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
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

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/](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, its 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!)