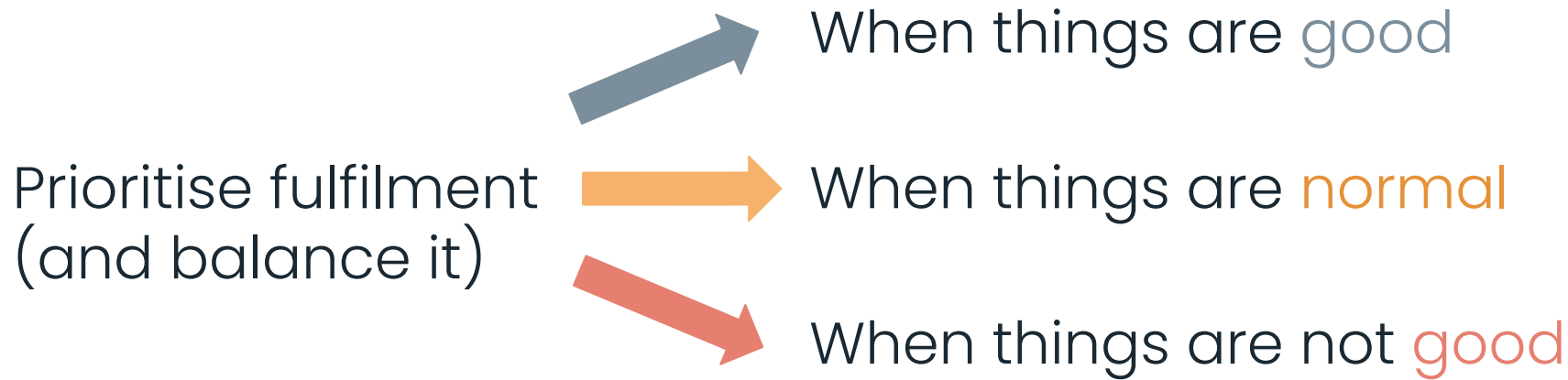
*What....*

... does long-term fulfillment mean to you?

# *To me, fulfillment is*



# *fulfilment*



# *What....*

... does fulfilment mean to you?

You *need* to go and work this out

# *When and Where....*

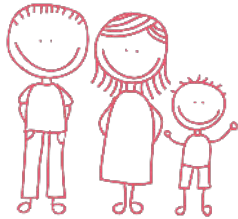
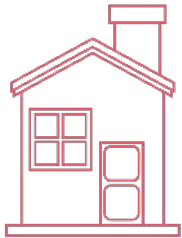
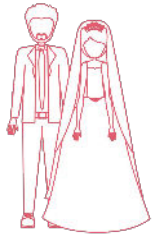
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You **need** to go and work this out

