

# How to Pick the Right Career for You

**Rutgers iJOBS Program**

Feb 2016

[matthias.birk@gmail.com](mailto:matthias.birk@gmail.com)

# GOAL

Expand your awareness of yourself to help you make individual career and life choices that lead to **fulfillment and happiness.**

# Agenda

Science behind happiness

Pillars of career satisfaction

Your personal vision

# Happiness Formula

$$H = S + C + V$$

**S: Biological setpoint**

**C: Life conditions**

**V: Voluntary behaviors and mindsets**

# Happiness Formula

$$H = S + C + V$$

**S: Biological setpoint**

**C: Life conditions**

**V: Voluntary behaviors and mindsets**

# Happiness Formula

$$\mathbf{H = S + C + V}$$

**40%    10%    50%**

**S: Biological Setpoint**

**C: Life conditions**

**V: Voluntary behaviors and mindsets**

HOSTED ON  
**LiveLeak**



# Hedonic treadmill





# Three pillars of career satisfaction

What we are **good** at  **Strengths**

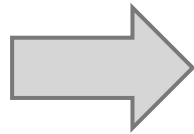
What we **love** doing  **Joys**

What **matters** to us  **Values**

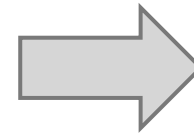
# Three pillars of career satisfaction

**Strengths**

**Joys**



**Personal  
Vision**



**Career  
Choice**

**Values**

# Strengths

**Innate** talents, gifts, skills

What you're **naturally** good at doing

Your strengths dominate your **behavior**

# Strengths

“People who have the opportunity to focus on their strengths every day are **six times as likely** to be engaged in their jobs.”

*Donald O. Clifton, Ph.D.  
The Father of Strengths-Based Psychology*

# **Strengths:** Exercise (see handout)

## Let's examine your innate gifts

- 1) Write strengths that **others** see in you
- 2) Write what **you** see as your strengths
- 3) PAIR UP - Discuss your core strengths with a partner

Include a NEW & UPGRADED Edition of the Online Test from Gallup's

**NOW, DISCOVER YOUR STRENGTHS**

---

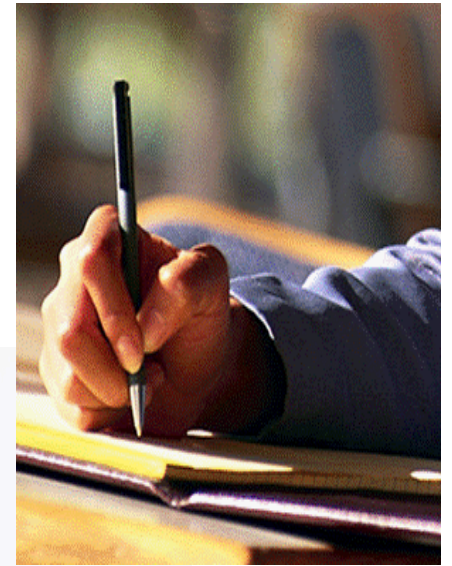
# **STRENGTHS FINDER 2.0**

---

*#1 New York Times Bestselling Author*

**TOM RATH**

# **Joys:** Understanding what activities we really love



## Joys:

# What activities do you really enjoy?

1) Recall an experience that energized you.

2) Interview exercise:

Describe the experience to your partner:

What was happening?

What were you doing?

What environment were you in?

What about it gave you joy and happiness?



# Goals and Values



# Values (1/2) - see handout

Accountability	Being the best	Conflict Resolution	Entrepreneurial
Achievement	Caring		Environmental
Adaptability	Coaching Mentoring	Continuous learning	Efficiency
Ambition		Cooperation	Ethics
Attitude	Commitment	Courage	Excellence
Awareness	Community Involvement	Creativity Dialogue	Fairness
Balance (home/ work)	Compassion	Ease with uncertainty	Family
	Competence	Enthusiasm	

# Values (2/2)

Forgiveness	Independence	Open communication	Recognition	Teamwork
Friendships	Integrity	Openness	Reliability	Trust
Future generations	Initiative	Patience	Respect	Vision
Generosity	Intuition	Perseverance	Responsibility	Wealth
Health	Job security	Professional Growth	Risk-taking	Well-being
Honesty	Leadership	Personal fulfillment	Safety	Wisdom
Humility	Listening	Personal growth	Self-discipline	
Humor/fun	Making a difference	Power	Success	

# My most important values

1.

2.

3.

4.

5.

6.

