



“I didn’t really know
what I wanted to do.”



CoreThemes™

Discover Your Path to a Purpose Driven Career

“Core Themes—those unique values, needs and interests
that define you personally and professionally”



Core Themes is an insightful and proven program for anyone who wants to find true purpose and passion in their life and career. At the heart of this program is the discovery of your unique Core Themes: those essential values, needs and interests that define you.

Our Mission:

Core Themes is about helping you discover your unique purpose and meaning in your life and your work.

Our Philosophy:

Work is a reality for most of us. But you owe it to yourself to be happy at what you do since you will be working for a long time. We are passionate about helping you find your motivation. Living your Core Themes is the key to achieving true purpose and meaning in your life and work. We believe that you have a moral obligation to perform to the best of your ability. After all, you have made a contract with your employer – they pay you, provide benefits, etc., and you perform a service. It's that simple!

Our In-Depth Methodology:

Unlike most other career counseling packages, Core Themes is an exciting, comprehensive, in-depth examination of you and what makes you tick, both professionally and personally. It is a life-changing process. We use 12 carefully selected tests to help you better understand yourself. Once we've gathered this information, we then spend many hours in one-on-one discussion to help you discover your unique Core Themes: those essential values, needs and interests that define you.

History of Core Themes:

Core Themes was developed by Ray Inglesi, M.A., president of DRAKE INGLES MILARDO INC., over an 18 year period. It is a direct result of Ray's consulting and counseling experiences with hundreds of unhappy, unfulfilled and unfocused professionals. These were intelligent, motivated and competent individuals who somehow became disenchanted with their work life and which often spilled over to their personal lives. The majority of these people had indeed experienced real success in their career, but now felt a lack of purpose and clear direction.

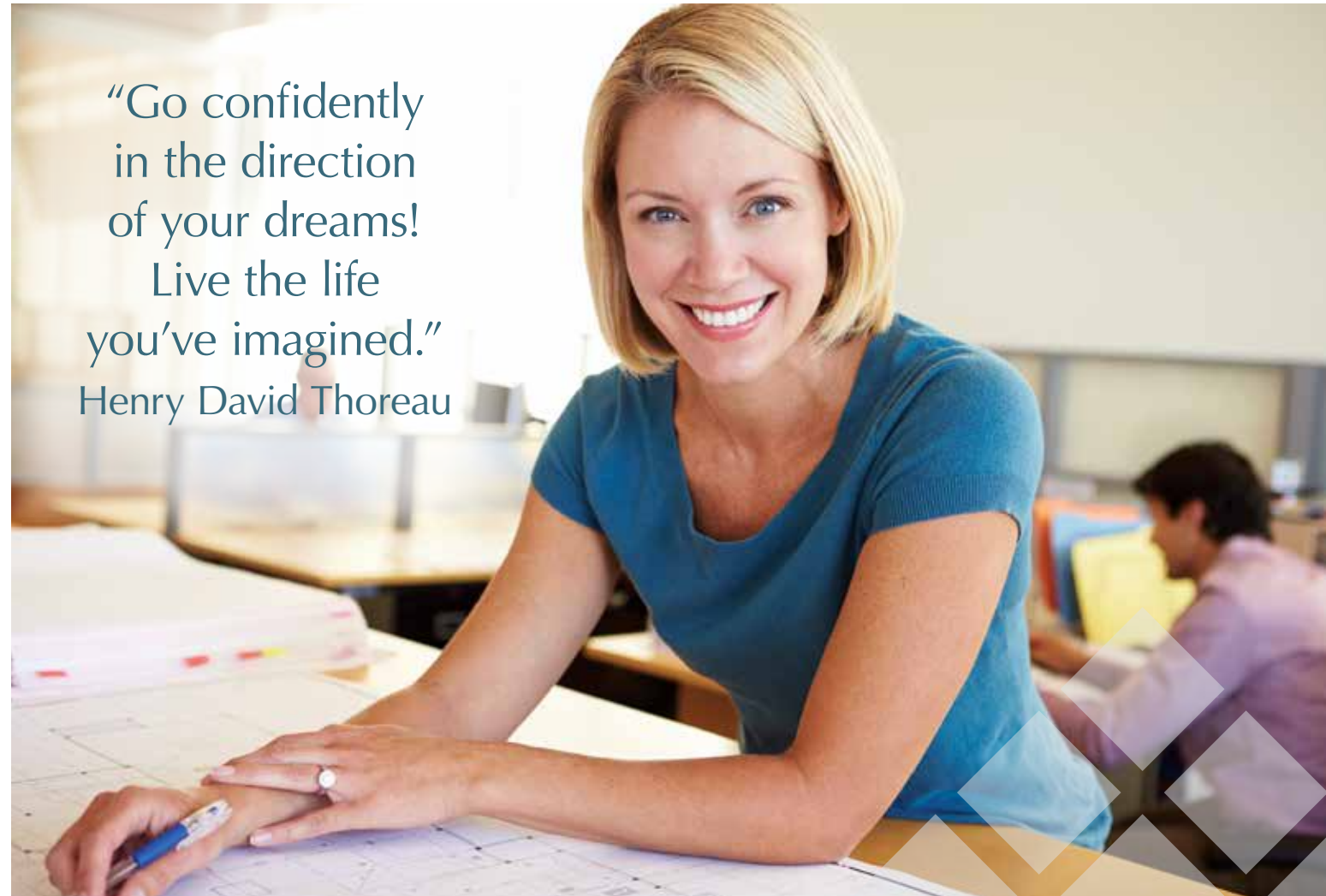
Are you a Core Themes candidate?