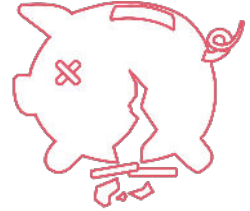
# Stress



# Good Stressors



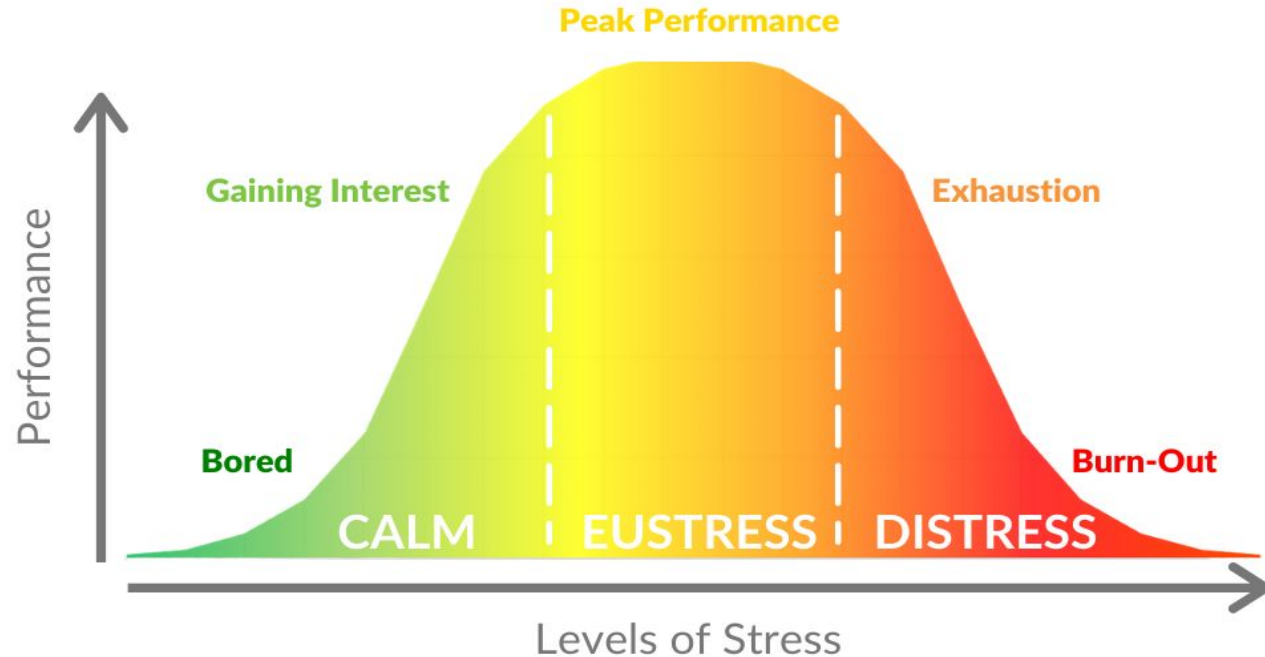
&



# Bad Stressors

# Stress Curve

Stress and its impact on performance



# Stress and its effects

## On your body

Headache  
Muscle tension or pain  
Chest Pain  
Fatigue  
Change in sex drive  
Stomach upset  
Sleep problems

## On your mood

Anxiety  
Restlessness  
Lack of motivation or focus  
Feeling overwhelmed  
Irritability or anger  
Sadness  
Depression

## On your behaviour

Overeating or Undereating  
Angry outbursts  
Drug or alcohol dependency / misuse  
Tobacco use  
Social withdrawal  
Exercising less often



# Stress

Where are you facing good stressors?

Where are you facing **bad** stressors?

How do these manifest?

# *Coping with stress*

Which of the above do you think are most likely to work for you?

Which of the above do you know you'll struggle with?

You **need** to go and work this out

# *Change*



*“The secret of change is to  
focus all of your energy  
not on fighting the old,  
but on building the new”*

Socrates – Greek Philosopher



*“All great changes are  
preceded by chaos”*

Deepak Chopra – Physician &  
Author





*“Changes are inevitable and not  
always controllable.*

*What can be controlled is how  
you manage, react to, and work  
through the change process”*

