

Work Life Tarot

How to manifest your potential
with our Career Insights Deck



Work Life Tarot: The Career Insights Deck

The Work Life Tarot Deck was designed to spark new ideas and bring clarity to our most pressing career and work-life questions. The cards in this deck aren't meant to tell you the future, but rather to present you with more to explore.

Think about "what you do" in a whole new way. What's holding me back? Is this the right role? What is my purpose? Ask and insights will form in the cards' meanings, patterns, and by applying them to your own experiences. With fresh perspectives, you can reflect on the past, ruminate on where you are today, or plan next steps. The answers are in you, the deck is here to help ask the right questions.

The Work Life Career Insights Deck takes inspiration from traditional and modern interpretations of tarot, as well as oracle decks. We hope you find that consulting the cards is enlightening – and fun!

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How to Use Your Deck: Readings

To gain career insights from the Work Life Tarot Deck, different configurations of cards will aid and guide your reading of them.

It can be as simple as pulling one from the deck for a daily check-in, or sitting down for a five-card spread that dives deeper into a problem or a pivot you're considering.

If you're familiar with tarot or have your own practice, feel free to bring it to this deck. Otherwise, below are a range of readings to explore as you get started. No matter which you choose, approach the deck with an open mind. Before you pull cards, center something you're dealing with at work or in your career. Shuffle your deck until you feel your intention is clear. Every reading will be different, but keep an ear out for themes that span multiple sessions.



Stand-Up Pull

1 Card

Only have a minute? Focus on one question, obstacle, or something you need a new perspective on.

Pull one card to add context.

Do this daily or whenever you want to rethink something.



This or That Spread

2 Cards

When you're deciding between two options, examine your dueling paths with a little help from the deck.

Pull two cards and place them facedown, side by side, each corresponding to a different choice.

Then, flip them over to view each option through a new lens.



Then, Now, Next Spread

3 Cards

This simple-yet-revealing card spread helps you take a look back, consider where you are now, and think ahead.

This is an ideal spread for when you're at an inflection point in your work or career, or need a push to think through one issue's multiple sides.

Pull three cards and put them face down in a line:

- Flip the card on the left, which represents the past.
- Turn over the card in the middle to reflect on what's happening now.
- End with the card on the right to consider what's coming next.

In a three-card spread, you can apply different meanings to what you pull:

- Rose, bud, thorn
- What you think, what you feel, how you act
- Your present situation, how you want it to change, steps you can take toward it



The 4Ls Spread

4 Cards

The original [4Ls Play](#) was designed as a retrospective, but you can apply the framework to something you're currently dealing with or even a future project.

With the project or situation that you want to examine in mind, pull four cards and arrange them facedown in an L shape. Start with the card on the top left and work down then over.

Top Left Card (Love):

This card represents what went or is going well, and may help you locate a silver lining.

Card Below (Loathe):

Revealing the thorn in this project's side, this card can shed light on what could be improved.

Card to the Right (Longing):

Flip to take a closer look at what's lacking and maybe even where to replenish it.

Bottom Right Card (Learning):

This last card reveals your greatest takeaway from this – perhaps you've yet to learn.



The 5 Ws Spread

5 Cards

Start with a problem in mind, and deal five cards face down in a diamond with one card in the middle.

Flip over the card at the top of your diamond. This is your North Star, representing the greater issue you're digging into and asking you the first "W," or, **why it happened.**

Move clockwise around your diamond, flipping over the card on the right. This asks **what caused the issue.**

The card at the bottom of your diamond asks you **what decisions** led to it.

The last point in your diamond asks you to consider **what conditions** allowed for or even encouraged the situation.

You've examined why and what, now it's time to think through the solutions to the problem that you started with. Flip over the final card at the center and see **what it reveals.**





THE EXTROVERT



Major Arcana

Representing major milestones, tentpole moments, and life's biggest questions





The Founder

The Founder is a powerful card, asking you to show up for yourself and reminding you that you absolutely can. Channel your knowledge, skills, and strength to act on your purpose. Find the learnings in your wins, and the wins within your perceived failures. Embrace what you have to offer and what you've been through – it's all part of your unique story.

