

# 6 Steps to a Job You Love!

Direct Your Life

Design Your Future

What's Hot?

Shameless Self Promotion

Uncover Opportunities

Present the Real You

1

2

3

4

5

6

Land the Job!

Another Option:  
Start Your Own Business!

## ***Step 2:***

***Design Your Future:  
Create a Plan to Guarantee  
Smooth Transitions.***

## Step 2: Design your Future: Create a Plan to Guarantee Smooth Transitions!

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## ***Developing an Effective Career Transition Plan***

To conduct an effective job search, you need to have a clearly defined Career Transition Plan, based upon an assessment of your interests, skills, experience, and ideal preferences. Answer **Yes** or **No** to the following questions to assess how well you know your preferences and your plans for the future.

<b>Considerations:</b>	<b>YES</b>	<b>NO</b>
1. Have you identified the strengths that you have that you could cultivate to transition into a new job or career opportunity?		
2. Have you thought about and written down your “ideal preferences” for a new job or career?		
3. Have you envisioned the type of job or career that you would like to have 5 years from now?		
4. Have you considered short-term job or career options that could help you create a smooth transition into your longer-term career goals?		
5. Would you be able to effectively answer this question in an interview: “Where do you see yourself in 5 years?”		
6. Do you have a clearly defined and written plan of action to create smooth career transitions now and into the future?		
7. Are you considering enrolling in a training program or a degreed program at a college or university to gain the skills necessary to transition into a new job or career?		
8. Do you know what types of training or educational programs would best suit you and match your “ideal preferences”?		

**Step 2:**  
**Design Your Future:**  
**Create a Plan to Guarantee Smooth Transitions**

## Questions to Consider when Exploring Free-lance, Contracted, or Entrepreneurial Opportunities:

Questions	Yes	No
1. Do you have a product(s) which you have created and could sell to individuals or organizations as a short or long-term option to create cash flow? a. If yes, list below the product(s) that you could sell to potential customers:		
2. Do you have skill(s), talent(s), or specialized expertise/ experience(s) that you could offer as service(s) to individuals or organizations in order to create a short or long-term option for cash flow? a. If yes, list below the specific service(s) that you could sell to potential clients/customers:		
3. Are you self-directed and able to stay focused on implementing a plan that you have created?		
4. Are you able to be persistent and continue to implement a plan even in the face of obstacles?		
5. Would you feel comfortable setting a price for your product(s) or service(s) which more than covers the costs required to create and provide the product(s) or service(s)?		
6. Would you feel comfortable telling a client/customer how much you will charge for your product(s) or service(s)?		
7. Can you handle rejection (i.e., individuals or organizations saying that they don't want or need your products or services)?		
8. Are you more interested in exploring opportunities to sell these product(s) or service(s) as a short-term cash flow option while you continue to seek full-time employment? Or... Are you more interested in building a successful, long-term entrepreneurial business?		
9. Do you have enough resources (i.e., time, energy, and money) to get you started selling your product(s) and service(s) as a short-term cash flow option or a long-term entrepreneurial business?		

**If you answered "Yes" to a majority of the questions listed above, consider taking the Start Your Own Business Program offered by Susan McGraw, Career Success for Women & Youth ([CareerSuccessWomenYouth.com](http://CareerSuccessWomenYouth.com)).**

## Career Myths

10 common beliefs about career change which are prevalent in our society today. Indicate whether you believe that each of these statements is true or false.

True	False	Myth or Reality?
		1. You can't do something you love and make any money at it.
		2. You aren't really supposed to like your work; you just have to do it to make a living and have security.
		3. Work is what you do from 8 to 5 and then you live your real life.
		4. Work is what you do until age 65; then you retire and do what you love.
		5. Money is the most important factor in job satisfaction.
		6. If you change your career direction, you have to start at the bottom and not make any money until you work your way back up.
		7. The most important thing necessary for changing your career is a resume.
		8. Skills are not transferable from one industry to another.
		9. Career transition has to be a painful, traumatic, and anxiety provoking experience.
		10. If you take a risk and try something new, something terrible is likely to occur.

People spend their lives trying to:

- Have enough (money, resources, things) so that they can.....
- Do what they want (in terms of work or how they spend their time), because then they can.....
- Be happy.

To have a satisfying life you need to invert the formula. In other words you need to:

- Be who you are. Know your strengths and your purpose. By cultivating your strengths, you create the opportunity to...
- Do what you love and.....
- Have what you need.

Adapted from Eric Fromm, *To Have or To Be?*

## Building an Effective Career Transition Plan

### ***Avoid the Shot Gun Approach:***

Individuals in transition can waste hundreds of hours using a shot gun approach to their job search. They develop a resume that is not designed to target any particular job, occupation, or industry, and then blast it out to dozens of internet websites or classified ads, hoping that something sticks! When they don't receive any response, they assume that there just aren't any jobs out there.

