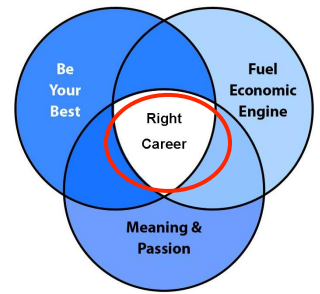


# “Right Career” Insights

Potential Right Careers



## Begin at the End Exercise

Each career path is really a definition of a potential Right Opportunity, at a very high level:

- Technical: start as an engineer and then see where that leads
- Business: go into a Management Development Program like I was in during my summer internship
- Legal: be some form of lawyer, probably not a District Attorney

What I don't want to be: My four years working as an apprentice plumber and electrician for my father, who is a master at this, convinced me I have minor practical skills and should not pursue a trade.

## Personality Exercise

My official Myers-Briggs Type Indicator assessment is an **INTJ**

- **I** (Introversion): I focus on the inner world of ideas and impressions
  - o Clarity is **Moderate**
- **N** (Intuition): I take in information from patterns and the big picture and focus on future possibilities
  - o Clarity is **Clear**
- **T** (Thinking): I make decisions based on logic and on objective analysis of cause and effect
  - o Clarity is **Moderate (almost clear)**
- **J** (Judging): I like a planned and organized approach, plus I want to have things settled
  - o Clarity is **Very Clear**

# **“Right Career” Insights**

## Potential Right Careers

### - **Career Satisfiers**

- Allows you to work independently but with periodic interaction with a small group of intellectual people within a smooth-running environment free from interpersonal squabbles
  - I like to work by myself on ideas but then I like to get feedback from people who are knowledgeable in that area, but don't have a personal agenda
- Exposes you to a steady stream of new information, providing you with new ways to increase your proficiency and competence
  - I like the chance to learn new things
- Lets you produce a product or service that meets with your own high standards of quality rather than with the personal likes or dislikes of others
  - I do not like to have my success based on the whims of others
- Does not require the repetitive execution of factual and detail-oriented tasks
  - I work on ideas and like to minimize repetitive work
- Provides you with a high degree of autonomy and control, with the freedom to effect change and develop people and systems
  - I work best when I can set my own goals, get agreement to them and are then left alone

### - **Satisfying Career Fields and Jobs**

#### **INTJ – Introverted, Intuitive, Thinking, Judging**

#### **“Competence + Independence = Perfection”**

**This is the subtitle of the INTJ section of the “Do What You Are” book**

#### ○ **Top 15 Career Fields & Jobs**

- Business/Finance
  - CFO/COO/CEO
  - Financial Analyst or Budget Analyst
  - Strategic Planner
  - Treasurer
- Education
  - University teacher
  - University administrator/CFO
- Technology
  - Business Analyst
  - Application Architect
  - New Bus Developer – Info Systems
  - Computer Software Applications Engineer
  - Computer Programmer
  - Web developer

# **“Right Career” Insights**

## Potential Right Careers

- Professional
  - Lawyer
  - Management Consultant
  - Economist
  - Investment Banker
  - Engineer
- **Bottom 3 Career Fields & Jobs** - Health Care/Medicine - all of the 12 careers/jobs in this area, e.g.
  - Cardiologist
  - Neurologist
  - Surgeon
- **How to use personality strengths to conduct a successful job search**
  - Build on your unique abilities
    - Anticipate trends, forecast future needs
    - Create your own career options, design your own job
    - Develop an innovative career plan
  - Watch for your blind spots
    - Attend to all necessary and relevant facts, not just the new and novel ones
    - Use tact and diplomacy in getting others to buy your ideas
    - Avoid appearing arrogant and condescending to potential employers
- **Career Insights Summary**
  - My personality type (INTJ) represents only 2 to 3% of the US population so I am somewhat unique
  - But INTJ has a lot of potential careers/jobs that are very appealing to me. They play well to personality preferences I really enjoy
    - Thinking – making decisions based on logic and objective analysis
    - Judging - planned and organized approach where things get settled
  - I need to pay attention to the Secrets to Success
    - Consider practical realities
    - Recognize the value of input from others
    - Balance your work and personal life

