

Finding Your Direction



EXPLORING JOB FIT TO PROMOTE CAREER
SATISFACTION

Key Points As We Get Started



- Louise Finley, MA, APC
 - ✦ Provides counseling in Georgia
- This presentation is not designed to provide comprehensive career counseling or coaching
- Time for Questions at the end

Is Job Fit Important?



- Satisfaction as an employee is often broader than just finding work you enjoy
- Monetary compensation will only temporarily motivate or keep you in a job you don't enjoy
- Knowing what will promote a good fit enables you to be targeted in your job search and make decisions during the interview process

Miller, Dan. 48 Days To The Work You Love. 2005

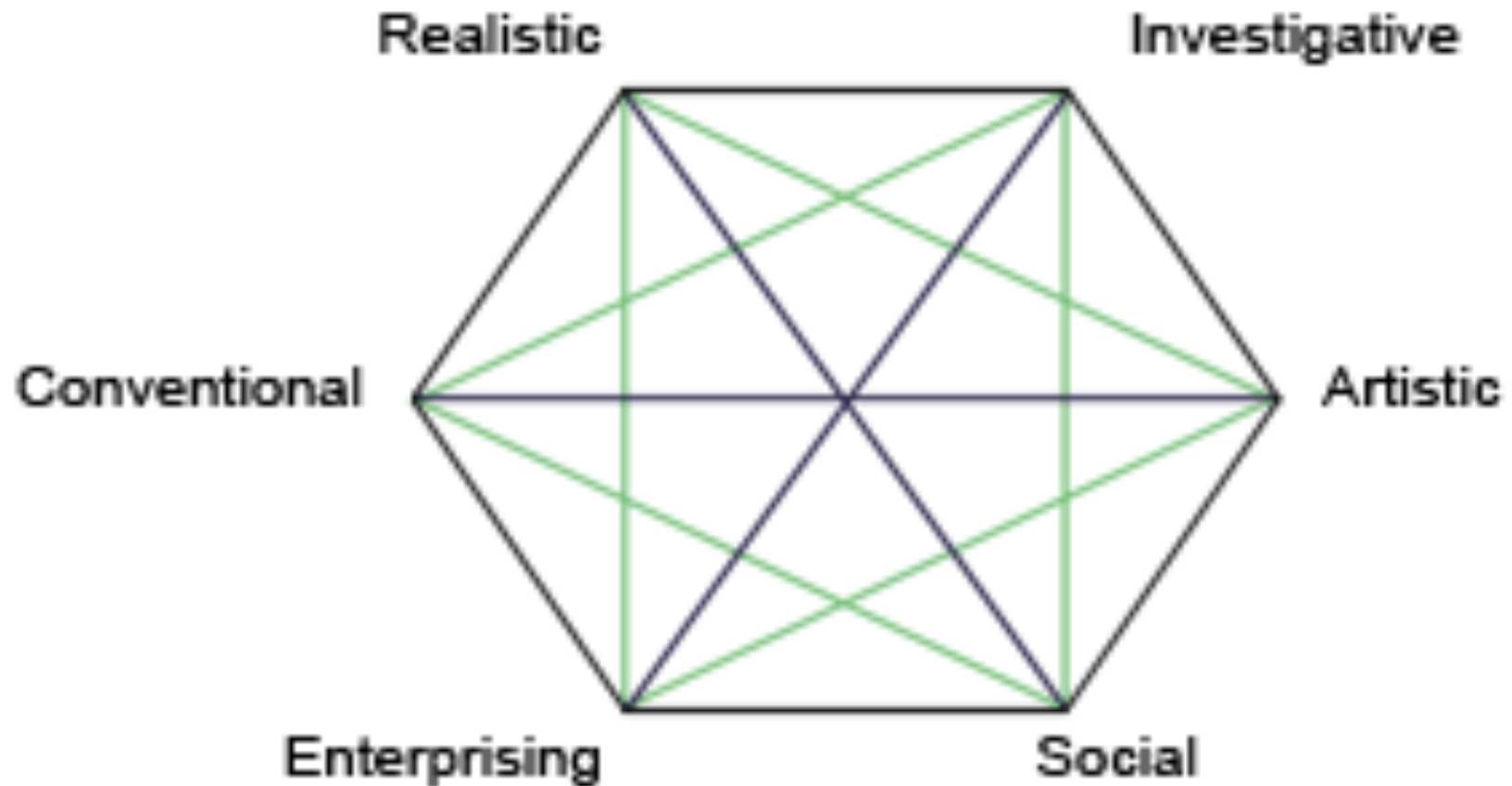
Parrott, Les; Parrott, Leslie. The Career Counselor. 1995 pg. 280-289.

Holland's Theory



- Person-environment fit is important as it allows for higher job satisfaction
- Career interests are an expression of an individual's personality
- Identified 6 broad personality types (RIASEC) and corresponding environment types
- Most individuals are a combination of 3 types, leading to 720 potential personality combinations

Holland Hexagon



Niles, Spencer G., Harris-Bowlsbey, JoAnn. Career Development Interventions in the 21st Century, Third Edition, pg. 64-69

Holland's Types



- ✦ Realistic—Mechanic, Electrician, Paramedic
- ✦ Investigative—Chemical Engineer, Systems Analyst, Surgeon
- ✦ Artistic—Writer, Musician, Photographer
- ✦ Social—Social worker, Teacher, Counselor
- ✦ Enterprising—Sales Manager, Entrepreneur, Realtor, Project Manager
- ✦ Conventional—Accounting, Payroll Clerk, Building Inspector

Further Exploration



- Self-Directed Search, validated test to obtain your Holland Code; I suggest speaking with a career coach or counselor if you wish to explore this.
- O*Net Online, explore career information based on Holland Codes: <http://www.onetonline.org/>

What do I Value?



- Beyond personality, each individual has certain values that influence job satisfaction and workplace congruence
- What do you value most of the following list?
 - ✦ Flexibility
 - ✦ Pay
 - ✦ Free time
 - ✦ Location
 - ✦ Meaningful purpose to your job

What do I Already Know?



- Often, past work and volunteer experience is a wealth of information regarding job fit
- Can be helpful to make a list of all past positions (jobs, internships, and volunteer) and ask:
 - ✦ What did I like best?
 - ✦ What did I not like/like the least?(Tip—this is also good interviewing preparation!)

Who do I Get Along With?



- Management/Peer fit is one of the key determinates of job satisfaction *(Parrott and Parrott, 1995)*
- Refer again to your past work—How did relationships with managers & peers shape your experience?
- Consider what worked/did not work:
 - ✦ Personality conflicts?
 - ✦ Style of management? (Undermanaged, Micromanaged)
 - ✦ Company structure (too loose, too rigid)
 - ✦ Be self-reflective as well—did maturity play into the fit? Would you get along better now?

Using your Knowledge



- The key to a good job fit starts with knowing yourself
- As you interview, compare what you learn about the company, it's values, management style, and culture against your checklist.
- Ask:
 - ✦ Would I be working against my personality in this company/role?
 - ✦ Would I be setting aside any non-negotiable values?
 - ✦ Would I be returning to a setting I did not enjoy in the past?
 - ✦ Would I be engaging in a management/peer situation that would be difficult for me?

Moving Forward



- Once you have answered those questions, you are prepared to take calculated risks
- Remember, the more you work, the more you will learn about your best fit (and that's ok!)