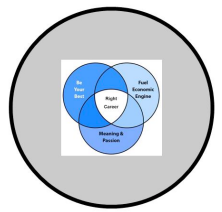


# “Right Career” Insights

Whole Person



## Begin at the End Exercise

*Social Work Environment:* I work in a collaborative and open social environment, the company is small and therefore I am able to know most of the employees at the company.

*Physical Work Environment:* My Company has two stores, one in the East Village catering to younger women and another store in the Upper East Side, catering to older women.

*Personal Relationship:* I married my husband at age 28. We are both athletic and enjoy working out and keeping fit. He also works in the city and enjoys his job.

*Live:* We rent a great apartment in NYC in the East Village. My husband and I are considering a move to the suburbs or a move to California since we do not want to raise a family in the city.

*Commute:* Since we live in NYC, we both take the subway to work.

*Car:* Since we take the subway to work we only need one car. It is also very hard to park cars in the East Village. We have a nice hybrid SUV.

*Fun:* NYC is a great place for a couple and we take advantage of it. We go to Broadway shows, go out to restaurants and clubs. We take weekend trips to other East Coast cities since both of us went to school on the East Coast and have friends here. We try to take one overseas vacation each year and last year we went to Australia.

*Parenting:* We both hope to have our first child before I am 32, then the next one at 34, and the last one at 36.

*Extended Family:* I am still close to my Dad, my brother and my stepfamily; I see them at least twice a year for the holidays. My husband has a large family that I am close to as well.

*Friends:* I'm still friends with my closest friends from high school as well as my closest friend from college. I have made other good friends in the city whom I have met through work and athletics.

*Health:* I belong to a fitness gym in NYC. I have run at least one marathon and one half marathon; I work out five times a week, which ranges from kick boxing, to running, to strengthening, to yoga and to Pilates.

# “Right Career” Insights

Whole Person

## Personality Exercise

My official Myers-Briggs Type Indicator assessment is an ENFJ

- **E** (Extraversion): I focus on the outer world of people and activity
  - o Clarity is **Moderate**
- **N** (Intuition): I take in information from patterns and the big picture and focus on future possibilities
  - o Clarity is **Slight**
- **F** (Feeling): I make decisions based on values and subjective evaluation of people-centered concerns
  - o Clarity is **Moderate**
- **J** (Judging): I like a planned and organized approach, plus I want to have things settled
  - o Clarity is **Clear**

## General Description

- 1) “Maintaining harmony relationships is a lifelong goal and a natural skill”
  - a. I feel like this pertains to me because I have maintained relationships with my friends who I have known since I was five. I also tend to make sure that my friendships with them are going well because I truly value friends as part of my life.
  - b. As I get older and become an adult, it has become apparent that my new friendships I have formed at college also need to remain harmonious, as well as my relationships with members of my family.
- 2) “Gift for understanding other’s people’s feelings and are driven to make others happy.”
  - a. I can always sense when someone is feeling down or is uncomfortable with a situation. I can also always sense the mood in the room and I am also good at interpreting people’s body language.
  - b. I am the happiest when other people around me are happy because I can feed off their energy.
- 3) “Warm, compassionate and friendly, naturally empathetic, are able to anticipate other’s needs, especially emotional ones.”
  - a. I am good at reading when my friend is down and can even come to understand what they need to do to feel better before they even know.
  - b. I describe my self as warm, compassionate, and friendly and I treasure these traits of mine with all my heart.
- 4) “Blessed with rare gift of making personal connections, pride themselves on being able to make people feel good”
  - a. I always make sure my friends are happy and I am able to make friends with people easily. I can also hold conversations with strangers and am good at making people feel comfortable and appreciated.
- 5) Highly productive, organized, have a lot of energy”

# **“Right Career” Insights**

## **Whole Person**

- a. I always have a lot of energy and am always finding ways to accomplish tasks as fast as possible.
- 6) “Go to great lengths to avoid offending others”
  - a. This is probably one of my weaknesses because at times I don’t let tell one of my friends if something they did bothers me because I don’t like confrontation.
- 7) “Tend to be very sensitive and take things personally”
  - a. This is also one of my weaknesses because I can get very upset very easily over small things. I am offended when I hear if someone doesn’t really like me and tend to overreact to things a lot.
- 8) “Idealize relationships, deeply disappointed when people let them down”
  - a. I tend to become sad when people do not seem to give me the same amount of attention, time, and compassion that I give them. I also become agitated when people do not show the same respect for me that I do for them.