This card may signify the beginning of something, or be a sign that it's time to start that thing – a conversation, a company, or even a movement. Put humility on pause and move forward with the mindset, "what can't I do?"

The Work Bestie

When you can't find the answer in you, look for it in a Slack with your best work bud or a sparring session with a trusted team. Even if you prefer the IC life, [relationships at work are crucial to happiness](#), so take this opportunity to reflect on how others show up in your day.

Who can you confide in? Delegate to? Or create something entirely new with? Are you showing up for others in your work-life? If no one comes to mind as the other half to your BFF badge, look around for folks that'd be fun to form a flock with at the water cooler. With a Work Bestie or two on tap, the sky's the limit.





The Playbook

Both practical and romantic, The Playbook keeps our eyes on the prize and reminds us of the resources in reach to win it. It encourages us to celebrate the journey and its destination – to cheers teammates on a hard-won success, or figure out how to arrive at one.

Just like neglected texts that need your response, unroll whatever scroll you've been carrying around unopened. Perhaps it's a to-do list, instructions, or a map with the very steps to the treasure you're seeking. Tap tools and teammates to help you find the right way forward. And if still stuck, [look here](#).

The Promotion

You're being called to the next step up in your journey. Sometimes the Promotion is literal, other times it arrives to expose a project, conversation, or personal matter that needs to move forward.

What do you see at the top of the stairs? Let this card remind you of your strength as you prepare for the climb. Be courageous and channel your powers of persuasion, even if the person you need to influence most is yourself.





The Extrovert

The Extrovert is a social butterfly that does their best work in community with others. They pollinate more than just office gossip in their huddles, but new ways of thinking that can bloom into real action plans.

Could your own work be energized by sharing it with teammates? Sometimes just being out and about or coming into the office can light a fire you haven't been able to spark solo. When looking for answers, ask yourself: What can I learn from those around me?

The Introvert

While seemingly more reserved than their colorful counterparts, the Introvert knows and shows that there's beauty in the unknown and often in solitude where answers become clear in the dark.

Quiet what you can to tune in to the truth. Read, reflect, and reach out to someone wiser than you on the topics you seek to learn more about. When looking for answers, don't forget to also ask yourself: What can I teach others?





Out of Office

Vacation sounds nice, but before you set up that out-of-office email, ponder where you're going and what you're looking forward to leaving behind. This is a card of fortune and opportunity, so find it and take it, whether it involves hitting the slopes, hitting the stacks, or hitting pause.

If you can't take a sabbatical right now, explore what you can take time off from. If you find yourself envious of the "you" you get to be on vacation, decide how to bring a souvenir of that self into the timeline you're living in now.

Work Life

When presented with Work Life, you're being asked to assess the balance between your wants and needs, what you think and what you feel, or to weigh your professional and personal interests.

Try to actually visualize those last two as a scale – do you see "work and life" or "work vs life" for you? Consider what you could move or lose altogether to stop those scales from tipping. You may need to make some hard choices to strike the balance you desire.





404 Error

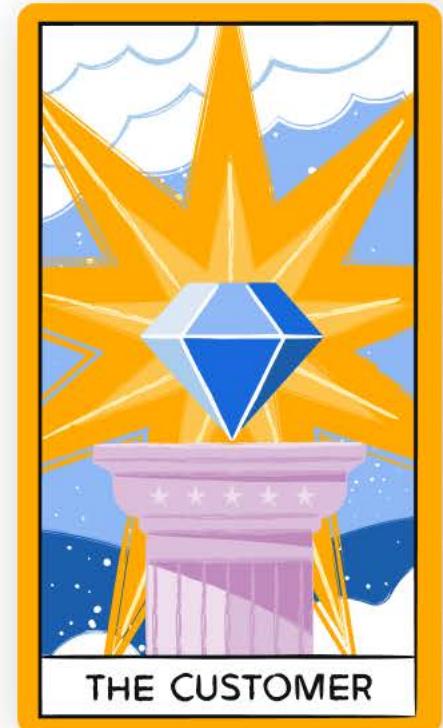
It's totally normal to feel frustration or fear when faced with a 404 Error, but the message isn't always ominous. Mistakes happen, including ones that cause complete system shutdowns. But fixing them might be as simple as hitting "refresh."

