

MODULE 3. DECISION MAKING IN CAREER PLANNING

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Interview

Host: Welcome back to Decision Making in Career Planning! I'm your host, and in our last episode, we discussed the first steps of putting a decision into action, also known as the implementation phase. Today, we're diving deeper into an important question—how do you stay motivated when the road gets tough?

We're joined again by career counselor and expert, Katerina Zlatanovska Popova, to give us some insight on how to keep moving forward when challenges arise. Welcome back!

Katerina: Thanks for having me again! I'm excited to continue this conversation.

Host: So, let's get right into it. Last time, we talked about the importance of having a solid action plan and staying flexible. But even with the best plan, things can go wrong. How do you stay motivated when setbacks start to pile up?

Katerina: That's one of the toughest parts of implementation. Setbacks are inevitable, but how you respond to them can make all the difference. The first thing to keep in mind is that setbacks don't mean failure—they're just part of the journey.

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It's important to remember why you made the decision in the first place. Staying connected to your original purpose can help you push through difficult moments.

- **Host:** That's a great point. So, it's about revisiting your original motivation to keep moving forward. What else can people do to stay motivated?
- **Katerina:** Another helpful strategy is celebrating small wins along the way. Implementation is often a long process, and if you're only focused on the end goal, it can feel like you're not making progress. But by breaking your goal into smaller milestones and acknowledging each step forward, you can build momentum and maintain a positive outlook.

For example, let's say someone's working toward a new career. Even landing an informational interview or completing a course is worth celebrating because it's one step closer to the end goal.

- **Host:** I love that! It's easy to overlook the small achievements when you're focused on the big picture. But recognizing those wins can really keep the motivation alive.
- **Katerina:** Exactly. It's also important to manage expectations. Implementation can take time, and it's unlikely that everything

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will go perfectly. By being realistic about the timeline and potential obstacles, you'll be better prepared for setbacks and won't lose motivation when things don't go as planned.

- **Host:** That's a really important reminder. Sometimes we expect instant results, but real change takes time. What if someone hits a more significant obstacle, like realizing their goal might not be as achievable as they originally thought?

- **Katerina:** That can definitely happen, and when it does, it's important to stay flexible. Sometimes the goal needs to be adjusted, or perhaps the timeline was too aggressive. When someone realizes they've hit a major obstacle, it's okay to take a step back and reassess. This doesn't mean they're giving up; it means they're being smart and adapting to new information. Reworking the plan can help get things back on track.

- **Host:** I like that—seeing reassessment as part of the process rather than a setback. So, in a nutshell, what are your top tips for staying motivated during the implementation phase?

- **Katerina:** Here are my top three tips:
 1. Stay connected to your why. Regularly remind yourself why you made this decision in the first place.
 2. Celebrate small wins. Break your goal into smaller

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milestones and acknowledge each achievement along the way.

3. Be flexible and realistic. Expect challenges, and be prepared to adjust your plan when necessary. Flexibility will help you overcome obstacles without losing motivation.

- **Host:** Those are fantastic tips! Thank you so much for sharing them, Katerina Zlatanovska Popova. I'm sure our listeners will feel more equipped to stay motivated and keep pushing forward, no matter what comes their way.
- **Katerina:** Thanks for having me! It was great to be here and discuss such an important part of the decision-making process.