**The *secret to success* for an ENFJ is learning to:** “Slow down, relinquish some control, and take things less personally.”

### **Slow Down:**

I need to slow down at times and sit back and think about the bigger picture. Sometimes I rush into things too fast and then I end up making errors. If I can slow down, I will be better prepared and things will be done more efficiently and better.

### **Relinquish some control:**

I like things to go the way I planned them to be and can become irritated if things don’t happen as I planned. I also like things to be done a certain way and I need to learn to let other people do things the way they want to do them as well. If I let others help me out, then I won’t be as stressed and can put more energy into a fewer things so that those things turn out better.

### **Take things less personally:**

I need to take things less personally, especially when it comes to constructive criticism. In the work world the way I can improve is by asking for constructive criticism from my peers. Also, if I am working with a difficult person, I need to realize that they might not have the same empathetic attitude I have because that is just not who they are.

# “Right Career” Insights

Whole Person

## Interests Exercise

### - Strong Theme & MBTI Type Insights

- Enterprising and ENFJ = Collaborative Persuaders
  - Like to persuade others, but not in a head on sales approach, rather by working with them.
- Enterprising work environments
  - Says I like a fast paced environment which I do because I always like to be doing things
  - Says business oriented – true because I am not really interested in non profit world
- ENFJs at work
  - “Make decisions that promote consensus and harmony”
    - true, I like to get everyone on the same page
- Enterprising and ENFJ individuals often like....
  - “goal directed decisiveness”
    - like to have goals in order to work faster/effectively
  - “project orientation that benefits others”
    - like to help people
- The report says “You may be appreciated for you ability to:”
  - “Encourage open discussion of ideas” – I am good at getting discussions going and including other people
  - “Facilitate consensus when making decisions” – I try to involve everyone
  - “Contribute a future orientation to decision making” – not as good at this
  - “Bring a different outlook that combines imagination and innovation with efficiency and productivity” – I am very creative

It also says “some enterprising work environments may seem to focus on the organization rather than the individual, which doesn’t align with your concern for human development and innovation.” – I really value personal relationships so it would be hard for me to work in that environment.

It also says “At times you may be viewed by others as soft or as one who lacks focus on the bottom line.” – I will have to adapt to the business world, figuring out how to turn my strength in personal relationships into business strength as well.

# **“Right Career” Insights**

Whole Person

## **- Personal Style & MBTI Preferences Insights**

- Work style + ENFJ:
  - Enjoy work that offers opportunities to collaborate with others
    - Like to work in a friendly social environment
  - Want to socialize during and after work, have a busy social life unrelated to work
    - Always like being around people
    - Feed off people’s energy
- Learning style (they have my Learning style wrong)
- Leadership style + ENFJ:
  - Choose when and where to express my ideas
    - Good at sensing tone in room
  - Prefer a cooperative work environment that lets you choose when to take charge
    - Don’t like confrontation, but can get people to cooperate
- Risk taking + ENFJ:
  - Comfortable in positions that provide stability
    - Always like to have a plan
  - Want your job to consistently and reliably offer opportunities for you to help others
    - Helping others is one of my strengths and it will help me succeed
- Team orientation + ENFJ
  - Enjoy lots of contact with others and working as part of a team
    - Collaborate on team goals/problem solving/goal setting
  - Be willing to share the recognition for group efforts
    - I have done that in college group efforts and it helps with future group efforts