Think about what in your life needs a reboot, and don't be afraid to pull the plug on anything that keeps giving you an error message. An end, while potentially daunting, makes way for new beginnings. Try to get excited for this one.

The Customer

It's easy to get wrapped up in the internal workings of a larger org or a major mission, but The Customer reminds you not to lose sight of the gems that matter on the other side.

Think outside the box of "me and we" and shift your focus to the "you" you're doing it all for. You may have to quiet the loudest voices to figure out which are the most important, but it'll be worth it to figure out which stones are worth your shine.





Free Snacks

A cornucopia of freshly stocked goodies overflows before you here, asking you to consider what's fueling your work, your drive, you. When Free Snacks appear in front of you it's not only time to treat yourself, but get the nourishment you're missing.

Where in your work or life are you hungry for nutrients, and where are you sated? No matter what you're craving, remember that there is an abundance around you, ripe for the picking if only you can approach life as the endless buffet that office lunches are.

The Offsite

The most rewarding travel card in the universe is telling you it's time to take a trip. The world is big, but the literal distance you need to go to shift your outlook on it could be a conference room one floor away. Move your desk at home. Hole up in a cafe one morning a week. Gather for Taco Tuesday.

Whatever steps or modes of transportation you take to get there, consider what comes out of a successful offsite: Deeper connections, fresh solutions, and hopefully, fun. Channel those now and rethink what upgrades you need to make them your final destination.





RECTOR OF PENS



DIRECTOR OF CUPS



DIRECTOR OF BULBS



DIRECTOR OF LEAVES



Minor Arcana

Representing daily happenings, recurring and smaller questions – which don't always feel small in the moment.

Cups

The water suit

The Cups suit signifies fluidity, heart, and emotions. If this suit spills into your readings, it may be drawing attention to relationships in your life, encouraging you to listen to your intuition, or asking what you're feeling.





Ace of Cups

Seize this card as a fresh start, a cup filled to the brim, opportunities dancing near the surface like ice cubes in fizzy water. Notice that your glass is clear. Similarly, you have an unobscured view into what's right for you.

See yourself and your options for what you know them to be – and you do know. Your intuition is like an automatic faucet, so stick your hands out and receive the info.

Ready for a refill? The Ace of Cups may signal a new social interactions ahead, so leave your Airpods at your desk when you head back to the kitchen.

Two of Cups

You need a thought partner to caffeinate the ideas you have percolating, a coffee mate who can stimulate you intellectually and emotionally.

Who can you invite to pull up a chair?

The Two of Cups has been known to play Cupid and could be doing so here, whether their aim is to connect you with someone or something, like the passion in your professional life. Whatever it is, take this as permission not to hold back on the feelings you have brewing.





Three of Cups

Happy hour is here, and you're invited to raise a glass and toast yourself and your team. Since teamwork makes the dream work, make sure everyone that pitched in was added to the invite. Start working up a toast that hat tips to the celebration at hand and the growth it took to get here.

Remember that happy hours happen for all kinds of reasons. They can be a quarterly routine to spark some fun, a party to mark another goal met, or a goodbye as one moves on to a new chapter. What's yours for?

Four of Cups

You've been heads down crushing your to-do list, and your cluttered workspace shows it. Your desk is stacked with various drinks, but you're somehow still parched. Time to investigate what will **really** quench your thirst.

Take stock of where you sit now, meditate on the moment, and look beyond your desk at what could be. To make room for what's being offered, you may need to set boundaries or say no. That's okay! You only have so much space.





Five of Cups

Good news: Something disappointing happened! Why good? Failure is not just a part of life, but can be hammered into a gleaming badge of honor, like how The Founder pivots their fails into teaching moments and the building blocks of new projects.

Feel what comes up while cleaning the spill of a substance that was admittedly past its expiration date. Accept what's next, whether a grieving period or an exciting breakthrough. And amidst the mess, don't miss out on the cup that's upright and waiting to receive.

Six of Cups

You're invited to cozy up in a warm blanket of nostalgia as the Six of Cups asks you to remember lessons learned in kindergarten and the creative fearlessness you so easily tapped into way back when.