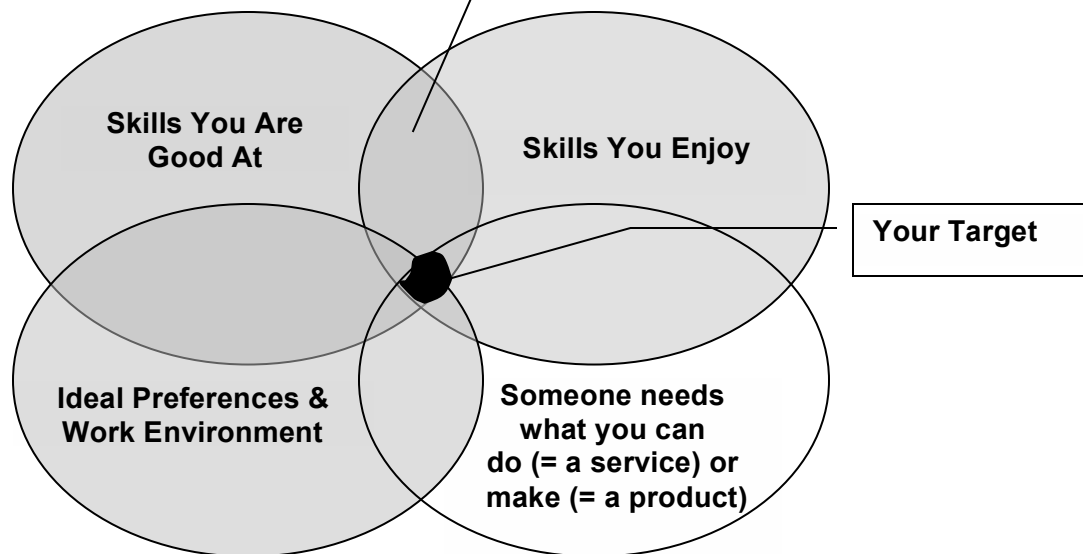
### ***Benefits of Developing an Effective Career Transition Plan:***

By developing an effective Career Transition Plan, you can use your time productively by being very clear about what type of situation you are looking for and using the most effective job search strategies to locate, apply for, and land one of those opportunities.

### ***Define Your Long-Term Ideal Preferences First:***

For individuals in transition, the goal is to start by exploring long-term options first, defining your ideal preferences, which are the key elements that are most important to you in your personal and work life. By defining your long-term ideal preferences first, you will be able to evaluate current job, career, occupation, or industry options to determine how well they line up with your preferences. The resulting Career Transition Plan will provide you with a road map of how to explore those options and make choices which will have the greatest chance of creating satisfaction for you.

## Cultivate Your Uniqueness



### ***Cultivate Your Uniqueness:***

When considering your short and long-term career options, you want to focus on cultivating your uniqueness. This is a result of the intersection between four variables:

1. Skills that you are good at,
2. Skills that you enjoy,
3. Your ideal preferences and....
4. A need that an employer has that you can uniquely fill.

Often individuals base their career plans on skills which they are good at, but don't necessarily enjoy. For example, you might be exceptional at balancing large budgets and tracking discrepancies, but really hate doing it. On the other hand, you might really love music, but not be able to skillfully play the piano. Ideally, you want to identify the skills that you are good at and most enjoy (your strengths) and look for ways to cultivate them as you explore short and long-term career options.

Once you have identified your strengths, you want to clarify your ideal preferences related to your work environment. For example, if accounting is your strength, whether you are happy with your accounting job will depend upon how much you enjoy the work environment in which you use your accounting skills. Some people may enjoy a large CPA firm, others a small, entrepreneurial company, still others a non-profit organization.

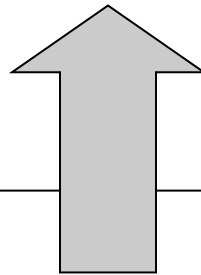
Once you have defined your strengths and ideal preferences, you can identify current and emerging trends for job and career opportunities in the marketplace. For example, if you are good at managing technology departments for your work and love singing with the Choral Union as a hobby, perhaps you can explore opportunities to manage technology services for organizations in the music industry. Someone who has been selling medical equipment, but loves playing golf, may want to transfer their sales skills to the sporting goods industry.

# Transitioning Into Your Ideal Job, Career, or Business

## Ideal Job, Career, or Business Preferences

- **Big Picture** of What You Might Enjoy
- Preferred Strengths, Interests, Values
- Work Environment Preferences

Long-Term



**Option 1,  
Enhancing Skills:**  
Education,  
seminars, training

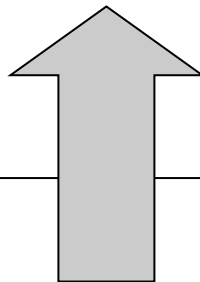
**Option 2,  
Building  
Relationships:**  
Associations,  
contacts, networks

**Option 3,  
Gaining  
Experience:**  
Volunteer  
opportunities

**Option 4,  
Creating Cash:**  
PT job, free-lance,  
contracted, self-  
employment

**Option 5,  
Short or Long-  
Term Position:**  
Full-time job

Short-Term



## Current Situation:

- What You Enjoy
- Strengths, Interests, Values
- Work Environment



## Developing Your Career Transition Plan

There are several things to do to build an effective Career Transition Plan:

- ♦ **First:** Envision your future in the long-term (2 to 5 years) and define your ideal preferences (i.e., the puzzle pieces that you can shift around when considering various job/career opportunities).
- ♦ **Second:** Evaluate your current situation (i.e., compare which elements of your current or previous experiences match your preferences).
- ♦ **Third:** Determine what options you want to explore in the short term which will support you in enhancing your skills, building relationships, gaining experience, creating cash flow, and/or obtaining short or long-term employment while moving you closer to your ideal preferences.