# **“Right Career” Insights**

Whole Person

## **- Good Match to Start Your Career Insights**

- Two good options
  - Public Relations
  - Advertising
- **Box 1 Questions**
  - Is this a cooperative environment that is open to new ideas focusing on people’s best interests? - YES
  - Is this an environment in which interacting with people and motivating others is rewarded? - YES
  - Will I be required to focus on precise facts and details, or to spend more time on bottom-line practicality than I like? – NO

If you answered, “yes” to the first two questions, you are probably considering a career or occupation that is a good fit for your ENFJ preferences. The third question is a heads-up: Work often includes tasks that are not very appealing. But it is important that such tasks don’t take up the majority of your work time.

- **Box 2 Questions**
  - Is this work environment more fast paced and profit oriented than reflective and idea driven? - YES
  - Would I spend more time managing projects and selling products than solving abstract problems? - YES
  - Would this job allow me to be ambitious, persuasive, and entrepreneurial? - YES

If you answered “no” to any of these questions, try to find a work environment that is a closer fit with your Enterprising Theme.

## **- Overall Strong & Meyers-Briggs Insights**

- Fast paced environment
- Work with other people
- Learn to promote others
- Know marketing strategy
- Identify audiences

# **“Right Career” Insights**

Whole Person

## **Autobiography Exercise**

Ancestors:

- my mom and dad worked very hard throughout their lives
- my dad works very hard to be a good father and to support me and my brother in my endeavors

Elementary School:

- being able to have friends in kindergarten who I am still good friends know shows me I value long lasting friendships
- playing competitive soccer in 4<sup>th</sup> grade was life changing for me, still play it today in college

Middle School:

- having to make new friends all over again helped me gain new social skills
- starting business in 7<sup>th</sup> grade made me want to go into business world
- going to a more competitive soccer team in 6<sup>th</sup> grade helped me develop into a even better soccer player, taught me that hard work and dedication pay off
- mother's death after 8<sup>th</sup> grade graduation was difficult for me, had to get through it emotionally and physically

High School:

- working hard to get good grades taught me value of hard work and dedication
- playing on a competitive team without my usual friends was hard, but showed me that sometimes that you have to give up some things to attain others
- when my dad met another woman and we merged out families that was challenging
- doing journalism and soccer in high school was time consuming, but it allowed me to do both my creative and athletic talents

College:

- went to a school that was not well known, a potential risk but I took it
- all the way on the east coast, only see my family and friends about three times in the school year, but that makes me more independent
- being able to play college level soccer provides me support from the 23 other girls on my team
- majoring in psychology shows my passion for things that interest me, minoring in business shows that I am still practical as well

# **“Right Career” Insights**

## **Whole Person**

In general:

- I am a social person
  - o For example, making friends in kindergarten who I am still friends with now, having to make new friends in middle school, reconnect with old friends in high school and completely new friends in college shows that I am good at making friends and establishing relationships
- I am a hard worker:
  - o School, athletics, journalism has shown me this
- I am passionate:
  - o About my family, friends, soccer, and school
  - o But I chose what to be passionate about
- I am good at having a balanced life
  - o Between athletics (physical well being), friends and family (emotional well being) and school (mental well being)

I realized the major academic transitions have been the hardest for me. I went to an all girls middle school where I had to make new friends and I was only around girls was hard for me to adapt too. Similarity, when I went to my large public high school, I had to transition back to being in a co-ed environment that wasn't as creative or free as my small private all girls' middle school. I was lucky to find a great group of girls who I love with all my heart.

Both transitions helped me prepare for the biggest one yet, moving all the way to the east coast for college where I only see my family and home friends every few months. It is very different on the east coast and I learned that you have to be outgoing if you want to make friends and meet people.

While these transitions have been difficult, they have helped me attain traits that I am most proud of today (my outgoing personality, optimistic attitude, being able to adapt to a new environment).