What would 6-year-old you think about who you are today? Give all of the lives you've lived a lil' extra love, and find the silver lining in more recent "past lives," like former roles or workplaces. You can't actually go back and change course, but you can learn from what you've been through, or even revisit a path you've previously strayed from.





Director of Cups

A glorious goblet beckons you to take a gulp of what you already know to be true. The Director of Cups has found success embracing their intuition and encouraging others, like you in this moment, to do the same.

Take the bejeweled open mouth as a reminder that you don't have to put a lid on your emotions right now. Recognize and honor them, as The Director does with their own and those in their circle. When you trust your gut and feel your feels, as this suit rallies you to do, you can tap into your future and how to reach it.

Pens

The air suit

This suit can signal intellect, conflict, and the problem-solving necessary to get through it. A sometimes serious-seeming suit, the presence of Pens in your reading means you're being called to use a mighty tool: your brain.





Ace of Pens

While this suit encourages thought, the Ace of Pens reminds you to act. Think before you leap, then... leap! Notice that this pen is also a feather flying high. Take that as a promise that you won't fall when you do.

Maybe a recent leap has lead to a breakthrough, or you're on the precipice of one. If nothing comes to mind, channel your critical thinking skills by examining other cards in your reading for more context. And don't forget to act on what you see.

Two of Pens

Two pens lay side-by-side, each on different papers representing your options. These are fancy pens, the kind that come from a store that pretty much only sells pens made for signing important documents. Like these.

While it appears you have a decision to make, maybe one you've been putting off, this card encourages you to stop and think first. Weigh your options. Read the docs, take notes, consult a trusted source. Don't force it! And consider what signing your name on the dotted line will mean.





Three of Pens

There's been a recent disappointment or betrayal, one that you haven't run from. Instead you confronted reality and have thought long and hard about what happened. Problem is, those thoughts are now consuming, not serving you.

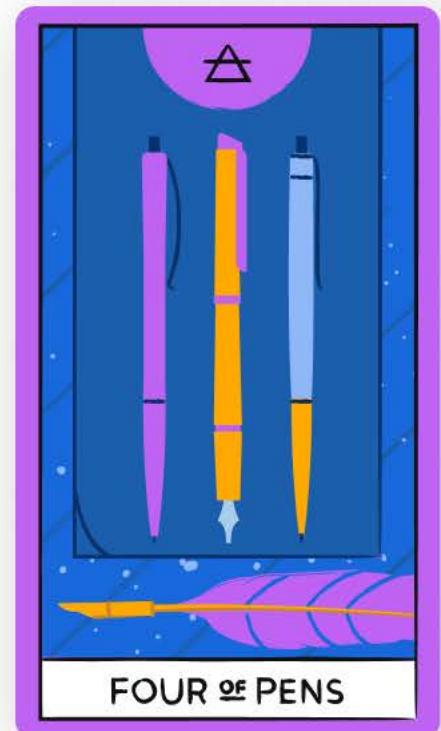
What's weighing on your mind right now? Is it preventing you from getting to the other side? It's time to shift your mindset and, with it, the bad vibes. This is a heavy warning, but one that gives you the opportunity to change course and stop overthinking before those thoughts drown you.

Four of Pens

If you were looking for a sign that you need a break, this is it. The Four of Pens is the burnout card telling you to sleep (and dream) to recover your intellectual power and sense of self. When you close your eyes, take note of what you see.

Don't be afraid to put the universe on Do Not Disturb – just set an alarm to eventually call you back into action.

If this card shows up during a time of conflict, it's encouraging you to surrender. Sometimes the big win is knowing when to end the fight.





Five of Pens

There's tension in the air and a conflict that only you can solve. You just need to think clearly enough to strategize on a solution that serves all sides, including yours.

If you can identify and connect the dots, the resolution will reveal itself, so get to a whiteboard with a pack of fresh markers and hash it out. [Invite others to spar](#), including the person or people who feel like your opponents. If the greatest source of strife is coming from within, this clarity will quiet your inner saboteur, too.

Six of Pens

You're in a transition period and right now feels like the storm before the calm. The unknown appears vast, and you're being called to chart it. When Pens appear, they're a reality check that you already know how – so fire up that meditation app to clear cobwebs and any doubts.