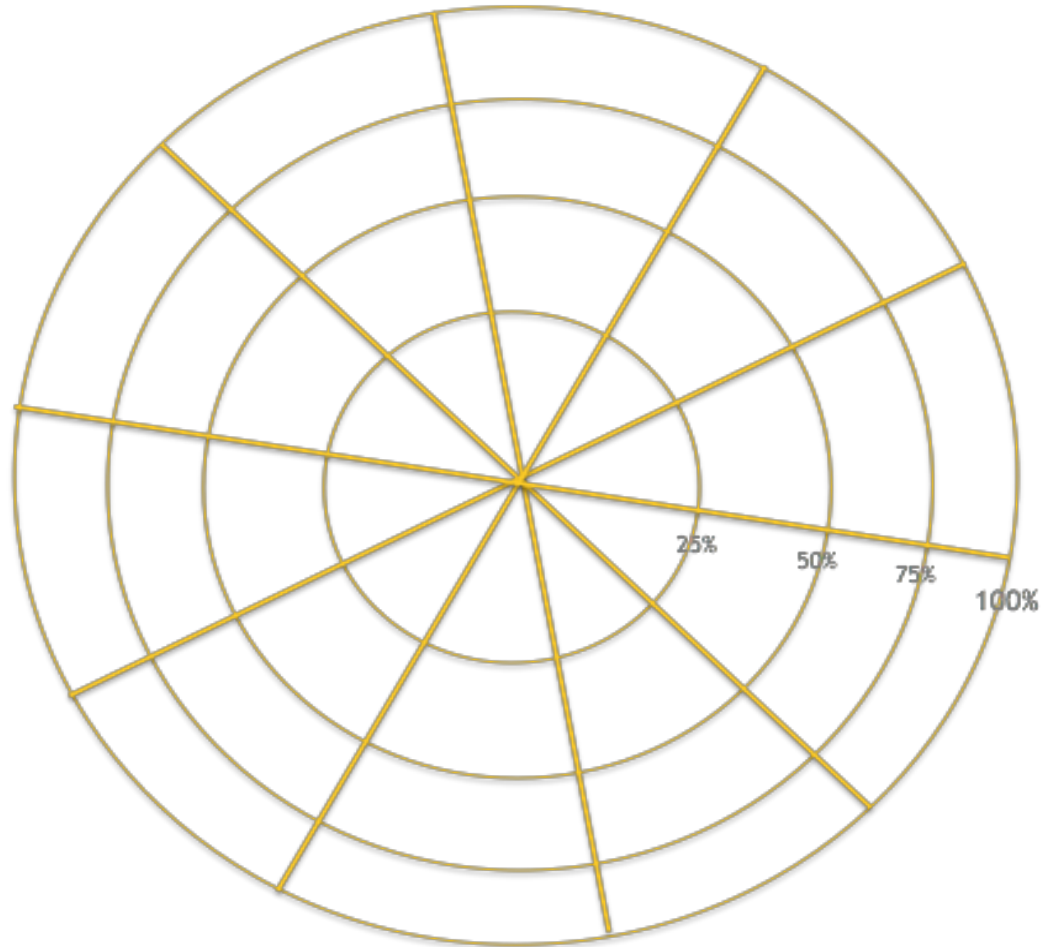
7.

8.

9.

10.

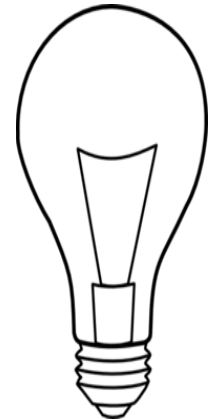
How much do I live these **values** right now?



# Connecting the themes

Looking through your notes of the session:

1. What was an “aha” you had, what surprised you?
2. What is becoming clear to you?



# My emerging **personal vision**

Looking over your three pillars:

1. Who do you want to **be**?
2. What do you want to **do**?
3. What **impact** do you want to have?

# What's next?

MANAGING YOURSELF

## How to Stay Stuck in the Wrong Career

by Herminia Ibarra

*You're ready to chuck it all and start afresh. Just make sure you don't listen to the usual advice about changing careers.*

EVERYONE KNOWS A STORY about a smart and talented businessperson who has lost his or her passion for work, who no longer looks forward to going to the office yet remains stuck without a visible way out. Most everyone knows a story, too, about a person who ditched a 20-year career to pursue something completely different – the lawyer who gave it all up to become a writer or the auditor who quit her accounting firm to start her own toy company – and is the happier for it.

"Am I doing what is right for me, or should I change direction?" is one of the most pressing questions in the mid-career professional's mind today. The numbers of people making major career changes, not to mention those just thinking about it, have risen signifi-

cantly over the last decade and continue to grow. But the difference between the person who yearns for change yet stays put and the person who takes the leap to find renewed fulfillment at midcareer is not what you might expect. Consider the following examples:

Susan Fontaine made a clean break with her unfulfilling past as partner and head of the strategy practice at a top consulting firm. But the former management consultant – her name, like the names of the other people I studied, has been changed for this article – had not yet had the time to figure out a future direction. When a close client offered her the top strategy job at a *Financial Times* 100 firm, she took it. She was ready for change, and the opportunity was too good to pass up. To her dismay,

- 1. Craft experiments:** try out new activities on a small scale
- 2. Shift connections:** look for new role models and reference groups
- 3. Make sense:** Find or create triggers for change



“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.”

- Steve Jobs

**Questions?**