# **“Right Career” Insights**

Whole Person

## **Accomplishments Exercise**

### **Academics:**

Elementary School:

- overcame reading disabilities and became a good reader

Middle School:

- became attracted to writing which lead me to do journalism in high school
- passionate about reading and writing

College:

- experimenting with all different kinds of courses (e.g. history, international development, communication and culture and business management) to find what my major was going to be
- Being able to dedicate myself to a psychology major that I find really interesting and am really passionate about will enable me to obtain better grades.

### **Career:**

Middle School:

- doing business program made me realize that I would like business and I should pursue that as a career

High School:

- doing journalism made me see that I was a natural writer and I could pursue that as a career. This has also showed me that I could do business/journalism combined by working at a magazine in NYC

College:

- Deciding to be a psychology major/business mgmt minor will prepare me for social side of business.
- Going abroad second semester and doing the London business internship program will prepare for the “real world”.

# **“Right Career” Insights**

Whole Person

## **Social:**

Elementary School:

- made best friends, whom I am still friends with today. This shows that I can maintain friendships over a long period of time

Middle School:

- going to an all girls private school was a very different experience for me.
- had to make new friends and work/learn in all female environment
- playing soccer with two friends, brought me closer to them

High School:

- transitioning back to a coed public high school was not difficult for me since I kept in touch with a lot of my friends
- established a group of six best girl friends who I am still best friends with today
- playing on a different soccer club team than my friends challenged me to branch out and make new friends. It also taught me you sometimes have to make decisions that are just based on being with your friends.

College:

- playing on the varsity soccer team has enabled me to make a good group of girlfriends (25 other girls)
- made great friends freshman and sophomore year, hope to make more each year
- have a best friend

# **“Right Career” Insights**

Whole Person

# **“Right Career” Insights**

Whole Person

## **Strengths Exercise**

I can see my natural Talents/Strengths playing a big role in both my professional and personal life. I will want to work around people who appreciate my natural Talents. I also want to work in an environment that lets me turn my natural Talents into true Strengths. I see the same thing in regards to my personal life, i.e. appreciation and a chance to develop my natural Talents. I will be drawn to outside activities that leverage my natural Talents/Strengths.

### **Empathy**

People who are especially talented in the Empathy theme can sense the feelings of other people by imagining themselves in others' lives or others' situations.

### **Developer**

People who are especially talented in the Developer theme recognize and cultivate the potential in others. They spot the signs of each small improvement and derive satisfaction from these improvements.

### **Restorative**

People who are especially talented in the Restorative theme are adept at dealing with problems. They are good at figuring out what is wrong and resolving it.

### **Includer**

People who are especially talented in the Includer theme are accepting of others. They show awareness of those who feel left out, and make an effort to include them.

### **Individualization**

People who are especially talented in the Individualization theme are intrigued with the unique qualities of each person. They have a gift for figuring out how people who are different can work together productively.

# “Right Career” Insights

Whole Person

## Skills Exercise

I can see the Skills I enjoy using playing a big role in both my professional and personal life. I want to work in an environment where my skills are appreciated and I have a chance to use them. I will be drawn to outside activities that leverage the Skills I enjoy using.

### People skills

- **Sensing/Feeling:** Apprehending through intuition, showing sensitivity to others, especially their feelings. Intuiting; being sensitive and responsive to the feelings of others; empathizing; showing warmth; keen ability to put self in someone else's shoes
- **Communicating:** *Signaling, speaking, or listening to others so as to convey or receive information* Listening; receiving information; learning; questioning; interviewing; exchanging information; signaling; telling; talking; writing; informing; giving instructions; speechwriting; playwriting
- **Advising/consulting:** *Giving expert advice or recommendations, based on an area of expertise one possesses.* Reading avidly; continually gather information with respect to a particular problem or area of expertise; offering services; giving expert advice; consulting; trouble-shooting; recommending; referring.