# “Right Career” Insights

Potential Right Careers

## Interests Exercise

### - Basic Interest Scales Insights

- Top Five Interest Areas: All of them, except one, fall under my top 3 General Occupational Themes: Enterprising, Conventional and Social. The one exception was Athletics (which is under Realistic)
  - Programming & Information Systems (Enterprising)
  - **Social Sciences (Social) – Not interested**
  - Sales (Enterprising)
  - **Athletics (Realistic) – Not interested**
  - Entrepreneurship (Enterprising)
- Beyond the Top 5 Interest Areas I found others I like:
  - Law (Enterprising)
  - Management (Enterprising)
  - Finance (Conventional)
  - Teaching & Education (Social)
- Areas of Least Interest (I have absolutely no interest in them & no natural ability)
  - Medical Science (Investigative)
  - Science (Investigative)
  - Protective Services (Realistic)
  - Health Care Services (Social)

### - Occupational Scales Insights

- Top Ten Occupations (only ones I like):
  - #3 – Financial Analyst
  - #4 – Financial Manager
  - #6 - Top Executive
  - #7 – Attorney
  - #8 – College Instructor

I decided to use the O\*NET Web site to find out more about the Attorney role.

<http://www.onetonline.org/>

I did a search on “Attorney” and found this page

<http://www.onetonline.org/find/quick?s=attorney>

It provided a long list of occupations but one had a score of 100 out of 100 and that was “23-1011.00 - Lawyers”, which is just another word for attorneys. I read that description and it sounded interesting. There was a lot of good background information.

It also listed related occupations.

# “Right Career” Insights

## Potential Right Careers

- 3-1031.02 [Insurance Adjusters, Examiners, and Investigators](#)
- 13- [Government Property Inspectors and Investigators](#) ☀ **Bright Outlook**
- 1041.04
- 23- [Judicial Law Clerks](#)
- 1012.00
- 23- [Judges, Magistrate Judges, and Magistrates](#)
- 1023.00
- 23- [Paralegals and Legal Assistants](#) ☀
- 2011.00
- 33- [Criminal Investigators and Special Agents](#)
- 3021.03

### - **Additional Occupations to Explore**

- Computer systems analyst
- Editor
- University Professor

### - **Career Fields Insights**

Below are career fields for Enterprising (Strong Theme) and INTJ (Myers-Briggs Type)

- Corporate Executive Management
- Marketing Research
- Management Consulting
- Law & Politics

The Report provided the O\*NET code for Management Consulting (13-1111.00). I went to the O\*NET Web site and looked up the information they have.

<http://www.onetonline.org/link/summary/13-1111.00>

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

- Strong Work style + INTJ preferences for Introversion & Thinking
  - Work best when you, rather than others, control your level of people contact – true, I don’t like being forced to go to lots of meetings
  - Like to work alone for a while and then share results with a small group or your team – true, that is exactly how I like working. Then I get feedback and some new ideas
- Strong Learning Environment + INTJ preference for Intuition
  - Interested in knowledge for its own sake – true, I enjoy learning things are loosely related or even tangential
  - Like exploring broad theories and concepts underlying your field – true, it allows me to develop conceptual models.
- Leadership style + INTJ preference for Introversion

# **“Right Career” Insights**

## Potential Right Careers

- Adopt an outgoing and directive style, but only after much thought and reflection – true, if I have done my homework I feel comfortable in a leadership position
- Want a job that allows you to work independently on goals and then direct others to carry them out – true, I am more interested in ideas than implementation
- Risk taking + INTJ preferences for Thinking and Judging:
  - Be most comfortable in positions that provide opportunities to take on new challenges – true, I am career oriented and will find ways to move up
- Team orientation + INTJ preferences for Introversion
  - Work as part of a team and participate in group projects when necessary – true, while I enjoy working alone I know a lot of things require me to work in a team or group. It also gives me real world feedback on my work, plus I can pick up some information.