Kelly A Morgan – Author



# Acknowledge

Planned change can be hard enough

Unplanned change is really hard



# *Good Change*

Promotion / New Job

Relationships

Life Events

Health improvements

Learning

Growing



# *Not-so-good Change*

Job changes

Relationships

Life Events

Expected things not happening

Unexpected things happening

Imposed



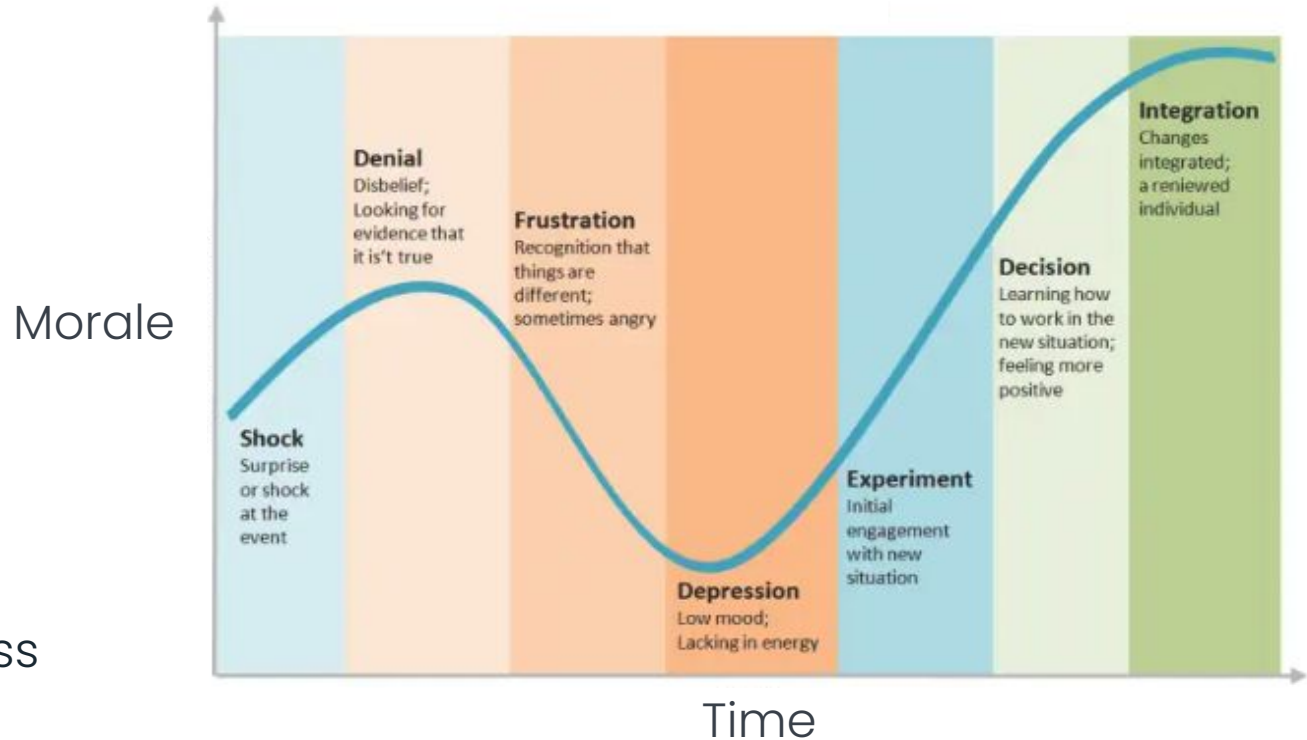
# *Impact of Change*



*What happens when  
change occurs?*

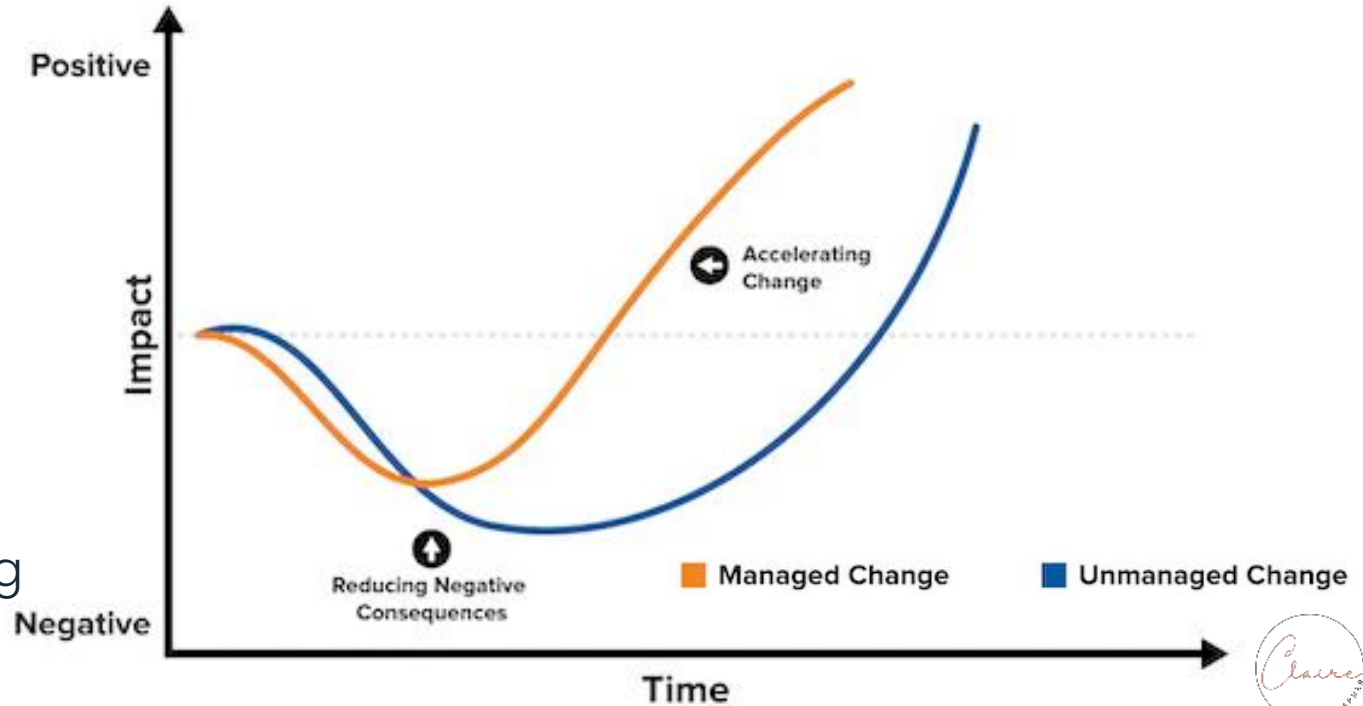


# Change Curve



Elizabeth  
Kubler-Ross

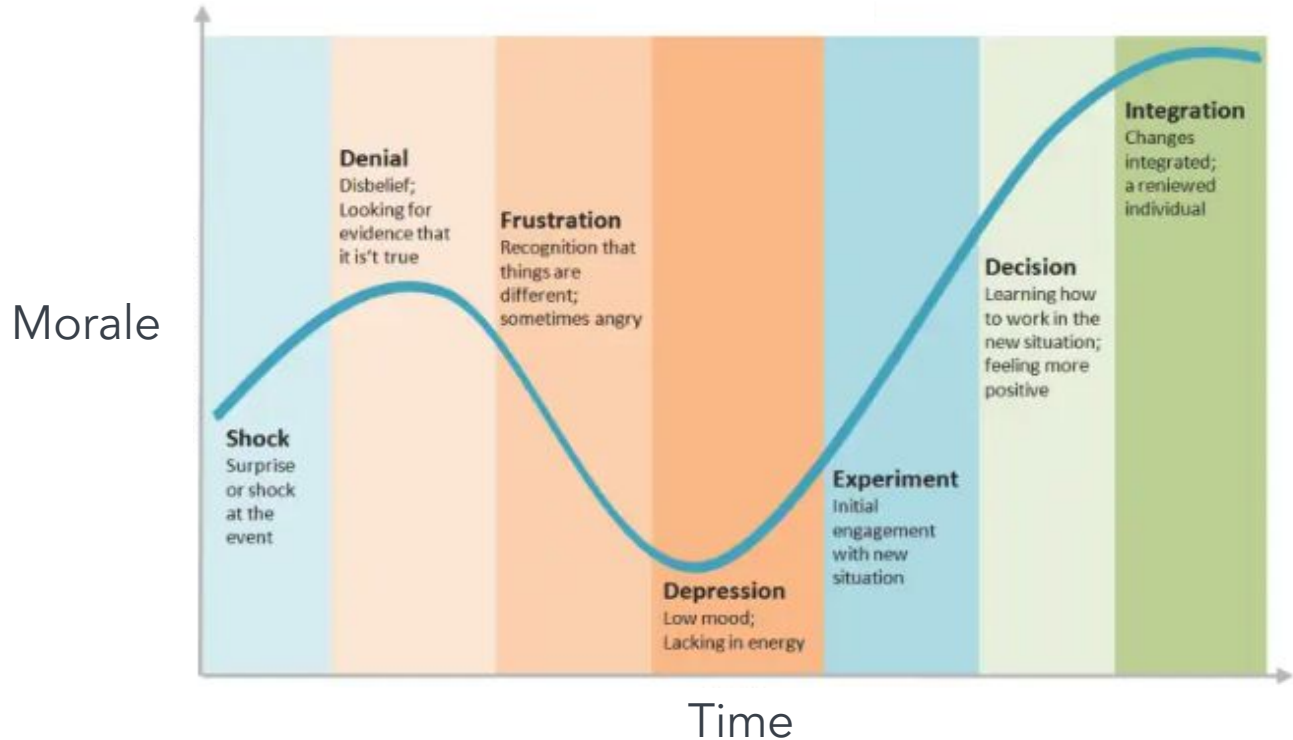
# Workplace Change managed vs unmanaged



Belbin re-working  
of Elizabeth  
Kubler Ross



# Your Change Curve



# Change

Reaction to change is predictable, even if the nature of the change itself isn't

Where are you on the curve?

What is there still to come?

Where can you use this predictability to help?

Where can you use it better manage / cope with the change?



# *Coping with Stress & Change*



# *Preparation and Self-Awareness*

# Anticipation

What are the **GOOD** stresses in my life currently / on the horizon?

What are the **BAD** stresses in my life currently / on the horizon?



# Stress Indicators – before you're aware of the stress

## Emotional:

Feeling irritable, moody, anxious, overwhelmed, or a loss of motivation and confidence

## Physical:

Headaches, muscle tension, chest pain, high blood pressure, indigestion, changes in sleep patterns, or a weakened immune system.

## Cognitive:

Difficulty concentrating, memory problems, and constant worry.