There isn't a right or wrong path, right or wrong career choice, to get you to where you want to be in the long-term. All experience is valuable, builds on itself and broadens the foundation for future professional development. The following worksheets provide an opportunity for you to define your ideal preferences for the long-term (i.e., the most important puzzle pieces).

### Personal Career Profile: Defining Your Ideal Preferences for the Future

The worksheets on the following pages are designed to be thought provokers, things for you to consider when exploring job or career options. Complete the worksheets, then compile your **Personal Career Profile**, a short summary detailing your preferences for your ideal job or career including:

- ♦ **The Big Picture of What You Might Enjoy:**
  - Personal Accomplishments (i.e., Your Bucket List)
  - Key Elements of Your Ideal Day (Work, Play)
- ♦ **Preferred Strengths, Interests, Values**
- ♦ **Ideal Work Environment:**
  - Enjoyable Aspects of Work Experience
  - Industries You Might Enjoy
  - Tangible Elements of the Ideal Environment
  - Work-style Considerations

## **I. The *Big Picture* of What You Might Enjoy in Your Life**

### **A. Personal Bucket List:**

What have you done or achieved so far, in your life, that you are happy about or which makes you feel proud?

What would you still like to do or accomplish?

How do you want to be remembered?

**I. The *Big Picture* of What You Might Enjoy in Your Life**

**B. Your Ideal Work Day:**

How would you describe your ideal work day from start to finish, morning until night (include what you wear, where you go, who you see, what you do)?

How does this compare to a typical workday in your current or previous job?

**I. The *Big Picture* of What You Might Enjoy in Your Life**

**C. Your Ideal Play Day:**

How would you describe your ideal play day from start to finish, morning until night (include what you wear, where you go, who you see, what you do)?

How does this compare to a typical play day currently?

## I. The *Big Picture* of What You Might Enjoy in Your Life

### D. Assess the *Big Picture* for Clues about What You Might Enjoy in Your Work:

Now that you have described your bucket list, ideal work day, and ideal play day, take a few moments to examine them from a couple of different perspectives.

***Are there any items on your Bucket List which could provide some clues about the type of job, career, or business that you may want to target?***

***Which was easier to complete, your Ideal Work or Ideal Play Day?***

- ♦ Did you have an easier time describing the ideal play vs. ideal work day?
- ♦ Some people find it easier to imagine the ideal play day than the ideal work day, particularly if they haven't been too happy with their current or recent work assignments. If it is too difficult to imagine the ideal now, think in terms of 2 to 5 years from now.

***Go back and underline (or highlight) anything in the descriptions that you have already experienced in your work or at play.***

- ♦ Most people see that a good portion of their ideal descriptions are already happening, but they haven't been consciously aware of it.
- ♦ Recognizing the elements that already exist is valuable, because the focus then turns to expanding on those ideal components, rather than feeling like you are starting from the beginning.

***What clues do your descriptions give you regarding your ideal environment?***

- ♦ Notice what you are wearing.
- ♦ How do you spend your day?
- ♦ What are you doing?
- ♦ With whom are you interacting?
- ♦ What skills and interests are you cultivating?

***Compare your ideal work day to your ideal play day.***

- ♦ How similar are they? Look for common themes. Ideally, they shouldn't be that different. For example, creativity. Perhaps creativity at work is expressed as "designing a new database" and at home, it is expressed as "landscaping and gardening."

The goal of this process is to detail the elements of the environment which are important to you so that you can identify jobs, careers, companies, or industries that might be a good fit for your uniqueness.

## II. Strengths, Interests, and Work Values

### A. Work Strengths:

Your work strengths are the things you do well (i.e., skills) AND enjoy (i.e., interests). In your most recent job, what percentage of the day did you spend doing the part of the job you do well AND enjoy (i.e., your strengths)?

Describe the job functions or skills that you most enjoyed and did well (i.e., your strengths)?