### Information skills

- **Organizing:** *Giving a definite structure and working order to things* Forming into a whole with connected and interdependent parts; collating; formulating; defining; classifying materials; arranging according to a prescribed plan or evolving schema; expertly systematizing
- **Visualizing:** *Able to conceive shapes or sounds, perceiving their patterns and structures, and to enable others to see them too* Having form perception; imagining; able to visualize shapes; perceiving patterns and structures; skilled at symbol formation; creating poetic images; visualizing concepts; possessing accurate spatial memory; easily remembering faces; having and uncommonly fine sense of rhythm; estimating (e.g. speed); illustrating; photographing; sketching; drawing; coloring; painting; designing; drafting; mapping.
- **Improving, adapting:** *Taking what others have developed and applying it to new situations, often in a new form* Adjusting; improvising; expanding; improving; arranging (as music); redesigning; updating; applying
- **Planning, developing:** *Determining the sequence of tasks, after reviewing pertinent data or requirements and often overseeing the carrying out of the plan.* Reviewing pertinent data requirements; determining the need for revisions of goals, policies and procedures; planning on the basis of lessons from the past; determining the sequence of operation; making arrangements for the functioning of a system; overseeing; establishing; executing decisions reached; developing, building markets for ideas or products

# **“Right Career” Insights**

Whole Person

## **Stories Exercise**

I probably don't want to work in a professional environment where Math is one of their basic disciplines. I probably won't end up with friends who are Math types.

### **Math – Didn't Enjoy Doing Story Insights**

Since I go to a college where they do not force you to take math or science, I am much more passionate about school and do not have to worry about the agony of doing math and science problems. However, I have learned from taking math and science that if I work hard at something, I can still do well. I know that life will require you to do things that you do not enjoy and I am glad that I still have the motivation to accomplish those things.

I want to work in an environment that values athletics and fitness. I want to work in an environment that appreciates hard work. While I will not continue playing high level soccer I hope to play recreational soccer.

### **Soccer Endurance Story Insights**

That dedication to soccer carried over to other parts of my life as well. Those long hours after soccer practices taught me that in the end, hard work pays off. I can play in college now because of the long hours I spent practicing.

I want to work in any environment where having fellow workers also be your friends is the norm. In my personal life I want to continue to maintain the friends I have today and all new ones from both work and personal pursuits (e.g. working out).

### **Long Term Friends Story Insights**

Looking back, I realize that I would rather have a good amount of really good friends than a large amount of friends who I don't truly know. I also have learned that I can maintain long-term relationships, which is a very important talent to have in life. The people who have known you since you were a teenager are the people who can give you the best advice and support you later on in life. I know I will always remain close with my group of girl friends from high school and I know I can always count on them no matter what.

# **“Right Career” Insights**

Whole Person

## **Drivers Exercise**

I want a work environment that will fulfill my Drivers. I want to live in a personal environment that will also fulfill my Drivers.

- Belonging - to have a sense of belonging, part of a team/task force/org
- Creativity - to be creative, have novel ideas, brainstorm
- Friendship - to develop friendships: work, work-related, non-work
- Fulfillment - reason to jump out of bed, know what you don't like
- Identity - to have your work provide your identity, make you feel important
- Passion - to pursue a passion, e.g. provides fulfillment beyond paycheck
- Self-Esteem - to enhance your self-esteem, get positive feedback
- Social - to be connected to others, need others to energize you
- Structure - to have structure, e.g. weekday/weekend routine, structured org
- Value - to give value to others & be indispensable

# **“Right Career” Insights**

Whole Person

## **How to Measure Your Life Exercise**

### **2) How can I be sure that my relationships with my spouse, my children, and my extended family and close friends become an enduring source of happiness?**

First of all, if I want my relationship with my spouse to be a source of happiness for me, I must put myself in his shoes and think about what I need to give him to make him happy. This does not mean that I will succumb to all his wants and desires and not have my own desires and needs met, but rather just acting with selflessness.

Regarding my children, I must be able to show by example what it means to have solid values that will allow them to make good decisions as they grow up. Honesty and integrity are an example of the values I want to teach my children to rely on for success in the world.

With my extended family and friends, I need to make sure I do the small things such as write a thank you note for the presents they give me or return their calls. It is doing those little selfless acts in life that will ensure I keep the relationships that make me happy.