# Recognition

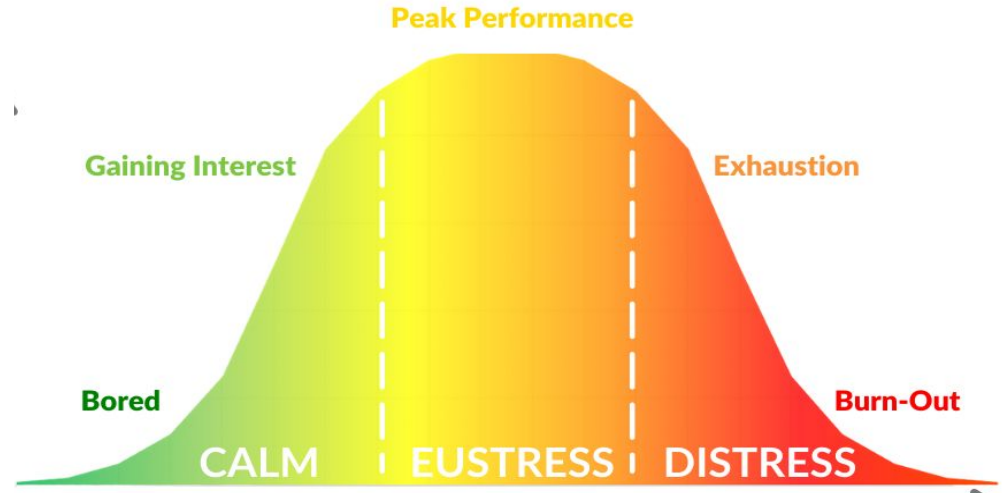
How do you know when you're getting stressed?

What are your symptoms and your indicators?

# Realisation

Peak?

Tipped too far?





# Response



# Learn to say

NO to some things



# Practice No!

Don't want to spiral



# Self-care

Prioritise and model self-care



# Find Your Squad

Who are  
your people?



# Stress Bucket

Stress flowing in



Stress flowing out

Stress Bucket  
Brabban & Turkington



# Stress Bucket



Can't be dealt with by  
Taps alone

# *Find Your Taps*





# Switch Off

Most PC / Laptop challenges can be resolved by switching it off, waiting, and then switching it on again

