



# VALUE TALK

A MONTHLY NEWSLETTER BY ADD VALUE CONSULTANTS

Add Value Consultants is a leading Management Consulting Firm serving Indian Industries. This Newsletter is an endeavor to provide updates, understanding and sharing of global practices to the Business Owners, Managers, Academicians and Executives.

## CONTENTS

### EDITORIAL NOTE

**VALUE WAVES: MANAGING CAREER BREAKS AND CAREER SHIFTS MINDFULLY BY MS. KARISHMA JETHI**

### VALUE EVENTS

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## Editorial Note

Dear Readers,

Careers today are no longer linear - they are evolving journeys shaped by purpose, flexibility, and changing priorities. A LinkedIn Workforce Report reveals that 62% of professionals consider a career change every 3-5 years, while PwC notes that over 65% of millennials value meaningful work over stability.

Career breaks and shifts, once seen as setbacks, are now strategic opportunities. Yet, over 70% delay transitions due to financial concerns, highlighting the need for careful planning.

In this changing landscape, success lies not in avoiding change, but in approaching it mindfully - with clarity, preparation, and intention - turning uncertainty into long-term growth.

Have a Great Time....!!!

Regards,  
Chetan Bhojani

## MANAGING CAREER BREAKS AND CAREER SHIFTS MINDFULLY

Today's careers are no longer linear ladders. They are evolving journeys shaped by life stages, changing industries, personal priorities, and economic realities. Many mid-career professionals—especially millennials—find themselves reflecting at some point:

- Should I take a career break?
- Is it time to pivot?
- How do I shift without risking stability?
- If I pause, how do I return with confidence?

A career break or shift should not be a reaction to frustration. It should be **intentional, strategic, and thoughtfully planned.**

### • Start With Clarity: Know Your “Why”

Before making any transition decision, reflect on the real reason behind it. Often professionals **confuse escape with evolution.**

**Escaping** usually comes from:

- Burnout
- Toxic work environments
- Temporary frustration
- Evolving comes from deeper alignment:
- Changing values or priorities
- Desire for meaningful work
- Long-term career misalignment

Professionals who pause without clarity may feel lost. Those who reflect on their purpose often discover new growth opportunities.

### • Reframing the Career Break

Career breaks are often seen negatively, especially among women professionals. In reality, they can be powerful phases of growth.

A well-designed career break can become:

- A **recalibration phase**
- A **skill enhancement period**
- A **leadership maturity window**
- A **strategic reset**

The question is not: “Will

this break damage my career?”

A better question is: “How can I use this phase to strengthen my long-term professional identity?”

### • A Mindful Career Transition Framework

Career transitions can feel uncertain, but when approached thoughtfully, they become opportunities for growth rather than risks.

The following four-step framework helps professionals navigate career breaks or shifts with clarity and confidence.

#### A Mindful Career Transition Framework



### • **1. Financial Clarity First**

Before changing careers, ensure financial readiness. Since transitions may bring temporary income uncertainty, having **6-12 months of savings** is ideal.

Evaluate commitments like **EMIs, family responsibilities, education costs, and insurance** to plan your timeline. Also, align with family or partners to avoid added stress. Financial clarity helps you make **confident, well-informed decisions**.

### • **2. Identify Transferable Skills**

You don't need to start from scratch. Most professionals already have transferable skills like communication, leadership, and problem-solving.

Reflect on your strengths and what energizes you. Career shifts are often strategic pivots, such as:

- HR → Coaching / L&D
- Marketing → Branding / Content

- Teaching → EdTech / Curriculum
- Operations → Consulting / Project Management

### • **3. Test Before You Leap**

Avoid quitting immediately—start by experimenting. Try:

- **Freelancing or projects**
- **Short certifications**
- **Side initiatives**
- **Volunteering or collaborations**

This helps you gain experience, validate your interest, and build connections before making a full transition.

### • **4. Prepare Emotionally**

Career changes can impact confidence and identity. It's normal to face **self-doubt, slower progress, and comparisons**.

Stay patient, focus on long-term goals, and practice self-reflection. These challenges are part of growth, not failure.

## About the Author



**Ms. Karishma Jethi**

She is the Executive Director at Athena People Studio and a seasoned HR professional with 12+ years of experience. She specializes in leadership and soft skills training, driving impactful learning and organizational growth.

Mr. Chetan Bhojani served as the Conference Coordinator for EXIM Conclave 2026, held on March 7, 2026 in Bharuch, organized by Ahmedabad Management Association in association with Bharuch District Management Association and Quality Council of India.



Mr. Chetan Bhojani participated in the “Alliance For Integrity” Regional Strategy Meeting, contributing to shaping the collective vision for Asia.