### **3) How can I live a life of integrity — and stay out of jail?**

In order to live a life that I am proud of, I must be able create a “likeness” component first. I must create a set of goals for myself that allow me to reach the end result that I am working towards for my whole life. The second component to live a life that makes me happy is to have a deep commitment to my goals that I am trying to create. The third component is to have a few metrics by which I measure my progress toward my goals. This way I am I can see that I am progressing toward a better future for myself.

In addition, I must always stick to my values and not let myself do something that could lead me down the wrong path. Even if I do something that I morally wrong once, it can put me at high risk for doing another morally wrong thing yet again.



# **“Right Career” Insights**

Whole Person

## **Economic Engine Exercise**

My insights from a Whole Person viewpoint are basically the same as the ones from an Economic viewpoint because all of my Whole Person decisions have major financial consequences.

My Age 30 assumption of having a spouse who also makes a very high income is a major driver of what we can do in the Whole person sphere.

### **Age 30**

#### **Introduction**

It was interesting to look at the cost of living in NYC. It was also a reality check to see how much money everything costs.

#### **Income**

I assumed I would be making \$149,000 and so would my spouse for a combined total of \$298,000. I assumed I would be making this much considering that I pictured myself as a public relations senior specialist at age 30.

#### **Taxes & Take-Home-Pay**

I didn't realize taxes would be so high. There are quite a number of taxes that cut my combined salary of \$298,000 to \$177,216. I lost about one third of my money.

#### **Lodging**

Lodging was not as expensive as I thought it would be since I do not own a house in my age 30 budget. I still had to consider home improvements and renters insurance though so the expenses still added up.

#### **Expenses in General**

I didn't think that there could be so many things to spend money on. It shows that a budget can keep you from over spending.

#### **Discretionary Expenses**

My discretionary expenses were more than my non-discretionary expenses. I spent the most money on food, such as groceries and eating out.

#### **Non-Discretionary Expenses**

My non-discretionary were less than my discretionary expenses because of multiple factors. One of them was that I only factored in having one car since I lived in the city. Only having one car helped decrease my non-discretionary expenses.

#### **Summary**

Overall, I learned that keeping a budget helps you not go into debt and gives you a reality check as to where your money is going.

# **“Right Career” Insights**

Whole Person

## **Age 22**

### **Introduction**

It was interesting to do my age 22 budget because it showed me that I needed to start saving now in order to live the life style that I wanted once I was out of college.

### **Income**

At first I thought that if I was making \$48,000 a year I wouldn't have to be so cautionary with expenses but by the time you divided the money per month, I only had \$4,000 a month to spend and that was before taxes.

### **Taxes & Take-Home-Pay**

My taxes turned out to be a whopping total of \$968 that left me with \$3,032 for take home pay. That means that I would have to budget my expenses around about a \$1,000 less than my monthly salary.

### **Lodging**

By searching for houses in Boston, I am able to see that the average apartment is about \$4,000 and if you share it with three other roommates, about \$1,000 yourself. I also wanted to pay for renters insurance since I did not want to risk my apartment getting broken into and getting left with no money to pay for the damages.

### **Expenses in General**

I had to cut down a lot on expenses compared to my age 30 budget when I was making \$298,000 including my spouses income. It was frustrating that I couldn't spend as much money as I wanted to but also a reality check to see that I have to budget money in order to not go into debt.

### **Discretionary Expenses**

My discretionary expenses were about \$200 more than my non-discretionary expenses which shows that I like to spend money on more fun things like going out and events.

### **Non-Discretionary Expenses**

My non-discretionary expenses were about \$200 less then my discretionary expenses which shows that I don't like to invest as much money as being safe, such as having life insurance.

### **Summary**

Overall, it was a little shocking to see that I couldn't really afford that many things even though I was almost making \$50,000 a year. Living in Boston for rent and other things can be expensive though, but that is just a price that I had to pay to live in a fun city.