The same is true of you

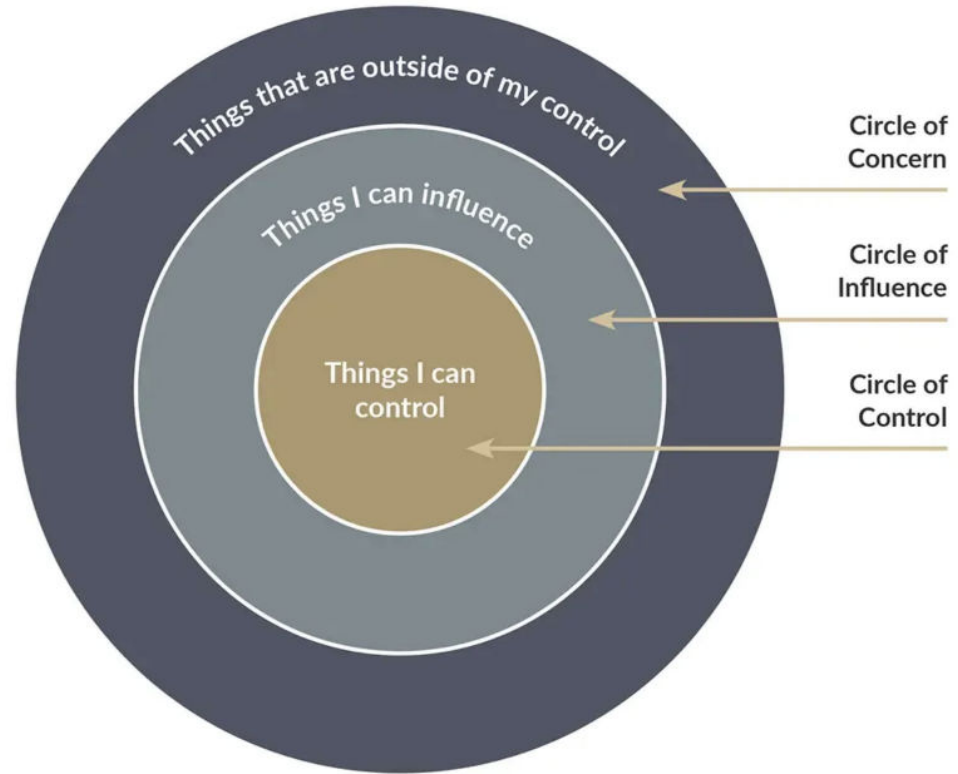


# *Circles of Concern*



# Stephen Covey

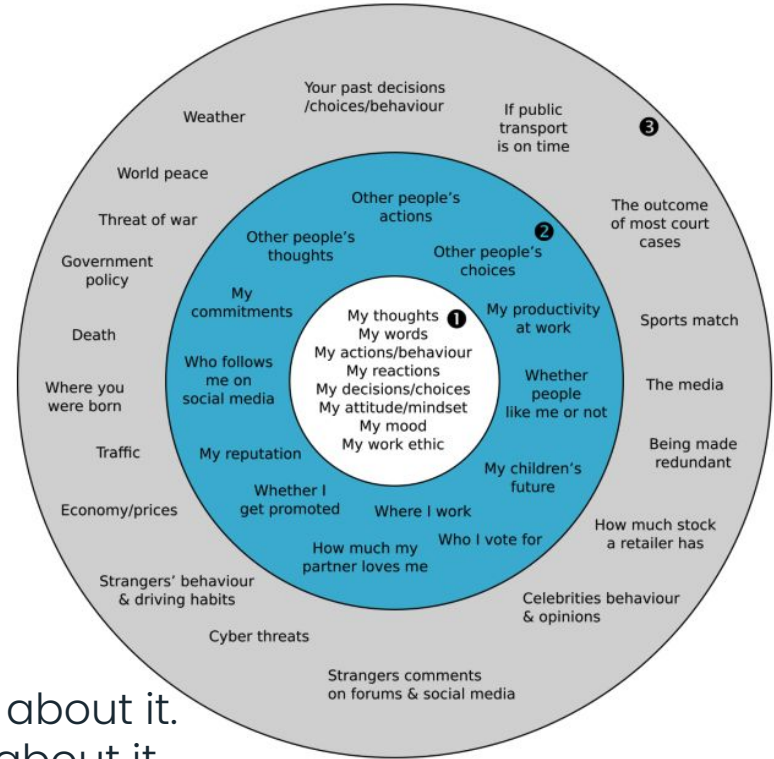
## *Circles of Concern*



# Stephen Covey

## Circles of Concern

If you cannot control it, do not get stressed about it.  
If you cannot influence it, do not get upset about it.  
Focus on what you can change, not on what you cannot.



# Control, Influence, Concern

What would each of you put in each of these circles to depict your current situation?

What would you like (realistically) to be able to put in each of the circles to depict your future situation?

What needs to change to allow that to happen?



# Confidence



# *Impact*

Setbacks might make you feel a whole host of emotions, of feelings and cause a whole host of questions

# *Impact*

Setbacks **DO NOT** reduce your abilities

Setbacks **DO NOT** reduce your knowledge

Setbacks **DO NOT** reduce your value



# Boosting Confidence

Keep an email folder of the emails you receive congratulating or thanking you for good work

Create a personal strengths list (and ask the right people to contribute)

Create an alternative positive narrative to the stories you start to tell yourself

Practice wellbeing & self-care



# Boosting Confidence

Ask the right people for help – this is a confidence booster to them too!

Offer help to others

Focus on the (very many) things you've done well

Reframe setbacks and challenges as learning opportunities



# *Resilience*

# *Resilience*

ability to weather and recover from stress, setbacks and change

It's not about being completely resistant to the impact of stress, setbacks and change we inevitably experience.

Resilience is about recovery, moving on and strengthening your position



# Stage of Resilience

- 1) Where possible anticipate the need for resilience and **prepare for it**
- 2) Know what is needed or expected of us during the period of stress or setback so we **are able to perform**
- 3) Acknowledge the period of stress or setback is over or has plateaued and to **make space to recover**