Just to get your thoughts going, here are a few examples of the types of skills that you might have enjoyed:

- **Administration:**
  - Follow-through: Carry out, execute, persist, persevere, bring to closure, obtain results, complete, implement, maintain, track, verify
  - Leadership: Lead, show, advise, assert, judge, govern, decide, build teams
  - Management: Control, direct, supervise, delegate, budget
  - Planning: Set goals, forecast, strategize, develop schedules
  - Systematize: Organize, coordinate, develop procedures, improve, schedule, simplify, streamline, structure
- **Analysis:**
  - Evaluate: Research, analyze, compare, correlate, derive, differentiate, identify, revise
  - Interpret: Explain, understand, portray, represent
  - Observe: Sense, perceive, test, measure, investigate, study, inspect
  - Problem-solve: Solve, trouble-shoot, improve, critique, re-direct, design
- **Communication & Service to People:**
  - Empathy: Empathize, listen and counsel constructively, rehabilitate
  - Negotiate: Mediate, arbitrate, intervene, resolve conflict
  - Persuade: Convince, teach, train, inspire, influence, motivate, recommend, sell
  - Present: Write, speak, publicize, communicate clearly and effectively, translate
  - Serve: Provide, treat, assist, care for
  - Sympathize: Console, help others, inform, be friendly and attentive
- **Creativity:**
  - Artistry: Create, draw, sketch, sculpt, write, perform with originality
  - Imagination: Visualize, conceptualize, fantasize, conceive, design, improvise
  - Innovation: Invent, adapt, develop, devise, originate, transform
  - Perform: Play, act, dance, use musical instruments
  - Synthesis: Bring together with imagination, edit, formulate, summarize, unify
- **Physical Action:**
  - Install: Fit, customize, adapt, test
  - Make: Build, prepare, assemble, set up
  - Maintain: Repair, fix, tinker, re-build, service
  - Operate: Run, control, utilize, drive, deliver, program
  - Order: Count, record, file, compile, purchase
  - Sports: Compete in physical activities

## II. Strengths, Interests, and Work Values

### B. Personal Interests:

**Directions:** What are your favorite things? List at least 10 things that you enjoy doing. These can be hobbies, activities, or anything that excites you.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

**List your top five personal interests:**

- 1.
- 2.
- 3.
- 4.
- 5.

***Do your interests provide some clues to industries, products, or services that you might enjoy?*** (For example: If you like to garden, you might enjoy working in a landscape company, nursery, or flower shop. If you like sports, you might enjoy working for a sporting goods company or a Parks and Recreation Department. If you like taking care of children, you might enjoy working for a day care center, healthcare clinic, or a school.) ***List industries, products, or services that you might enjoy based upon your interests:***

## II. Strengths, Interests, and Work Values

### C. Work Values:

**Directions:** Think of yourself in a work situation. What is important to you? Pick the top 5 values that are most important to you at work.

\_\_\_\_\_ **Security:** to have freedom from worry; to have safety and certainty.

\_\_\_\_\_ **Status:** to be regarded highly in the eyes of others.

\_\_\_\_\_ **Compensation:** to receive value or pay for services rendered.

\_\_\_\_\_ **Achievement:** to accomplish desired objectives; master tasks and projects.

\_\_\_\_\_ **Advancement:** to improve; progress.

\_\_\_\_\_ **Affiliation:** to associate with like-minded individuals, fellow workers or associates.

\_\_\_\_\_ **Recognition:** to receive special attention for individual or team effort.

\_\_\_\_\_ **Leadership:** the ability to direct and manage other people; to make decisions.

\_\_\_\_\_ **Independence:** to have freedom from the direction of others.

\_\_\_\_\_ **Altruism:** to show concern for the welfare of others.

\_\_\_\_\_ **Creativity:** to be innovative and to make new combinations; to express yourself through art, music, writing, etc.

\_\_\_\_\_ **Ethical Harmony:** to recognize the importance of reinforcing moral values.

\_\_\_\_\_ **Intellectual Stimulation:** to enjoy problem solving which results from rational logic & analysis; promote thinking.

\_\_\_\_\_ **Variety:** to enjoy a diversity of activities, tasks, and people.

\_\_\_\_\_ **Aesthetic Harmony:** to desire beauty in the work and home setting.

\_\_\_\_\_ **Others:**

**List your top five values:**

- 1.
- 2.
- 3.
- 4.
- 5.



### III. Ideal Work Environment

#### A. Enjoyable Aspects of Work Experience:

**Directions:** Think about your past work experience. For each job or business that you've had, indicate the type of experience, enjoyable aspects, and unenjoyable aspects of each experience.

Type of Work Experience	Enjoyable Aspects	Unenjoyable Aspects

#### B. Industries, Products, or Services:

In what industries have you already worked?

What industries, products, or services might be of interest to you?

### III. Ideal Work Environment

#### C. Tangible Elements of the Work Environment:

**Directions:** Put a ☒ in the column to the left of each factor that is important to you. Then indicate, below each factor, any specific information about that factor which will help clarify it for you.

	Geographic location/length of commute:
	Amount and type of travel:
	Size of organization/number of employees:
	Service or product oriented:
	Publicly or privately held:
	Ideal work space:
	Compensation: Base salary, commission, bonus, incentives, etc.
	Tangible Benefits: Medical and life insurance, investment opportunities, stocks, profit sharing, training/educational opportunities, tuition reimbursement, company car, expense account, special fringe benefits, etc. .
	Types of colleagues, co-workers, team members, customers you enjoy interacting with:
	Amount and type of employee-oriented social activities:

### III. Ideal Work Environment

#### D. Work-style Considerations:

Do you prefer to have a great deal of autonomy or enjoy working closely with people on a team?

What level of responsibility and authority do you enjoy?