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

- Two good options
  - Financial Analyst
  - Attorney
- Box 1 Questions: Strong Theme and Meyers-Briggs Type
  - Is this an intellectually challenging environment that focuses on the logical analysis of long-range possibilities?
    - Financial Analyst - YES
    - Attorney - YES
  - Is this an environment in which originality and finding new approaches to problem solving are rewarded?
    - Financial Analyst - YES
    - Attorney - YES
  - Will I be required to focus on precise facts and details, or to spend more time on bottom-line practicality than I like?
    - Financial Analyst - YES
    - Attorney - YES

If you answered “yes” to the first two questions, you are probably considering a career or occupation that is a good fit for your INTJ 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: Strong Enterprising Theme
  - Is this work environment more fast paced and profit oriented than reflective and idea driven?
    - Financial Analyst - NO
    - Attorney - NO

## **“Right Career” Insights**

### Potential Right Careers

- Would I spend more time managing projects and selling products than solving abstract problems
  - Financial Analyst - NO
  - Attorney - NO
- Would this job allow me to be ambitious, persuasive, and entrepreneurial?
  - Financial Analyst - YES
  - Attorney - 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 Interest Inventory Insights**

- Being in an Entrepreneurial environment is important
- I have a lot of interest in computers
- My personal style requires a lot of independence (working alone, taking charge, taking risks and independent roles)

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

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

# **“Right Career” Insights**

Potential Right Careers

## **Autobiography Exercise**

- Coaching is not a good career for me – thought it was in Junior High, but coaching Little League as a senior in high school showed me I would not like it and I was not good at it. My 2<sup>nd</sup> insight was trying something is great way to find out if it will work out.
- I am wondering how will I ever do engineering as a career, but I have now invested 3 years of very hard work in my EE degree.

## **Accomplishments Exercise**

### **Leadership Roles**

#### **Junior High through High School**

- People chose me or gave me leadership positions, e.g. President of Letterman’s Club and President of Senior Class
- Think they did that because they saw me as the “adult” who would do the job

#### **College**; came about in one of three ways

- I created it myself, e.g. founded the school newspaper
- I ran for it, e.g. VP of fraternity (although others recommended me) and President of Student Body (again others recommended I run)
- It came with another job, e.g. Editor of fraternity Rush Book was one of the jobs of the VP of the fraternity

### **Leadership Characteristics**

#### **Junior High through High School**

- o Just carried out the duties of the role without any real creativity

#### **College**

- o Became entrepreneurial (didn’t know the word at that time), e.g. starting the college newspaper
- o Learned to manage others who knew more than I did, e.g. I had never been on a newspaper but found I could pull together people who knew all the aspects and put out a high quality weekly newspaper
- Learned when I get excited about something I can get carried away – I put so much time into the newspaper it started to affect my grades. I found working on it was a lot more fulfilling than studying engineering.
- Coaching town Little League team convinced me of two things: 1) in spite of being a really good baseball player I was not a really good coach and 2) I did not really enjoy the job.
- Continued to play baseball in spring of freshman year, high school team was better than my college team. Eventually dropped baseball to devote more time to being editor of the newspaper

### **It is not going out to work as an engineer, then what?**



# **“Right Career” Insights**

## Potential Right Careers

**Finish degree?** – I only have one semester of hard work so it seems foolish to not finish.

**Business** – This seems the most likely path and I think I want to get an MBA so I am not seen as an engineer trying to be a businessperson. But it is now the end of the summer and I have to take the exam, find a school, try for a scholarship, figure out how to pay for the program, etc.

**Legal** – This is a bigger unknown to me. I will need to do all of the same things to get ready as I do for a MBA. I need to do more research on what I would do once I had a law degree.

# **“Right Career” Insights**

Potential Right Careers

## **Strengths Exercise**

My Right Career (s) will have to leverage my natural Talents/Strengths.

### **Achiever**

People who are especially talented in the Achiever theme have a great deal of stamina and work hard. They take great satisfaction from being busy and productive.

### **Responsibility**

People who are especially talented in the Responsibility theme take psychological ownership of what they say they will do. They are committed to stable values such as honesty and loyalty.