There are two types of motivation in the work you perform:

1. Work as a "means to an end"—the paycheck pays the bills, allows one to have a preferred lifestyle, put the kids through college etc.
2. Work must have meaning and purpose beyond "making a living."

If you chose # 2 but no longer feel energized by your work, then you may be a prime candidate for the Core Themes program.

"Go confidently
in the direction
of your dreams!
Live the life
you've imagined."
Henry David Thoreau



Examples of the
Core Themes
some of our
clients have
discovered
through our
program...

- Need to be part of the decision making process if not the leader and decision maker. If not at the CEO level, at least in my scope of responsibility.
- Must be in a career that affords me the opportunity to be involved strategically where I can actively use my ability to think conceptually.
- Living in a place where I can easily enjoy the outdoors and what nature has to offer. Being an active person, this is essential to my personal well-being.
- My job has to enable me to engage in creative and innovative projects and I need to be around colleagues who share my need to have variety and diverse work activities.
- It is vitally important for me to believe in my company's mission, values and products and/or services. Lacking this, I am not going to be happy or fulfilled professionally.

“If you follow your bliss, you put yourself on a kind of track that has been there all the while, waiting for you, and the life that you ought to be living is the one you are living. Wherever you are—if you are following your bliss, you are enjoying that refreshment, that life within you, all the time.”

Joseph Campbell, Author



Do you identify with any of the following stories?



- ◆ You may still love your job but no longer believe in the company. Long-term employees often experience so much change that they no longer recognize the company. These employees become disillusioned, suffer low morale and lose respect for the company and its leadership.
- ◆ The job is no longer challenging or interesting. You feel stifled and stagnant, but stuck because the money is good and you have obligations at home.
- ◆ You made the “wrong” decision. What you thought was the perfect job turned out to be a disaster. How could you have made such an obvious mistake in judgement?
- ◆ The unbearable pressure to sell, sell, sell has gotten to you. You love the autonomy, the earning potential and the travel, but you realize you don’t have the aggressive nature necessary to be successful.
- ◆ A decision you made a long time ago no longer works for you. In high school, a teacher noticed your excellent analytical and mathematical skills and advised an Accounting major. Four years later you graduated with a 3.9 in Accounting. Fourteen years after graduating, you find yourself hating your job as a commercial loan underwriter.
- ◆ You never thought it would happen to you—you’re burned out! Teaching has become difficult. You still love the kids and the subject matter, but not the politics, the endless non-academic duties, uninvolved parents, lack of gratitude and nonsensical restrictions on your ability to teach. A profession you once loved has got you trapped!
- ◆ After years of raising kids and taking care of your family, it is finally time to take care of your needs. Perhaps you had a successful career before the kids came along or maybe you were just starting out in your profession. In any case, it is now your turn to figure out what you will do in this exciting next chapter of your life. But what? And how?