# *Applying this*

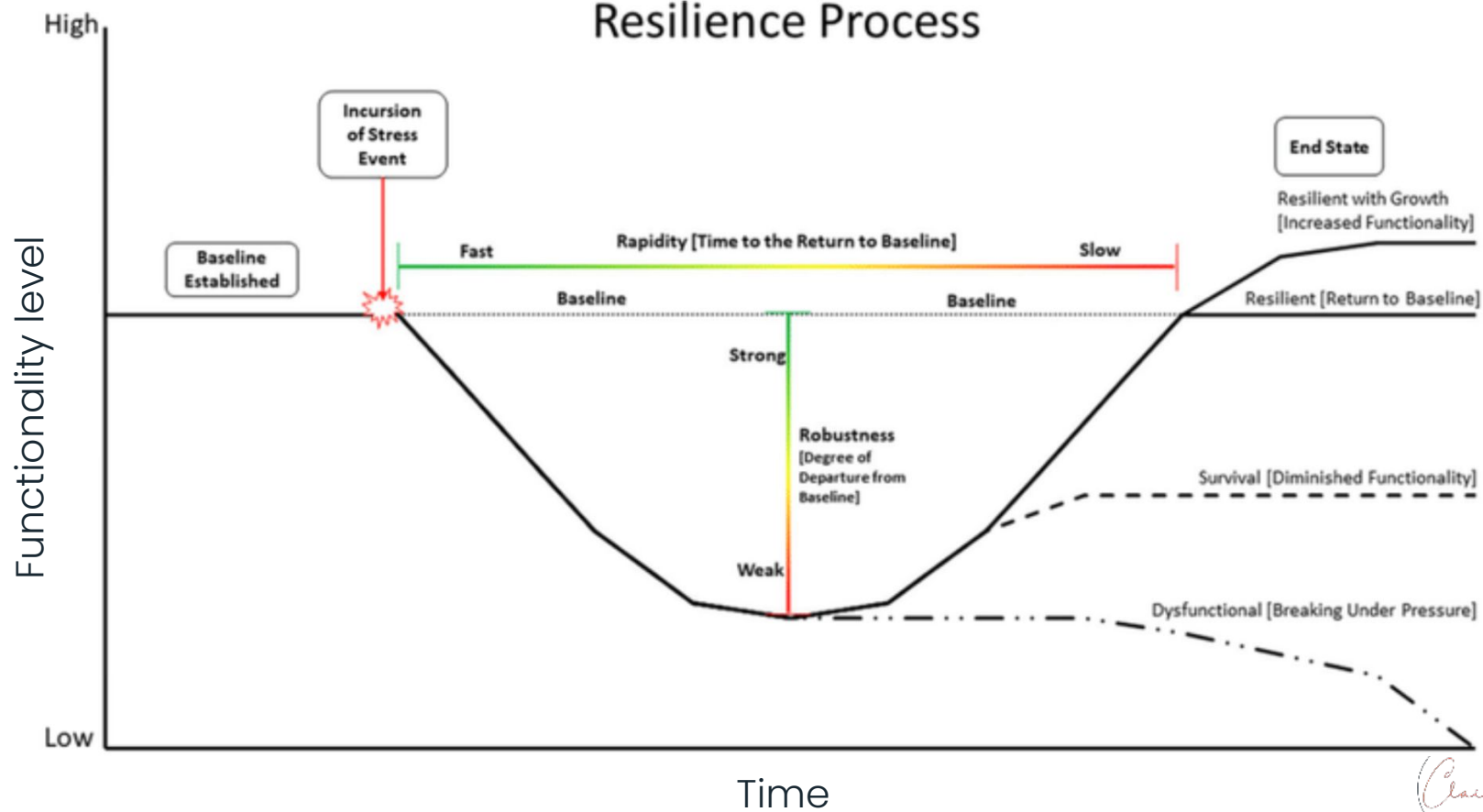
Acknowledge that you're not expected to be resistant to the impact of change and stress

- Identify where you can anticipate further stress and change;
- Clarify performance expectations during the stress / change;
- Acknowledge end or reduction of stress / change and prioritise recovery