### **Intellection**

People who are especially talented in the Intellection theme are characterized by their intellectual activity. They are introspective and appreciate intellectual discussions.

### **Input**

People who are especially talented in the Input theme have a craving to know more. Often they like to collect and archive all kinds of information.

### **Strategic**

People who are especially talented in the Strategic theme create alternative ways to proceed. Faced with any given scenario, they can quickly spot the relevant patterns and issues.

## **Skills Exercise**

My Right Career (s) will be the ones that leverage the Skills I enjoy using. It will almost certainly be something leveraging my Information Skills.

## **Overall Skills Insights**

- **Info Skills dominate (8 vs. 3)**
  - To “Be My Best” I should find a career that will leverage my Information skills
  - The Information Skills are the ones I enjoy using most on a day-to-day basis
    - Analytical Cluster (Analyzing, Evaluating, Organizing)
    - Creative Cluster (Visualizing, Creating/Synthesizing, Improving/Adapting)
    - Personal Technology
- **Leadership is important**

## **“Right Career” Insights**

### Potential Right Careers

- I am a natural leader and groups have recognized that in the past
- I need to find a career where I can leverage this leadership ability

# **“Right Career” Insights**

Potential Right Careers

## **Stories Exercise**

My Right Career will have elements of my Rose Newspaper experience. It will leverage strengths such as organization, analysis and management. It will revolve around the Information world. It will be intellectually challenging. It will be one that allows me to create things. It will allow me to assume leadership roles. It will be something that has meaning to me and for which I have passion.

### **Rose Newspaper Founder/Editor Insights**

Thus he advised not starting the newspaper since I might fail - this just made me want to do it to prove I could do it. INSIGHT: I CAN SEE I WAS AN ENTREPRENEUR WITH A SILICON VALLEY MENTALITY – I WANTED TO DO IT & FAILURE DID NOT BOTHER ME.

So I started to assemble a team to handle all the creative aspects of the newspaper - not an easy task since I had never been the editor of a newspaper. But I was able to find people who had worked on a newspaper in high school or who just had talents in the areas the newspaper needed. INSIGHT: I WAS A NATURAL LEADER AND MANAGER – WHICH I HAD ALSO SEEN IN HIGH SCHOOL.

I really put my heart into the newspaper and was so proud when it would come out.

INSIGHT: I HAVE ALWAYS DONE MY BEST WHEN MY HEART, AS WELL AS MY HEAD, IS INVOLVED IN A PROJECT OR A JOB.

My Right Career will surely not be in the trades. It will not be something that depends on a practical hands-on approach to physical things.

### **Apprentice Electrician/Plumber Insights**

I learned a lot of trade skills working for my father. It was also interesting to actually know what your father does for a living. But it was clear I would not be as accomplished at those 3 trades (electrical, plumbing and heating/air) as my father. I did not have the natural practical approach needed to be a good tradesman. Working for my father, working on farms and working on a road crew convinced me I should pursue a career that was more intellectual. I needed to make use of my natural strengths. I ended up going to engineering school. I also got my 1<sup>st</sup> lesson in running a business. My father made sure the customer got quality work at a fair price. He knew he would be successful by getting repeat business. Because I also helped him with billing customers and paying vendors I was able to learn about that side of the business. I remember discovering he was charging \$8/hour for my services but only paying me \$5/hour. He told me the extra \$3 pays him to tell/show you what to do and to inspect your work.

I will clearly not have a career as a farmer. But my career will benefit from my strong work ethic.

### **Bailing Hay Insights**

I actually like to work hard; it gives me a real sense of accomplishment. I enjoy being part of a team, even if I am not the leader. I liked the way the farmers would organize the people and the equipment.

# “Right Career” Insights

Potential Right Careers

## Drivers Exercise

The Drives in bold below will help me be my best and they will also be a part of My Right Career (s). Others will indirectly help me (e.g. Lifelong Learning and Experiences) and also need to be part of my career.

