Bloom! Methodology

Why — "Those who have a why can almost always find a way."

Purpose

Polar Star Tool

Core Question

Why?

Futuro / Acción / Propósito

5 dimensions of a purposeful process

Sense of Purpose
Autonomy and Decision-Making
Confidence
Sense of Belonging
Growth and Development

How — "The main obstacle to our growth is internal."

Internal Change

Limiting Beliefs

7 Mental Traps That Hold Back Your Career

Impostor Syndrome / Matilda Effect
Extreme Perfectionism / Reverse Dunning-Kruger Effect
Queen Bee Effect / Stereotype Threat
Self-Fulfilling Prophecy

Key Tool

A Event → **B** Beliefs → **C** Consequences

It's not A that changes C, but B.
Change B, and the consequences will change.

What — "Manage your career with the same rigor you apply to your technology projects."

Strengths-Based Action

Flourish and thrive

Strengths

Identify Your Genuine Strengths:
Not the ones you think you should have

Look for Roles That Activate Them:
Use them as your professional differentiator.

Flourish Model

Flourish (Wellbeing + Harmony) + **Thriving** (Energy + Growth)

Tech rigor in your career

Goals	Indicators	Mindset
SMART	KPI/ OKR	MVP