



Stepping Stone Approach

Your Guide to Navigate Career Setbacks & Eliminate Uncertainty

Welcome to my #1 strategy for overcoming setbacks and eliminating uncertainty. This strategy moves you closer to what you want, starting now.

It's called the **Stepping Stone Approach**. There are so many ways in which this perspective has helped others get unstuck!

With this strategy, you will:

- Remember to keep your goal in mind
- Recognize that taking action makes progress
- Disrupt the thinking that setbacks are permanent when they are temporary
- See that setbacks provide feedback along your path
- Get my bonus insights too!

Are you ready?

Debunking the term “setbacks”

Setbacks are our greatest learning moments. These setbacks help us recalibrate ourselves to what we really want. If we never experienced setbacks, we would swim in an ongoing sea of calm waters and status quo.

When I experienced a career-changing setback and burnout, it was my wake up call, *not a setback*.

My old Self would sound something like:

“It’s a huge setback not to get promoted when your peers did this year.”

“It’s a setback to return to work as a new mom when other women looked up to me and said that I would be the one to make it work.”

“It’s a devastating setback to receive a negative performance review. This will have a huge impact on your career advancement from here.”

That experience was my path. If I hadn't been there, I wouldn't be here right now sharing this strategy with you.

My life completely changed from that moment.

That moment taught me so many lessons and called out how externally-driven I was. I wanted the promotion so I could look good and I thought I should be at the next level. I wanted to appear as if I had new motherhood and consulting under control.

I wanted to stay on that "A" team being the top and highest earning performer. For what?

Think about your own setbacks, or the one you're experiencing right now. Think about how the setback helped you to change course in your life.

Setbacks are spark moments – sparking you to change. Setbacks and friction give us real-time feedback on what's not working.

Setbacks aren't the things that take you off your "path."

Setbacks serve as the tipping point to help you see you are on your path.

So if you're looking for the "right path" or feel like your current job is a "detour" from your path in life, breathe. **You are on the path right now!**

What is the Stepping Stone Approach?

When you go on a hike, there is no "one step" to get you from the start to the waterfall at the end.



Your journey is a series of small steps...Each time you take a step, your vantage point changes.



So you take another step
and another...

When you do, you see a
new set of stones to
choose from until...



Navigating setbacks

Use setbacks to inform what you want to do next. If you don't like where you are, that's your indicator to take a new step. Just like when you experience a negative emotion, that's also feedback for you to make a change.

Whatever the setback, it's a temporary place. Ask yourself:

“What needs to be acknowledged?”

“What am I ready to let go of?”

Taking action to move forward

A lot of people I speak with believe that taking action needs to be big and bold steps. In reality and with the stepping stone approach, we can name many ways in which you can take action.

Here's some examples:

- Talk out loud with someone
- Journal your thoughts
- Practice reflection
- Make a decision
- Take a break
- Change your scene, get grounded in nature
- Make a small commitment to yourself
- Stop doing something
- Set a boundary
- Do something that brings you joy

And the list goes on and on.

“What's one action I'm considering?”

“From here, what's one step forward?”

Bonus insights!

1. The stepping stone approach works on making big changes or small ones. When you feel overwhelmed, take a stepping stone approach to take a very small step that changes your vantage point.
2. When we ignore the setbacks and continue to push and pull despite not seeing results, we develop new limiting beliefs, stories and fears..
3. When we stare at the next stepping stones around us and choose not to move forward, we reinforce inaction, overwhelm and remain stuck.

Sample template

Experiment with the **Stepping Stone Approach Template** on the next page. For each step, answer the questions with the first thoughts that come to mind.

Because we are working backwards from the destination, start with column #1, the Destination. Then continue through #2-5.

Stepping Stone Approach Template

START HERE

2	3	4	5	1
Setback #1	Small Win	Setback #2	Next Step	Destination
<i>Identify the feedback and lesson learned</i>	<i>List small wins that move you towards the destination</i>	<i>Identify the feedback and lesson learned</i>	<i>Based on what you know now, consider what's next.</i>	<i>Describe the future state, also called your Ultimate Future</i>
<i>Ask yourself: What needs to be acknowledged?</i>	<i>Reflect: What's aligned to what I want?</i>	<i>Ask yourself: What do I need to let go of?</i>	<i>Reflect: What's one action I'm considering?</i>	<i>Ask yourself: What do I really want?</i>

Reflection

What's easier for you now that you know about the Stepping Stone Approach?

Related Blogs

[8 Remedies You Need to Move Forward When You're Stuck](#)

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Next Steps

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