- Create – I like to create new ideas and outcomes
  - **Creativity** - to be creative, have novel ideas, brainstorm
  - **Leadership** - to be a leader, like to motivate others, often in charge
  - Belonging - to have a sense of belonging, part of a team/task force/org
  - **Accomplishments** - to take on major assignments, sense of completion
  - **Passion** - to pursue a passion, e.g. fulfillment beyond paycheck
- Know – I like to be a “go to” person
  - **Authority** - to be perceived as an expert, people seek your advice
  - Creativity - to be creative, have novel ideas, brainstorm
  - **Problem Solving** - to break down problems & solve them, take on tough ones
  - **Value** – to give value to others & be indispensable
  - Lifelong Learning - to be constantly learning, curious, learn outside job requirements
- Grow – I like to continue to learn & pursue ideas
  - Experiences - to have new experiences; meet new people, novel situations
  - Lifelong Learning - to be constantly learning, curious, learn outside job requirements
  - Problem Solving - to break down problems & solve them, take on tough ones

## Measure Your Life Exercise

### 1) How can I be sure I will be successful and happy in my career?

I believe I will be both successful and happy in my career if I can continually pursue careers that fit the definition of Right Careers. I say careers because I believe I will have multiple careers during my 40+ year professional life. I have read that my generation will have from five to eight careers. The circles in the Right Career Venn diagram provide the structure for my answer:

Last I have to recognize the unique challenge of my INTJ personality posed by the author of “Do What You Are”: “**Consider practical realities, recognize the value of input from others,** and balance your work and personal life.” I can get very inspired by ideas and forget to take into account the practical realities. This enthusiasm and mental quickness leads to me not taking other people’s opinion into account. I need to truly solicit and use opinions from knowledgeable people.

# **“Right Career” Insights**

## Potential Right Careers

### **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?**

I am very fortunate to have been raised in a Normal Rockwell environment. We lived in a 400-person Midwest town where everyone knew everyone else. My great grandfather had moved there from Sweden in 1874, my grandfather had lived there and my father had lived there. I am also fortunate to have the parents I have. They too were raised in this small close-knit community. I saw how important family, friends and community were to them.

I have to recognize the unique challenge of my INTJ personality posed by the author of “Do What You Are”: “Consider practical realities, recognize the value of input from others, and **balance your work and personal life.**” I must ensure my pursuit of the three Venn circles (Be your Best), Meaning/Passion and Economic Engine doesn’t turn my life into a one-dimensional event. By the time I recognize that is happening it will be too late.

I also have to recognize the challenges to leading a balanced life posed by my strengths. I am someone who will do what I say I will do. I also really like to be productive and busy. I also really like to intellectually explore and work provides that outlet, where home doesn’t.

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

First I am not very good at lying because I don’t have a good memory so telling you something other than the truth is hard for me to pull off.

Second, as I said above I am very fortunate to have been raised in a Normal Rockwell environment. We lived in a 400-person Midwest town where everyone knew everyone else. You very quickly figured out your word was very important. You did what you said or you lost everyone’s respect.

Third, I have read about the concept of being Trustworthy and integrated it into my view of the world. To be Trustworthy you have to have competence and character. You might have the strengths and skills to do the assignment, but if you don’t have character they cannot trust you will complete the assignment. On the other hand you might be an Eagle Scout whose character is not an issue, but you don’t have the ability to perform the task. In either case you are not trustworthy. I would not delegate or work on teams with people who are not trustworthy. I have strived to be Trustworthy and will continue to do so.

# **“Right Career” Insights**

Potential Right Careers

## **Economic Engine Exercise**

Seeing how much I enjoyed doing this exercise has caused me to come closer to deciding that the right path for me is business, not engineering or law. While I can use my analytical strengths in any of those three career paths, I really like the precision of working with numbers.

With business as my long-term interest I think my next best step is to go directly from engineering school to an MBA program. I don't see what I will gain by working as an engineer or in some technically related role for two to four years.

I also am still focused on getting into major leadership roles in the future. My past has been filled with leadership positions: middle school, high school and college. An MBA is a great foundation for becoming an Executive. It also gives you an added advantage when management is looking for management candidates.