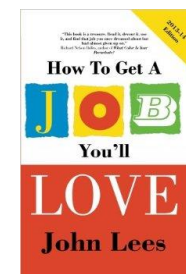


Plan for 2015

Alternate Choosing a direction with Job hunting

- Choosing a direction: Understanding Ourselves
- Job Hunting: Finding Opportunities in Cambridge
- Choosing a direction: Career Motivations
- Job Hunting: Speculative Applications
- Choosing a direction: Fields of work
- Job Hunting: Planning and process

Choosing a Direction based on John Lees “How to get a job you will love”



Choosing A Direction – The Process



Exploring

Looking for ways to open up our thinking

- Linear thinking – Logical approach, great for planning and sequential tasks
- Move away from “I just want a job”
- Avoid “Yes, but....”
- Need to expand the scope options

Involve exercises we do ourselves

- Not designed to produce an answer they should provoke thinking
- These require thought and effort
- May need to revisit them as our thinking evolves

We are all different

- There are no right answers!

Career Hot Buttons

Exercise to help us understand what is important to each of us in a job

For each category circle the score

Try to use the whole range

Career Hot Buttons: Financial Rewards

How important is money really?

You need money to live, but beyond this how important is it to you?

How much would an increase of 10% over you last job mean?

How diminished would you feel if you are paid less than you are worth?

Do you care about others earn –do you want to know?

Career Hot Buttons: Influence

Do you consciously enjoy exercising the skills of leadership, persuasion or motivation (high influence)?

Do you hate it when you feel powerless over people, situations, problems?

You know how you like things done. Do you prefer to be in charge (high influence) or are you happy to follow a good leader (low influence)?

Do you like to have a say in change?

Career Hot Buttons: Expert

Do you like that feeling of being knowledgeable, skilled, an expert?

Are you happy knowing a lot about a focused area of knowledge?

Do you enjoy a reputation as a specialist (high expert) or a jack of all trades (low expert)?

Career Hot Buttons: Independence

Do you prefer a mentor to a supervisor?

Are you a self-starter? Do you like to set your deadlines?

Do you like to decide, ultimately, how to spend your time?

Do you like to have control over what you do (high independence) or are you happy to accept intelligent supervision (mid to low independence)

Career Hot Buttons: Relationships

How important are close relationships at work to you?

Are you more productive working in a team (high relationships) or quietly on your own (low relationships)?

Do you enjoy getting to meet new people through work?

Do you operate best when you trust and are trusted?

Career Hot Buttons: Security

How far do you need to feel you are financially secure?

That you have a nest egg, a safety barrier – a cushion against ill fortune (low security)?

Are you happy to take on risks of varying kinds (low security)?

Do you spend more time planning security in later life than enjoying the present (high security)?

Career Hot Buttons: Status

How much of you is contained in your reputation?

Do you seek recognition from your colleagues, your profession, your community (high status)?

Are you happy working in the background: as long as the job gets done, what matter who gets the credit (low status)?

How strongly do you feel about the job title printed on your business card?

Career Hot Buttons: Meaning and Purpose

How strongly do you feel about the value your work adds to the community, the world?

How aware are you of the damage your work might be doing to others, or to the environment?

Do you hear yourself saying that your work should be meaningful (high meaning)?

Are you happy to seek meaning outside your working life (low meaning, as far as work is concerned)?

Career Hot Buttons: Imagination

Are you good at discovering new ideas, new ways of doing things?

Do you prefer to let others come up with the good ideas while you do detailed planning?

Do you prefer to follow a system or set of rules (low imagination)?

Or do you like to invent new solutions to problems (high imagination)?

Career Hot Buttons: Ranking

Aim is to produce a list in order

- If two or more have the same score think which you would marginally prefer
- If 3 or more, play 1 against 2, then 3, then 4....

Think about the implications

- How do the top 3 match your last role?
- How do they match the jobs you are applying for?