As you venture ahead, what baggage can you leave behind? The journey will be enough without it. And remember, if today feels like the craziest day you've ever been through, tomorrow will at least be less so.





Director of Pens

A teacher and a student, the Director of Pens is a thought leader whose wisdom is in knowing when to assume which role. They've been through it and have documented their many tales for others to learn from.

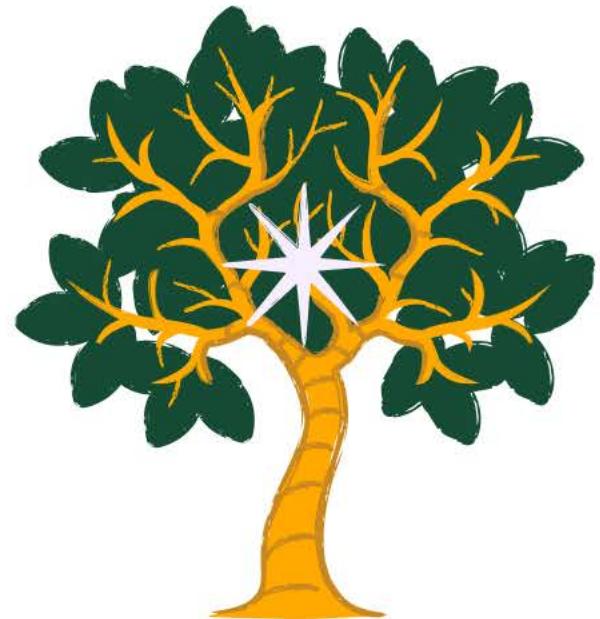
Whether or not we deem our own experiences worthy of sharing, we all have lessons to lend out. What would a book of yours be titled? If you seek a path similar to the Director of Pens, the question now is whether you're ready to "self-publish" or keep cooking under the tutelage of a respected sage. It's okay to weigh facts over feelings in your decision, as long as you consider both.

Leaves

The earth suit

While this suit represents the element of earth, it's also connected to finances and material possessions, as well as health – all things that ground us in different ways.

When turning over Leaves in your reading, you're being asked to examine your definition of success and how you're providing for yourself.





Ace of Leaves

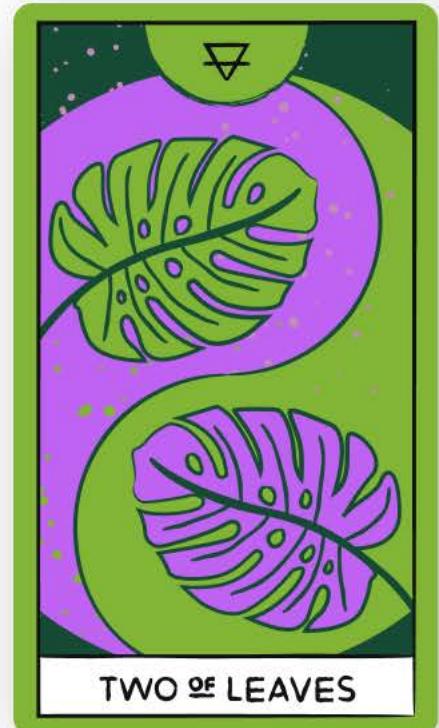
A new leaf unfurls on the dawn of a new day. Whether it's a new role, promotion, or a fully new company, the Ace of Leaves invites you to put down roots in this fresh soil.

When replanting there can be a slight shock to the system, so take care to make sure that you're getting what's necessary to thrive in a new environment. The right amount of water, light, and nutrients will help you settle in and find new footing.

Two of Leaves

You've propagated something, and the new growth that made you giddy at first is now overwhelming. Dueling tasks and requests pop up along with budding opportunities, and all could suffer if you can't figure out how to manage them.

While stressful, this is the right time to prioritize all that you're juggling, as the Two of Leaves can signal more change ahead. Perhaps pausing to reassess what needs your attention now will help you determine what can bloom into something bigger later.





Three of Leaves

Delicate on their own, flowers are made stronger braided together in a chain. So too will your ideas and the task at hand when you call together teammates to collaborate.