3 key principles to achieving happiness and success:

- Love or at least like (a lot) the very things you do in your work.
- Get along with and have a healthy respect for the people you work with every day.
- Believe in the company’s mission and values, its products and services.

If any one of the above principles is missing or out of sync, you are likely to be unhappy with your job and ultimately compromising your true potential.

“All of us have times when we step back and reassess—usually prompted by some event that, at the time, seems catastrophic. For me, it was the sudden and unpleasant break-up of a law partnership that led me to consider what it is I really wanted to do after 20 years of practicing law.”

—Barry Kohler, Core Themes Client

Important Concepts

Clutter

Mental noise, a messy chorus of thoughts that consists of rationalizations for staying where you are. Too much clutter and you become stuck.

I can't leave now, I only have five more years to retire.

With the economy the way it is, what are the chances of finding a better job and making the same money?

With one kid in college and the other on the way, how can I possibly consider another profession?

I really hate my job, but we love the area and the kids are doing so well in school.

I know people change jobs all the time, but I would feel like I've failed if I don't stay with this job.

You are not doing anyone a favor by staying in a job you hate. In fact, you will be a better person if you address the “clutter” and make the decision that will lead to positive change, whether it is leaving the job or making adjustments to it. Everyone benefits when you are happier!

Clarity

Being free of the clutter enables you to think about and see more clearly the range of possibilities open to you.

Mindset change

Too many people are simply stuck in beliefs and notions that no longer work for them, yet are unwilling to change their thinking. A critical component in developing your Core Themes is changing your old mindset for a more enlightened approach.

“Through in-depth reflection, writing and conversations combined with my complete commitment and honesty to the process, Ray accompanied me on one of the most powerful journeys of my life.”

—Barbara Irish, Core Themes Client

Personal responsibility

There is only one person responsible for your life and the decisions you make. You, and only you, are responsible for where you are and what you have achieved. The sooner you accept this notion, the sooner you will begin to make the changes that will lead to a happier and more productive life and career.

Choice

Whether you want to accept it or not, you are where you are because you made choices along the way. Now it's time to make better choices about your life and career. After all, if you accept the premise that you have the power to choose, you would choose to be happy wouldn't you?”

Life is short

It's amazing how time goes by so quickly. If you keep postponing things, you may find that one day you just don't have any more time!

This place we call work

Most of us will spend the better part of our waking moments at a place we call work. Some of us will work 35-45 years before we hang it up. Doesn't it make sense to do what makes us happy? You owe it to yourself to be relentless in finding the kind of work that is fulfilling and meaningful to you. Anything less and you are compromising your happiness.

Getting to know you

The better you know yourself, really know yourself, the better decisions you are able to make in your life and career. The problem is that many people have never deeply examined their true values, beliefs and why they do the things they do everyday. They just go along moving from one day to the next, habitually doing the same things over and over and never questioning why? If you are one of these people, then it's time to do some serious reflection.



“Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it. And, like any great relationship, it just gets better as the years roll on.”

Steve Jobs

Phase 1

A personal and professional examination: The key objective of Phase 1 is to help you know and understand yourself at a deeper level. Phase 1 consists of two critical building blocks that provide the foundation for identifying your Core Themes.

Building Block 1: We believe that each person is unique, and therefore, their personal history is unique. Each client's personal history is recorded in great detail. We start our discussion by having you tell us where you were born, about your early childhood years, family make-up, the personalities of your parents and siblings, etc. We believe that the early years—your foundation—often provide important clues to helping you discover how you got to be the person you are today.

The history taking continues, and we gather information about your adolescent years and your education. We want to know what sort of kid you were and how you thought of yourself when you were just 16 years of age. And we progress through all the stages of your life right up to the present time, examining your college and young adult years and your professional history.

Building Block 2: The second component to Phase 1 includes a comprehensive assessment. You are administered approximately 12 different tests, questionnaires and various instruments designed to examine you from several perspectives.



A thorough analysis and discussion of the assessment findings provide more insight into your key areas of strength, personally and professionally.

Time involved in Phase 1- Approximately three meetings lasting two to three hours each over a period of two weeks.

Result: We now have a volume of data both objective and subjective covering nearly every aspect of your life and career. The formal assessment has provided objective data as to your strengths and limitations. The foundation for the work ahead has been formed.

Core Themes Step by Step



“Knowing Others
is Wisdom.
Knowing Yourself
is Enlightenment.”

LaoTzu, Master and
Father of Taoism

Phase 2

Going deeper: Completing written exercises and select readings. The exercises are designed to help you reflect on what's important to you. They require you to seriously examine two of life's most important questions. The responses to these questions form the basis for discovering and defining your Core Themes. During these exercises, you will put aside your practical concerns and think about your life free of the everyday realities.

Time involved in Phase 2- Approximately three meetings lasting two hours each over a period of two weeks.

Result: We now have a body of data that points to your strongest beliefs, interests and values—what you want your life to count for when all is said and done!

Phase 3

Discovering your unique Core Themes: Now that we have done an exhaustive examination of what you believe are the critical and important elements of your life and have an objective assessment of your personality, abilities, interests, Emotional Intelligence, underlying needs and your acquired knowledge and experience, we are ready to create the first draft of your Core Themes. Generally, it takes several drafts to come up with your actual Core Themes. At this stage, significant family members are brought into the process in order to get their input and commitment to your Core Themes.

Time involved in Phase 3- Approximately two to three meetings lasting two hours each over a period of two weeks.

Result: You now have your “unique roadmap” to guide you in making the best decisions in your life and career.

Phase 4

The plan: Knowing your Core Themes doesn't always immediately get you to where you want to go. You need a realistic plan, a sound strategy and the ability to execute them if you expect to find true purpose and meaning in your life and career.

Time involved in Phase 4- Approximately two meetings lasting two hours each over a period of one to two weeks. Additional meetings are scheduled as needed to provide guidance and direction and to evaluate your progress in carrying out your plan.

Result: A practical plan and strategy giving you confidence and direction to go forward to fulfill your Core Themes.

Initial consultation usually lasts between one and one and a half hours. No charge!



“The first step to gaining career happiness and success is a crystal clear understanding of yourself.”
Ray Inglesi



Raymond A. Inglesi, M.A.
Ray is President and co-founder of Drake Inglesi Milardo, Inc., one of New England’s premiere human resources consulting firms. For over thirty years, the firm has provided a broad range of consulting services to Fortune 500 companies and organizations from every business sector as well as individuals throughout the northeast. A sampling of clients includes: LLBean, IDEXX Laboratories, Fairchild Semi-Conductor, InterMed, Irving

Oil, UNUM, Fisher Engineering, Bowdoin College, City National Rochdale, Hannaford Supermarket, Volunteers Of America, YMCA, Madison Paper Co.

Ray and his colleagues are passionate about helping people find happiness and a deeper level of satisfaction in their work and personal lives. To that end, Ray created Core Themes, a proven comprehensive program that has helped people from all walks of life discover their true purpose and find greater meaning in their life and their career.

Work and Happiness: The Good News

Yes, it is possible to love what you do for your life’s work and to experience true satisfaction each and every day. Since you will probably be working during the better part of your waking hours for twenty-five to thirty-five years or more, doesn’t it make sense to invest in discovering what brings real meaning to your work? This program will help you identify your Core Themes—those unique and strongly held values, needs, and interests that define each of us personally and professionally.

“My Core Themes work was pivotal in helping me take control of my career direction. I dare say that without the work I did with Ray, I would be languishing in my old job: feeling discontent but not knowing exactly where it was coming from or what to do about it. I now feel a great deal of excitement about the future.”

—Dan Dentremont, Core Themes Client



Q. How is Core Themes different from other programs that claim to help me find my true career direction?

A. We have created a comprehensive, rigorous, logical and proven program as a result of over 30 years of experience consulting to thousands of professionals from every profession and industry. The Core Themes program was born out of experience with so many intelligent, well intentioned and motivated people who simply lost their passion for their work. It is important to understand that the Core Themes program is a logical process, a well defined methodology that addresses the central issues facing professionals who are seeking purpose and meaning in their lives and careers. A major reason the program is effective is due to the experienced, mature and competent professional counselors who have an academic and experiential history in psychology, counseling, human resources or related fields.

Q. How do I know it works?

A. As the old saying goes, “the proof is in the pudding.” The dramatic change in our clients as a result of experiencing the Core Themes program is living proof!

Q. Who are the professionals who perform this service?

A. Ray Inglesi, M.A. (33 years experience), Dr. Corey Baechel, PsyD, and Dr. Emily M. Inglesi, PsyD are experienced and competent professionals with a broad range of talents and skills.

Q. Can I contact former Core Themes clients to discuss the program?

A. We would be happy to put you in touch with several of our Core Themes graduates.

Q. How long does it take to complete the program?

A. Generally, we have found that it takes about 20-25 hours of actual counseling time (not including outside assignments such as testing, writing exercises, etc.). Of course, the time varies depending on the individual. Some people are more complex and have more serious issues than others. As an example, younger clients can usually get through the program in a shorter period of time because they have less history and typically less baggage.

Words from our clients...



CoreThemesTM

Discover Your Path to a Purpose Driven Career

How do you get started?

For more information about Core Themes go to:

www.corethemes.com

You can also contact us directly at:

207-321-3523

Toll free at: 866-353-3523 or
email: questions@corethemes.com

“ I’m presently in mid-process of my CoreThemes work with Ray Inglesi. I’d compare the experience to visiting an ophthalmologist, whose goal is to help us to see the world with clear vision. Ray, like the ophthalmologist, has both broadened and focused my vision, so that the whole spectrum of my potential and my life’s meaning is becoming visible, conscious, and clear to me.” B.H.

“ Okay, so I haven’t made good choices... sometimes have taken the easy way out...don’t feel great about where I am today...know that many people have sacrificed for me...can’t go back to doing what I have trained all my life to do...what a welcome to Core Themes. Through the process, what was truly important to me...what mattered most...was brought into focus. I understood what I wanted to do, but just as importantly, I understood how I wanted to live my life. For the first time, I made choices in my career that were truly consistent with what I wanted to do. Yes, it is empowering to have such clarity, but once through the process, each of us has the responsibility to live in a manner consistent with our Core Themes.” D.O.

“ I had been at the Company for about 22 years when I decided to explore my Core Themes. I was not sure why I was disenchanted with what everyone else thought (and I suppose I did too) was a great “job,” good pay, a lot of responsibility, a value system that was compatible with my own, a great work environment, lots of friends and a product line that I could relate to. After all, I had been happy at the Company for 20 years! Sure, there were a lot of changes taking place at the Company, but were they enough to cause me to reflect on a 25 year career in finance and accounting? My work with Ray helped me understand why I was feeling this way and what I could do about it.

As a result of this work with Ray, I learned the following lessons (among others):

- I gained a clear idea of what motivates me (Core Themes).
- I learned to recognize the “clutter” that might be keeping me from taking steps I need to take to change in my life.
- I recognized that my Core Themes, knowledge and skills would allow me to do many different things (not just finance).
- I now had the confidence to take action.” C.J.