How much decision-making power do you prefer?

Do you prefer to have supervisory and/or managerial responsibilities or be an individual contributor?

Do you prefer a position in a factory/warehouse/production environment, office setting, specialized environments (i.e., hospital, laboratory, research & development facility, etc.), outside (i.e., construction, landscaping, etc.), or on the go (i.e., trucking, sales, mobile office, etc.)?

Do you prefer a structured environment or a flexible, more spontaneous environment?

Do you prefer a highly stimulating environment or an environment which provides the opportunity for focused concentration?

Do you prefer having opportunities to be creative and innovative in order to do something new and different or do you prefer to carry out established procedures and maintain existing systems?

Do you prefer a structured work schedule, flexible hours, or set your own schedule depending upon the work requirements at the moment?

How could your work life be designed to most effectively complement your lifestyle?

## Personal Career Profile (i.e., Ideal Preferences Summary)

**Directions:** In reviewing your responses, from the previous pages, summarize the most important components from each section below.

### I. The *Big Picture* of What You Might Enjoy in Your Life:

#### A. Things Still to Accomplish from Your Bucket List (page 10):

#### B. Key Elements of Your Ideal Work Day (page 11):

#### C. Key Elements of Your Ideal Play Day (page 12):

### II. Strengths, Interests, Values:

#### A. Top Work Strengths (page 14):

- 1.
- 2.
- 3.
- 4.
- 5.

#### B. Top Personal Interests (page 15):

- 1.
- 2.
- 3.
- 4.
- 5.

#### C. Top Work Values (page 16):

- 1.
- 2.
- 3.
- 4.
- 5.

## **Personal Career Profile (i.e., “Ideal Preferences”, continued)**

**Directions:** In reviewing your responses from the previous pages, summarize the most important components from each section below.

### **III. Ideal Work Environment:**

#### **A. Enjoyable Aspects of Your Work History (page 17):**

#### **B. Industries, Products, or Services in Which You Might be Interested (page 17):**

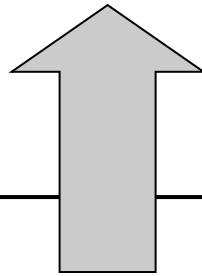
#### **C. Most Important Tangible Elements of the Work Environment (page 18):**

#### **D. Preferred Work-Style Considerations (page 19):**

# Transitioning Into Your Ideal Job, Career, or Business

## Ideal Job, Career, or Business Preferences

- **Big Picture** of What You Might Enjoy
- Preferred Strengths, Interests, Values
- Work Environment Preferences



Long-Term

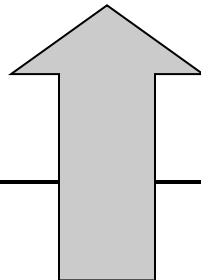
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Term Position:**  
Full-time job



Short-Term

## Current Situation:

- What You Enjoy
- Strengths, Interests, Values
- Work Environment

## Comparing Your Current Situation to Your Personal Career Profile

### **Current Situation vs. Personal Career Profile (i.e., Summary of Ideal Preferences):**

Your Personal Career Profile (on pages 20 and 21) gives you a short summary of your most important ideal preferences. Refer to this Profile when considering new jobs, careers, occupations, or training opportunities.

Now that you have identified your ideal preferences, the next step is to compare these to your current situation. How does your current situation match your preferences and what options will help you get closer to your goals?

**What elements of your current or previous job(s) matched your ideal preferences?**

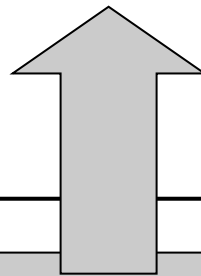
**Which of your ideal preferences are/were missing from your current or previous job(s)? Could any of the missing elements give you some clues to help you target companies, organizations, or industries that might fit with your preferences?**

# Transitioning Into Your Ideal Job, Career, or Business

## Ideal Job, Career, or Business Preferences

- **Big Picture** of What You Might Enjoy
- Preferred Strengths, Interests, Values
- Work Environment Preferences

Long-Term



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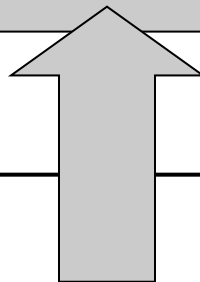
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Short-Term



## Current Situation:

- What You Enjoy
- Strengths, Interests, Values
- Work Environment



## **Exploring Short – Term Career Options**

### **Job and/or Career Possibilities:**

What types of jobs or careers might allow you to use the skills that you most enjoy and do well (i.e., your strengths)?

What types of jobs or careers might fit with your ideal preferences?

What industries might be suited to your ideal preferences?

### **Skills, Education, Training:**

What skills would you like to develop or enhance in order to either: 1) meet the requirements of a new job or career in the same field; 2) increase your satisfaction in a new job or career; or 3) transition into a new career or occupation more aligned with your “ideal preferences” and future goals?

What types of training/educational programs could assist you in cultivating these new skills or transitioning into an entirely new career or occupation?

What types of activities will support you in being a continuous, life-long learner?