# *Resilience Curve*

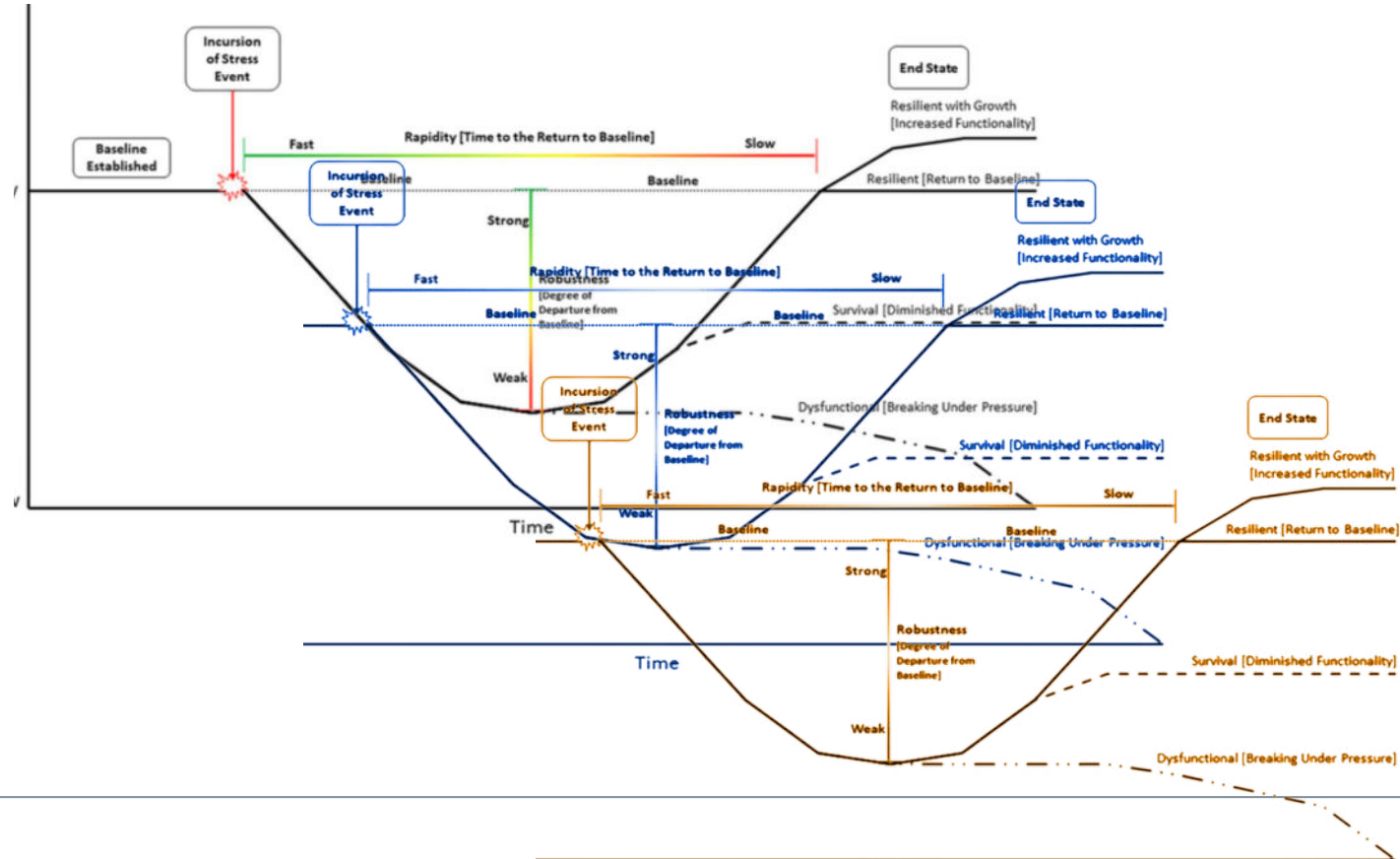


# Resilience Process





# Resilience in 2025



# *Resilience Pillars*

Mind Tools - How Resilient Are You?



# Confidence *(an essential part of resilience)*

Related to positivity, self-efficacy and optimism.

Doing the "right thing" despite opposition; being willing to take risks; admitting mistakes and learning from them; accepting praise graciously.

## Social Support

Helps lower stress levels and produce a more positive outcome.

Building good relationships with others in the workplace; seek support and help from them in dealing with challenges. You can't face every challenge alone, particularly when they are large or complex.



# *Adaptability* (strength rarely comes from inflexibility)

Understanding your failures; reflecting on them; being open to new ideas and situations; finding ways to complete difficult tasks, rather than giving up.

# *Purposefulness*

You're more likely to demonstrate resilience if you enjoy your job, you're passionate about it, and it gives you a sense of purpose. Purposefulness implies having a fixed and clear goal, and focusing on it at all times, no matter what setbacks you experience.



*task*



<https://www.mindtools.com/a/k5lwl/how-resilient-are-you>



# *Applying this*

Use the Mindtools results to identify which pillars you could benefit from

Where does this learning also help you in your transition decision-making?



*Bringing all of this  
together*



# *Where are you?*

Are you already in the transition?

Are you considering a transition?

Are you recovering from a transition?



# *Learnings from the past*

What are you moving towards?

How will you know you've got it?

What are you moving away from?

How will you know it's reduced / removed?

# *Learnings from the past*

What are the questions you need to ask, the things you need to know that will ensure you are moving towards / away from the right things?

# *Next isn't forever*

What do you need from the next transition?

How do you make this positive?

What is the shelf-life of this transition?

How will you know when you're ready for the next step?

# *Fight or Flight*

Are you looking for a role that brings challenge?

Are you looking for an easy life for a while?

How much challenge can you cope with (for now)?

How does that feel?

How can you make it feel better (if it needs to)?

# *Your Squad*

Who wants to help / support you?

Who can help you in specific areas?

How can you ask for that help?

What roles do you need?

# *What can we do?*

Use Fundraising Everywhere

Use Think

Use me

Use everyone involved in this webinar

# *Remember*

You are amazing

Colleagues are lucky to have you

Sometimes you need to practice your game-face

Your knowledge and skills are needed and valued

You don't have to say yes to the first thing