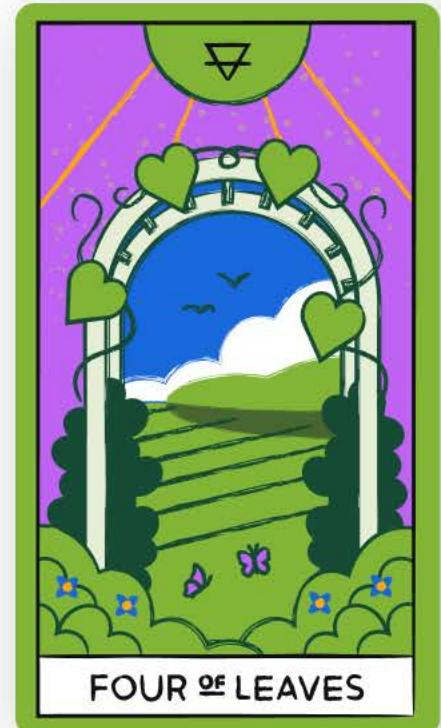
Inspire your collective with all that you know and believe. Your ideas, perspective, and unique skills are needed. Teamwork is key to success, but can take many forms – sometimes it's about knowing when to anoint yourself leader and turn the daisy chain into a flower crown.

Four of Leaves

You've worked hard and have more than a pat on the back to show for it.

The Four of Leaves wants to help you take stock and think of what you've banked: maybe money, savings, sound investments, or a 401K that can be matched, thank you.

What are you still looking for more of? And why? Your own pastures are pretty green if you can shift your mindset to see what you have rather than what you lack. Don't let a scarcity mindset take you away from the real abundance that surrounds you.





Five of Leaves

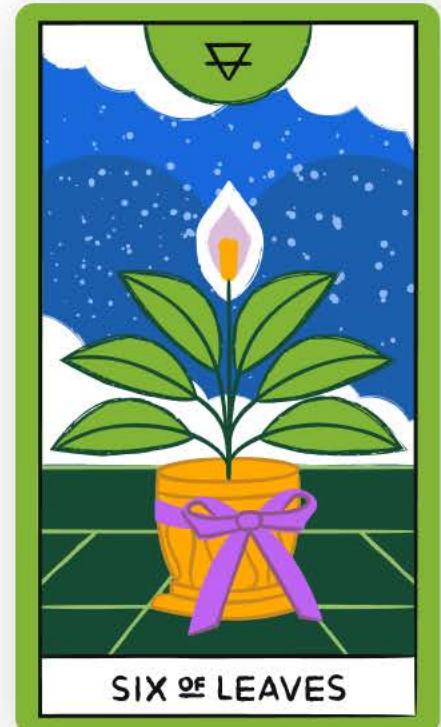
Growth has been sluggish. There's been a dip in the numbers, missed KPIs, loss of budget, a gamble that hasn't payed off... yet.

When your numbers are in the red, brainstorm what it'll take to make them green again. Shift to a brighter spot that will give you a sunnier outlook. Switch out the fertilizer with your own special sauce. Or bust out the shears and chop off some dying leaves to find growth in a coming quarter.

Six of Leaves

Riches abound when the universe gifts you the Six of Leaves. Is the prosperity it signals one of monetary value, or is it pointing to something priceless? Its arrival asks you to question what you can provide and whether growing or sharing your bounty will help you find harmony.

Sometimes what people want or need from you is material, but there are many ways to wrap up your gifts in a bow. To grow rich for real, follow any impulse you may have to invest in giving more than you receive.





Director of Leaves

Having grown from a seed to a mighty oak, the Director of Leaves stands tall, welcoming you to seek solace in their shade or climb to great heights up their sturdy branches. They're proof that growth doesn't happen overnight, and sometimes slow and steady wins.

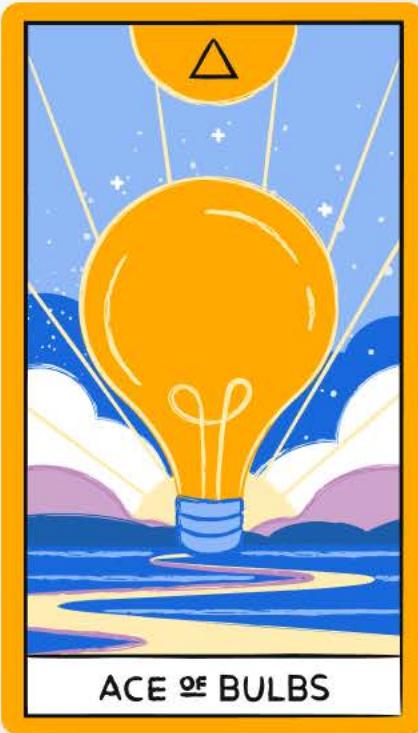
Those wins don't always translate to instant success: balancing budgets, checkbooks, and work + life aren't headline-making, but they can lead to confident footing on stable ground. What knowledge can you seek from this tree, and how can you provide for others?

Bulbs

The fire suit

Bulbs light up a path of innovation and the energy and ambition to turn ideas to reality. Bulbs call you to think big and act bigger, to create, and to stoke your passion with the flames of true action.





Ace of Bulbs

A single bulb glows warmly, flickering with your next opportunity or bright idea. While its design is timeless, it's been updated with energy-efficient filament to burn bright for years to come. Feeling inspired?

You should be. When the Ace of Bulbs pops up, it's signaling a birth day ahead. What are you readying to launch into the world? Find an idea you're already enthusiastic about and be fearless in your pursuit to make it real.

Two of Bulbs

It's time to make a switch. And you may have quite a few options to choose from. Stop! Think. And look. Thankfully your flashlights have fresh batteries to illuminate your next steps, making future planning a little less scary. What can you create if unafraid of what's hiding in the shadows?

Sometimes the path can be influenced or aided by someone walking alongside you. While you can see even better with twice the light, it's important to know how to chart the path solo. If and when you do need to split off, you'll both be equipped to forge ahead.





Three of Bulbs

The magic you've started making is still in dev mode, but the Three of Bulbs assures us that when it's live, everybody will be ready to get lit. Working hard and then waiting for next steps can leave us in limbo, but now shouldn't be a time of total inaction.

With the proverbial parade on pause, downtime is the perfect time to keep creating and working toward what you want. How can you keep up momentum toward your goals, however big or small? Your patience and dedication will pay off.

Four of Bulbs

A string of lights twinkles above a familiar face in a window you'd know anywhere as the Four of Bulbs welcomes you home to snuggle under a warm 'n' fuzzy blanket of nostalgia.

To return to a place you lived or worked isn't to retreat from your current responsibilities, but to tap back into old knowledge that could serve your current and future self. While you're there, physically or as you meditate, take time to bask in the cozy light this former haven shines. Just have a plan to leave – you don't want to overstay your welcome in a place you've outgrown.





Five of Bulbs

On their own, each lamp looks fab, but together, the spotlight becomes too crowded for any one of them to truly shine. Maybe this feels like hyperbole for a nightmare brainstorming session... or maybe it feels very, very real to you.

Disagreements are as inevitable as the meetings they may come to a head in, so rethink your approach. How can you give all attendees in your meeting of the differing minds a chance to shine? Consider a new setting or a [whole new format](#) to find big ideas, and be wary of dimming anyone's light in the process, including your own.

Six of Bulbs

Get ready to see your name in lights... or at least on the Employee of the Month plaque in the breakroom. Whatever stage you find yourself on soon, accept the deserved accolades. Through a mix of skill and ambition, you've earned a little recognition. It's okay to bask in that glow.

While you may feel like swinging from the chandelier, just remember this is a work event. Remain grounded, metaphorically and literally.





Director of Bulbs

The Director of Bulbs invented the concept of “work hard, play hard,” putting in the hours to meet annual OKRs, then lighting up the dance floor at the holiday party to celebrate them. An ideas person, they’re perfect to bounce your own off of. Just beware: they’ll likely advise you to pitch them on a broader stage or brainstorm how to help you turn them into the next big thing you or your company does. Ready for it?

Sometimes the Director of Bulbs shows up when you’re brimming with energy to create, other times it’s here to help fuel it. Plug in, and see what lights up in you.