### **Building Relationships:**

Which individuals in your life could serve as coaches or mentors to provide suggestions on ways to create a smooth career transition?

What organizations can you join which would assist you in building contacts and professional relationships (real world and online)?

## Career Transition Plan: Example (Just Starting a Career in Healthcare)

Based upon your evaluation of your ideal preferences and your assessment of your current situation, indicate which of the following options you will research and consider pursuing in the short term (now to 2 years) and the long-term (2 to 5 years). Provide a brief description of the options you plan to pursue.

Options	Short-term	Long-term
<b>Employment Options:</b>		
• Full-time Employment in Same Job/Same Industry:		
• Full-time Employment in Different Job/Same Industry:		
• Full-time Employment in Same Job/Different Industry:		
• Full-time Employment in Different Job/Different Industry: <b>Nurse, Social Worker, Health Educator</b>		X
<b>Cash Flow Options:</b>		
• Part-time Employment: <b>Peer Outreach Worker, Home Health Aide</b>	X	
• Free-lance or Contracted Employment:		
• Self-employment: <ul style="list-style-type: none"> <li>Home-based business:</li> <li>Professional services business: <b>Lawn Care</b></li> <li>Product manufacturing or distribution business:</li> <li>Product-oriented retail business (with storefront):</li> <li>Product-oriented mail-order business:</li> <li>Internet web-based product/service business:</li> </ul>	X	
<b>Enhancing Skills:</b>		
• Volunteer Opportunities: <b>Nurse's Aide, Peer Counselor at Teen Health Center</b>	X	
• Workshops/Seminars:		
• Vocational or Certificate Training Program(s) for a New Job/Career: <b>Licensed Practical Nurse, Licensed Vocational Nurse</b>	X	
• College/University Degree for a New Job/Career: <b>Registered Nurse, Clinical Social Worker, Health Educator</b>		X
<b>Building Relationships:</b>		
• Coaches or mentors: <b>Career Coach; friend who is also interested in Health &amp; Human Services</b>	X	
• Organizations/groups to expand your network:		

## Career Transition Plan: Example (Experienced Professional Transitioning from Manufacturing to Healthcare)

Based upon your evaluation of your ideal preferences and your assessment of your current situation, indicate which of the following options you will research and consider pursuing in the short term (now to 2 years) and the long-term (2 to 5 years). Provide a brief description of the options you plan to pursue.

Options	Previous Job: Purchasing/Manufacturing	Short-term	Long-term
<b>Employment Options:</b>			
• Full-time Employment in Similar Job/Same Industry:			
• Full-time Employment in Different Job/Same Industry: <b>Sales/Manufacturing</b>		X	
• Full-time Employment in Similar Job/Different Industry: <b>Purchasing/Healthcare</b>			X
• Full-time Employment in Different Job/Different Industry: <b>Sales/Healthcare</b>			X
<b>Cash Flow Options:</b>			
• Part-time Employment:			
• Free-lance or Contracted Employment:			
• Self-employment: <ul style="list-style-type: none"> <li>Home-based business: <b>1) Mary Kay Cosmetics; 2) Jewelry Design &amp; Sale</b></li> <li>Professional services business:</li> <li>Product manufacturing or distribution business:</li> <li>Product-oriented retail business (with storefront):</li> <li>Product-oriented mail-order business:</li> <li>Internet web-based product/service business:</li> </ul>		X	
<b>Enhancing Skills:</b>			
• Volunteer Opportunities: <b>Volunteer at Hospital Store</b>		X	
• Workshops/Seminars: <b>Sales Techniques (Community College)</b>		X	
• Vocational or Certificate Training Program(s) for a New Job/Career: <b>Health Care Administration Certificate?</b>			X
• College/University Degree for a New Job/Career:			
<b>Building Relationships:</b>			
• Coaches or mentors: <b>Career Coach; friend who is a Health Care Administrator; friend who is a Pharmaceutical Sales Representative</b>		X	
• Organizations/groups to expand your network: <b>Linked In Healthcare Discussion Group</b>		X	

## Career Transition Plan:

Based upon your evaluation of your ideal preferences and your assessment of your current situation, indicate which of the following options you will research and consider pursuing in the short term (now to 2 years) and the long-term (2 to 5 years). Provide a brief description of the options you plan to pursue.

Options	Short-term	Long-term
<b>Employment Options:</b>		
• Full-time Employment in Same Job/Same Industry:		
• Full-time Employment in Different Job/Same Industry:		
• Full-time Employment in Same Job/Different Industry:		
• Full-time Employment in Different Job/Different Industry:		
<b>Cash Flow Options:</b>		
• Part-time Employment:		
• Free-lance or Contracted Employment:		
• Self-employment: <ul style="list-style-type: none"><li>○ Home-based business:</li><li>○ Professional services business:</li><li>○ Product manufacturing or distribution business:</li><li>○ Product-oriented retail business (with storefront):</li><li>○ Product-oriented mail-order business:</li><li>○ Internet web-based product/service business:</li></ul>		
<b>Enhancing Skills:</b>		
• Volunteer Opportunities:		
• Workshops/Seminars:		
• Vocational or Certificate Training Program(s) for a New Job/Career:		
• College/University Degree for a New Job/Career:		
<b>Building Relationships:</b>		
• Coaches or mentors:		
• Organizations/groups to expand your network:		

# Online Style Assessment: Keirsey.com

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1. Go to <http://Keirsey.com>.
2. "Top right of the screen: "TAKE THE KTS-III!"
3. Select: "Click to Take Sorter".

# Online Style Assessment: Keirsey.com

English

- Which rules you more**
  - ☐ your feelings
  - ☐ your thoughts
- In stories, do you prefer**
  - ☐ action and adventure
  - ☐ fantasy and heroism
- Do you like writers who**
  - ☐ say what they mean
  - ☐ use metaphors and symbolism
- In most situations are you more**
  - ☐ spontaneous than deliberate
  - ☐ deliberate than spontaneous
- At a party, do you**
  - ☐ interact with many, even strangers
  - ☐ interact with a few friends
- Do you think of yourself as a**
  - ☐ tough-minded person
  - ☐ tender-hearted person
- Are you more comfortable in making**
  - ☐ critical judgments
  - ☐ value judgments
- Common sense is**
  - ☐ usually reliable
  - ☐ frequently questionable
- Do you tend to choose**
  - ☐ rather carefully
  - ☐ somewhat impulsively
- Do you think of yourself as**
  - ☐ an outgoing person

## Keirsey Temperament Sorter (KTS-II):

- There are 71 statements.
- Choose the response that most closely matches you and your preferences.

Your Keirsey Temperament Sorter Results indicates that your personality type is that of the

## IDEALIST™

**Idealists (NF)**, as a temperament, are passionately concerned with personal growth and development. Idealists strive to discover who they are and how they can become their best possible self -- always this quest for self-knowledge and self-improvement drives their imagination. And they want to help others make the journey. Idealists are naturally drawn to working with people, and whether in education or counseling, in social services or personnel work, in journalism or the ministry, they are gifted at helping others find their way in life, often inspiring them to grow as individuals and to fulfill their potentials.

Idealists are sure that friendly cooperation is the best way for people to achieve their goals. Conflict and confrontation upset them because they seem to put up angry barriers between people. Idealists dream of creating harmonious, even caring personal relations, and they have a unique talent for helping people get along with each other and work together for the good of all. Such interpersonal harmony might be a romantic ideal, but then Idealists are incurable romantics who prefer to focus on what might be, rather than what is. The real, practical world is only a starting place for Idealists; they believe that life is filled with possibilities waiting to be realized, rich with meanings calling out to be understood. This idea of a mystical or spiritual dimension to life, the "not visible" or the "not yet" that can only be known through intuition or by a leap of faith, is far more important to Idealists than the world of material things.

Highly ethical in their actions, Idealists hold themselves to a strict standard of personal integrity. They must be true to themselves and to others, and they can be quite hard on themselves when they are dishonest, or when they are false or insincere. More often, however, Idealists are the very soul of kindness.

Particularly in their personal relationships, Idealists are without question filled with will. They believe in giving of themselves to help others; they are sensitive, sensitive friendships; they strive for a special rapport with others. In marriage they wish to find a "soulmate," someone with whom they can share emotionally and spiritually, sharing their deepest feelings and inner worlds.

They are very rare, making up no more than 15 to 20 percent of the population. Their ability to inspire people with their enthusiasm and their influence far beyond their numbers.



Email this page

### The Four types of Idealists are:

- Champion (ENFP)
- Counselor (INFJ)
- Healer (INFP)
- Teacher (ENFJ)

### Which One Are You?

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### All Idealists share the following core characteristics:

- Idealists are enthusiastic, they trust their intuition, yearn for romance, seek their true self, prize meaningful relationships, and dream of attaining wisdom.
- Idealists pride themselves on being loving, kindhearted, and authentic.
- Idealists tend to be giving, trusting, spiritual, and they are focused on personal journeys and human potentials.
- Idealists make intense mates, nurturing parents, and inspirational leaders.

## FREE Report:

- Use your email address to create an account and receive a copy of your FREE style assessment.



# Online Style Assessment: Keirsey.com

## FREE Information:

- Overview of the Four Temperaments.
- Portraits of the Four Main Temperaments.
- Portraits of the four, more specific, temperaments within each of the Main Temperaments.
- Influence of your preferences on finding passion in your work.



## Overview of the Four Temperaments



## Portrait of the Idealist® (NF)

**Idealists (NFs)**, as a temperament, are passionately concerned with personal growth and development. Idealists strive to discover and how they can become their best possible self -- always for self-knowledge and self-improvement drives their imagination. They want to help others make the journey. Idealists are natural to working with people, and whether in education or counseling services or personnel work, in journalism or the ministry, the art of helping others find their way in life, often inspiring them to individuals and to fulfill their potentials.

All **Idealists** share the following core characteristics:

- Idealists are enthusiastic, they trust their intuition, yet romance, seek their true self, prize meaningful relationships.
- Idealists pride themselves on being loving, kindhearted.
- Idealists tend to be giving, trusting, spiritual, and the human potentials.
- Idealists make intense mates, nurturing parents, and

Idealists are sure that friendly cooperation is the best way for people to achieve their goals. Conflict and confrontation upset them because they seem to put up angry barriers between people. Idealists dream of creating harmonious, even caring personal relations, and they have a unique talent for helping people get along with each other and work together for the good of all. Such interpersonal harmony is the



## Idealist™ Portrait of the Champion (ENFP)

G+1 +3988 Recommend this on Google

Adapted from *Please Understand Me II*, by Dr. David Keirsey.

Like the other Idealists, Champions are full of intense emotional experiences at a wide range and variety of emotions. They see life as an exciting drama of good and evil, and they want to fascinate people in the world. Champions often can't wait to be experiences. Champions can be fountainheads of ideas and splash out. And usually this is not simply in the hope of revealing it motivating others with their powerful convictions. Their events, along with their boundless enthusiasm and naïveté, the most vivid and inspiring of all the types.

Fiercely individualistic, Champions strive toward a kind of personal authenticity, and this intention always to be themselves is usually quite attractive to others. At the same time, Champions have outstanding intuitive powers and can tell what is going on inside of others, reading hidden emotions and giving special significance to words or actions. In fact, Champions are constantly scanning the social environment, and they're looking for character or a least a modicum of it to escape their



## Finding Your Passion or What Makes a Job Right for You?

### Idealists - Finding Meaning and Unique Identity

In this five-part series, we're examining each personality type and job fit. Idealists are the most likely of all types to resonate with the Boomer phrase, "Finding Your Passion." Idealists strive to find Meaning and Unique Identity in their lives.

The Idealists are the group most attuned to values and seeking the greater good. Famous Idealists are Martin Luther King, Jr., Mahatma Gandhi, and Oprah Winfrey.

Of all the Idealists, the **Teacher (ENFJ)** is the most likely to seek leadership positions in the private or public sector. The Teacher is drawn to careers in education or social services, such as college professor, high school teacher, social worker, or non-profit director. In business they are often trainers, sales managers, recruiters, or executives. Since they are good at building relationships, they may be fund raisers or recruiters. They also are found in jobs such as a health advisor, clergy, facilitator, or counselor.

Says Rene, "It's very important to me to really connect with my students. I need to feel that I am making a difference in their lives."

The **Counselor (ENFP)** is a more private person than the Teacher. They, too, can be found in the field of education as a professor, teacher, counselor, or educational consultant. Sometimes they feel a strong calling toward the religious life as clergy, nun, or director of religious education. Social service jobs, such as social worker, social scientist, or mediator can fit their needs. Some Counselors work in human services, marketing, or as a job analyst. Others are yenn to the arts as a novelist, designer, or artist. Says Benito, "My art is very personal. It presses who I am at the same time reaching out to draw the viewer in. My art changes the viewer's perspective of reality."

People naturally confide in the **Champion (ENFP)**. That's why they make such good mediators, counselors, teachers, consultants, and reporters. Any position that outreaches to others can fit a Champion. They can be columnists, journalists, publicists, copy writers, advertising account executives. In the arts they can be character actors, cartoonists, art educators. If they choose as such as restaurateur, be sure that their business sites will be unique and designed for a regular type of customer. Don't be surprised to see them as an inventor. This type of creativity wants to experience the whole of life and may choose careers more often than many

## Temperament and Careers

### Planning Process

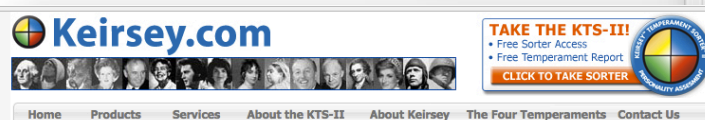
Finding Your Passion  
Guardians •  
Artisans •  
Idealists •  
Rationals •  
Your Current Situation  
Who Am I?  
What Are My Options?  
Evaluating Options  
Creating an Action Plan

### Selection Process

Informational Interviewing  
The Toughest Question  
Evaluating an Offer  
Salary Negotiations  
Succeeding On The Job  
Your Boss  
Dress For Success  
Successful Presentations  
Working From Home  
Dealing With Stress  
In a Shrinking Job Market

### Making Changes

When to Take Risks?  
Taking a Job in a New City  
Who Will Get Laid Off?  
Is Your Job a Poor Fit?  
Networking is Key  
Where the Jobs Are  
Healthcare: Many



Welcome to your Keirsey Profile page. Your Keirsey assessment results indicate that your personality type is that of

## IDEALIST™

There are four kinds of Idealists: Idealist-Teachers (ENFJ), Idealist-Counselors (ENFP), Idealist-Champions (ENFP), and Idealist-Healers (ENFP). The first step to take is to read your free Keirsey report (this is clickable below). We offer several different reports, and the first one is on us. Let's get started by taking a look at your first report. If you like what you read and want to go deeper on the specific kind of Idealist you are, you can do so by purchasing one of the other reports we offer below. Thank you for taking the Keirsey Temperament Sorter!

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## NOTES: