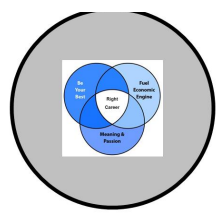


“Right Career” Insights

Whole Person



Begin at the End Exercise

- Whole Person Parameters – Personal

- **Personal Relationship:** I got married in the summer on 6/6, about 6 months before my birthday. My wife is two years younger than me and we met at the gym when I was 27. The reason we picked 6/6 as our wedding date is we met on 6/6. We started dating seriously about 6 months later. After a year of dating we moved in together for about a year. We both like to travel and keep in shape. My wife works in something creative so she helps provide balance to my more analytical linear thinking jobs. She is vivacious and outgoing, always getting me involved with people and activities. When we travel it is an adventure with her. I am willing to go along with her whims and they almost always turn out “interesting”. I provide some of the common sense and stability she is lacking and she appreciates that. We are truly friends and lovers.
- **Kids:** We are still on the fence about kids. Since my wife is only 28 we figure when she is 32 we will need to make up our mind. Until then we can continue to enjoy the close couple (w/o kids) life we have now had for the past 2 ½ years.
- **Location:** We live in Manhattan Beach – one of the nicest beach towns in Los Angeles. We love living by the beach and in West LA. We are renting this great little two-bedroom one bathhouse just 3 blocks from the beach on a walk street. We don’t get any of the car traffic or parking problems that are normal from a beach town. I had always wanted to live in California from the first time I saw the Rose Bowl while sitting in snow in the Midwest.
- **Fun:** We are a work hard/play hard couple. Both of us have demanding jobs and work long hours but we make time on weekends to have a lot of fun. There are so many restaurants, from so many different countries. We enjoy comedy clubs and low-key plays, not big on opera. We use our vacation and sick leave to travel. We exercise during the week so we are in shape for weekend activities like skiing and hiking. We both love California. It is an ideal place for people like us. We can be in the mountains for skiing in the winter and hiking in the summer. We can fly up to San Francisco for a fun weekend or go up to the wine country for fun weekends. We took our first exotic vacation last year when we hiked the Inca Trail.
- **Health:** We are both in excellent health because we eat right and exercise 4 days/week. I am still playing pick up basketball and play in a league. I can keep up with the kids coming out of college. Because of my wife I

“Right Career” Insights

Whole Person

took up running and now that has become a regular part of my weekday routine. I gave up smoking when I left college. I lost the weight I had gained in college and am now down to only 5 pounds above my high school weight.

- **Friends:** I am still close friends with Bud, who I met in the 7th grade and became my best friend through high school. When we get together, which is only when I go back home once or twice a year, it is like we never parted ways. I see Larry & Don, my friends from grade school, when I go home but in a different way because they never left our 400 person farming town. Yet I am still able to keep a connection with them. I am still close friends with several of my fraternity brothers.
- **Family:** I am still close with my parents but with them living in Illinois and me in LA it means we only see each other once or twice a year. My sister and I have become closer now that we are adults. My wife grew up in Southern California and we get to spend time with her family. I get along with them really well. Her older brother and I are almost like brothers.
- **Financial:** We both have very good paying jobs and have been conservative spenders. We have enough money for a down payment on a house and the monthly income to qualify for a loan. Our plan is to find a small starter house in one of the beach towns next year. If and when we have kids we may move out of the beach house when they start going to school into a town with a better school system. But we figure we can sell the beach house and trade up.

- Whole Person Parameters – Work Related

- **Commute:** Both of us work in West LA so we don't have typical LA commutes. But then everything in LA takes 30 minutes.
- **Cars:** Because it is LA we both need cars to get to work. My only splurge is my used Porsche sports car. My wife is more practical, and environmentally conscious, because she drives a VW.
- **Physical Work Environment:** My wife works in a converted warehouse that is very “with it”. It is really a kick to visit her at work. I work in a more formal work environment.
- **Social Work Environment:** Both of us work in social environments that match our personalities and needs. My wife's is artistic and open. Mine is a more intellectual and work hard/play hard.

“Right Career” Insights

Whole Person

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**

General Description of my INTJ personality type

- *“Ingenious and innovative, INTJ’s have a unique talent for looking at almost anything and seeing how it can be improved, whether it’s the smallest product or household chore, or an entire organizational system. By far their favorite subject for improvement is themselves. Most INTJ’s are on a constant quest to increase their knowledge and, by extension, their overall competence.”*
 - o I have always enjoyed seeing how a way of doing things can be improved, e.g. the fraternity rush brochure
 - o I always want to broaden my knowledge
 - o This will help me as I move along in my career
- *“INTJs sometimes have difficulty operating comfortably in the “real world.” They tend to spend most of their time and energy in the inner world of ideas and possibilities, and they may be unaware of, or uninterested in, the more realistic details of their physical surroundings. This can result in small consequences, such as absentmindedly bumping into furniture or wearing mismatched socks, as well as larger ones, such as failing to realistically assess the feasibility of a project because they are unaware of the costs of necessary resources.”*
 - o I really appreciate a well thought out plan or design.
 - o Designing the school newspaper and thinking of ways to make it really interesting and different is something I really enjoy. Dealing with the week to week deadlines is not as much fun
 - o I will have to watch for this in my work life, maybe getting partners who are more grounded but not as creative
- *“They especially do not like to share their ideas or feelings until they can articulate them perfectly. INTJs are most comfortable operating on an*

“Right Career” Insights

Whole Person

intellectual level, so they are sometimes unaware of or surprised by the emotional reactions of others.”

- I like to think things out before sharing them with others. Because I have spent so much time and they have not I tend to not give their ideas much weight in the discussions.
 - I fail to realize just the process of asking people for their input is valuable
 - I also fail to realize asking for it earlier in the project will stop me from getting locked into a path that might not be the best
- *“Hard workers capable of persevering against great odds, INTJs have enviable focus and determination, and they will not be deterred from reaching their goals.”*
- I have no problem working for long periods of time on a project.
 - I am definitely goal oriented – I get fixated on achieving goals
- *“Their single-mindedness comes with a price, however, as INTJs also may have trouble making the transition from one project to another. Usually it takes an even more fascinating, unique, or complex challenge to recapture their attention.”*
- I prefer to stay focused on one goal
 - It does take some time to get going on another project but once I switch gears I pick up momentum really fast
 - I will have to learn how to multi-task

“Right Career” Insights

Whole Person

Work Related Strengths & Weaknesses

- Strengths

- Ability to focus and concentrate deeply on issues
 - This has and will be extremely valuable
- Confidence and commitment to your vision
 - I would not have pulled off founding and running the school newspaper w/o believing given some of the doubters.
 - I am sure this will help me in the future
- Ability to work well alone; independent and self-directed
 - I need to find jobs that leverage this talent and preference
- Logical and analytical decision-making skills
 - I need to find jobs that leverage this
- Decisiveness and strong organizational skills
 - I have demonstrated this on the newspaper, the fraternity Rush Brochure and the fraternity Homecoming Display – all of these required me to build a plan and organize and manage people
 - I want to be an executive down the road in my career

- Weaknesses

- Loss of interest in projects after creative process has been completed
 - I hope to find creative projects or create them
 - Where I have to do the implementation and maintenance I have to just suck it up. I have to remain a top performer
- Tendency to drive others as hard as you drive yourself
 - This is not all bad if I can make sure they have also bought in to the goals and we have discussed them before hand
 - If I am just expecting them to work the weekend because I am then that is not good
- Inflexibility about your ideas
 - I need to be more open about other people’s ideas
- Tendency to be too theoretical and not consider practical realities
 - It needs to be on my checklist – is this practical? Ask XYZ, because he/she has that mindset
- Impatience with “social niceties” required of some jobs
 - I have to learn how to make small talk in a genuine way
 - I need to take other people’s life into account
- Propensity to overemphasize work life to the detriment of home life
 - I need to have a life outside of school work now
 - When I am working I need to have a life outside of work
 - When I have a long term relationship I need to invest time in it and not just work

“Right Career” Insights

Whole Person

Understand that using your strengths is easy.

- 1) It has always been easy for me to make decisions based on an objective analysis of the situation and logic. This impresses many people, but it is not really a skill, rather a part of my personality.
- 2) Taking a planned and organized approach requires no work for me, unlike it does for others. It is second nature because I am obviously wired to take that approach.

The secret to success for an INTJ is learning to:

“Consider practical realities, recognize the value of input from others, and balance your work and personal life.”

- 1) ***Consider practical realities:*** This does not come easily to me. It is why I realized I would never be a successful electrician and plumber like my father. I think it is why I switched from Civil Engineering to Electrical Engineering. I need to be in a career where the majority of the job is not about practical realities. Ideally I also need to be part of a group where others deal with this aspect or have an associate who can balance that weakness of mine while I add my strength in conceptual thinking.
- 2) ***Recognize the value of input from others:*** When you spend a lot of time inside your head carefully thinking out your ideas before exposing them to the outside world their ideas can feel like they are not of much value. Logically I know I am better off getting people’s input earlier in the process because they might have views I could not see. As a typical linear thinker I could use some lateral input.
- 3) ***Balance your work and personal life:*** I can get over-focused on completing schoolwork compared to others. It has been very valuable to be in my fraternity because they get me out for sports and socializing. It is one reason I joined that fraternity. If instead of going right to a job I decide to get an MBA or Law degree I will continue to be a serious student. When I start working I know I will invest a lot of time in my job to ensure I am successful. If your personal life only entails hanging out with friends and dating it is not that hard to balance work and personal. My challenge will come when I have a serious relationship and then when I am married. The ultimate challenge will be having a family.

A lot of this is the down side to my strengths. It might come from taking a planned and organized approach (Judging) to life. I am always driven to get things accomplished and way too focused. It also probably comes from Thinking vs. Feeling method of making decisions. If I had more of a Feeling personality I would take a more people-centered approach and realize how my personal life often suffers when I focus too much on work.

“Right Career” Insights

Whole Person

Interests

- Strong Theme & MBTI Type Insights

- Enterprising and INTJ = Theoretical Persuaders
 - Like to persuade others, but not in a head on sales approach, rather through logic.
- Enterprising work environments
 - I like a fast paced environment - true, because I want to work in an industry that is leading edge
 - I am business oriented – true, because I am not really interested in non profit world
 - I am focused on those in positions of power & influence – true, because I want to be a senior executive
- INTJs at work
 - Enjoy strategic planning & problem solving at a systems level - true
 - Develop conceptual models – true, I like to understand what is happening at the highest level and then use a model to break it down
 - Apply tough-minded analysis – true, the conceptual model allows me to then perform analysis
 - Follow tasks through to completion – true, I do what I promise.
- Enterprising and INTJ individuals often like....
 - Management positions – true, I have had them in college and want to be part of a management development program in a company
 - Goal-directed decisiveness – true, I am very goal focused and I deliver what I promise.
 - Systems for improving delivery of products & services – true, I like to make things more efficient
- The report says “You may be appreciated for you ability to:”
 - Combine imagination & innovation with efficiency & productivity – while I am creative, I am also practical
 - Bring a future orientation to decision making – I am always thinking about the future
 - See the whole picture and envision how things could be done differently – that is why I use conceptual models
 - Follow through on projects and flex when necessary – I keep my promises

It also says “some Enterprising work environments may seem a bit too fast paced for you.” “Your need for reflection and concern with innovation may at times be viewed by others as putting a damper on their enthusiasm”

“Right Career” Insights

Whole Person

- 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
 - 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.

- 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 – Father’s Side

- My Grandfather - Ran lots of small business, including a grocery store
- Uncles (Father’s four Brothers) – all ran business’s at one point in their career
- Father
 - Grew up in same small town as I did
 - He quit Caterpillar & went to work for Varna Heating & Electric
 - Soon the owner died & he bought the business
 - He has been running that business ever since
 - He does such high quality work people search him out
 - I worked for him for 4 summers – 5 ½ days/week
 - Working with him had a huge influence on how I treat customers

Ancestors – Mother’s Side

- My Grandfather - Farmed for many years, owned a trucking company, carpenter
- My Grandmother - Was postmistress in La Rose (our first home)
- Mother
 - Grew up on farm outside of La Rose with no electricity or running water
 - Early education was country one room school
 - She went to the Univ. of Illinois
 - She is very active in our church
 - Has a huge positive influence on me
- Sister - 5 years younger than me
 - Never in the same school at the same time due to 5 year difference
 - Wants to marry a minister
- Pre Elementary School
 - La Rose (200 people)
 - Living behind the post office – Mom’s Mom was Postmistress
 - My dad buying Varna Heating & Electric
 - Sister being born (I was 5 years old)
 - Varna (400 people)
 - Moving to Varna (3 miles away)
 - Buying our house – in town with corn fields on two sides
 - Great grandfather, grandfather & father lived there

“Right Career” Insights

Whole Person

Personal – Elementary, Junior High & Senior High

- Elementary School (Varna only – 13 kids)
 - Coming home for lunch with family
 - Pickup sports (not having enough kids)
 - Riding our bikes around town
 - Playing Little League baseball
 - Winning Peoria Area Little League Championship
 - Hitting a grand slam homerun to win one of the games
- Junior High (Varna & Lacon combined – 40 kids)
 - Mother started teaching girls PE when I started in Junior High
 - She taught Jr High in the morning & Sr High in the afternoon
 - Hard to have your mother teach in your small school, raised expectations for me
 - Taking individual academic classes
 - Having to ride the bus to Lacon every day during Junior High (High School was in Varna)
 - 7th Grade
 - Merging with Lacon kids (27 of them and 13 of us)
 - Becoming friends with Bud Grieves because I missed the bus (now my closest longest term friend)
 - Finishing 4th in State Baseball Championship
 - Playing first serious basketball
 - 8th Grade
 - Winning State Baseball Championship
 - Continuing loving basketball
 - 9th Grade
 - Little serious basketball because most 9th grades were part of senior high & played on JV teams
 - Winning American Legion Award
 - Attending Boys State during the summer
 - Being on the Honor Role every year
- Senior High (Varna & Lacon combined – 40 kids)
 - Sophomore
 - Hitting a triple my 1st at bat
 - Junior
 - Winning league in baseball during junior year
 - Working really hard to become the best player on the JV basketball team
 - Loving basketball more than baseball, but realizing I was not as good at basketball
 - Being in Jr Play

“Right Career” Insights

Whole Person

- Playing baseball with 20 year olds during summer & having a game inside the Joliet Maximum Security Federal Prison
- Senior
 - Having the top batting average during senior year
 - Being in Sr Play
 - Falling in love for the first time
 - My college process
 - Wanting to go to Air Force Academy and be a jet pilot – had an alternate appointment, but flunked physical
 - Math & Science teacher (only one) said I should be an engineer and should go to Rose Hulman, so I did
 - Loving to play basketball, but not as successful as in baseball
 - Getting very good grades with a modest amount of work (2nd in my class)

Professional – Junior High & Senior High

- Junior High
 - Working on farms bailing hay & cutting weeds out of fields
 - Mowing yards
 - Starting youth church group & kids making me leader for 3 yrs.
- Senior High
 - Town choosing me to coach the Varna Little League team (never had a high school kid do that – we only won one game)
 - Being chosen as President of the Letterman’s Club w/o running for office
 - Being chosen as Senior Class President w/o running for office
- Worked for my father – 5 ½ days per week
 - Summer after: 9th, 10th, 11th, 12th
 - Apprentice electrician, plumber & heating/air conditioning
 - My father was a master at all these trades

“Right Career” Insights

Whole Person

Personal – College

- College – Freshman
 - Living away from home
 - Shock of engineering school vs. MidCounty
 - Look to your left & your right – they won’t be here when you graduate
 - Kids had freshman Calculus, Physics, Chemistry
 - I had never heard of Calculus
 - Getting B’s & C’s my 1st semester – feeling like a failure
 - My roommate dropped out after 1st semester – background just like me (including my name)
 - AP Calculus to Regular Calculus - 1st decision of my own
 - Learned how to study
 - Making friends in dorm was easy
 - Playing on intramural basketball team – realized I was really good at an engineering school, could be playing on the varsity
 - Joined Sigma Nu in Jan – those guys turned out to be my college friends
 - Starting catcher on baseball team in Spring
- College – Sophomore
 - Switching from Civil Engineering to Electrical Engineering
 - Half way through 1st Semester
 - Way behind rest of EE class
 - Tough group to be on a curve with
 - Moved off campus into fraternity house
 - Fraternity sports was a big thing – our fraternity won all 3 that year: football, basketball and softball
- College – Junior
 - Lived in officers room in fraternity house
 - Now heavily into Electrical Eng. course work
 - Realizing how much of a grind engineering has become
 - Can see light at the end of the tunnel – senior year not so bad, last semester is almost no work.
 - Outside work (Newspaper, VP Fraternity projects) hurting my grades so I drop baseball
 - Fraternity won all 3 again that year: football, basketball and softball
 - Big flap over going to fraternity national convention
 - Decided to move out fraternity house into an apartment for senior year.

“Right Career” Insights

Whole Person

Professional – College

- College – Freshman
 - Summer job – two choices & took going back home
 - Civil Eng. type job – surveying high water marks for flood control
 - Going back home & working on county road crew – blacktopping roads
- College – Sophomore
 - During Year
 - Elected VP of Fraternity in Spring to serve for my junior year
 - Summer Job: Detroit Edison - Generating Equip Purchasing
 - Lived with a family who had son my age
 - Became really good friends with all of his friends & had a ball
- College – Junior
 - During Year
 - Founding Rose Newspaper - Loving being the publisher & finding creative people
 - Managing Homecoming Display Project
 - Managing Rush Brochure Project
 - Elected President Student Body in Spring to serve for senior year
 - Summer Job: Indianapolis - Indiana Bell - Field Training
 - Told I did not have personality to be in sales
 - Lived with fraternity brother’s family
 - Had to move out mid summer when fraternity brother got married and moved his new bride into the house
 - Made new group of friends

“Right Career” Insights

Whole Person

Accomplishments Exercise

Elementary School

6th - Winning the Peoria Area Little League Championship

JUNIOR HIGH SCHOOL

9th - Attending Boys State

9th – Winning American League Award

8th - Winning State Baseball Championship (after finishing 4th in 7th)

7th - Finishing 4th in State Baseball Championship

7th - Founding Luther League & being President for two years

Mowing lawns every summer

HIGH SCHOOL

SR – Hired to coach the town Little League team (1st non parent)

SR - Becoming Salutatorian of graduating high school class

SR - Election as President of High School Senior Class

SR - Election as President of Letterman’s Club

SR & JR - Playing lead roles in Junior & Senior Plays

SR - Winning batting title with 400 batting average in senior year

JR - Becoming Tri-County Baseball League Champions

JR - Becoming best player on JV basketball during my junior year

4 summers working for father as an apprentice electrician/plumber

Baling hay every summer

COLLEGE

FR to JR – Being one of top players on winning fraternity All Sports team

JR/SR – Summer job at Indiana Bell as instructor in training department

JR - Election to Blue Key Honor Society

JR - Election to Tau Beta Pi engineering society

JR - Election as President of Rose student body (for the senior year)

JR – Managing the creation of the winning Homecoming display

JR - Creating best Rush Book in history of fraternity

JR - Founding & running college newspaper

SO/JR – Summer job at Detroit Edison as engineer in purchasing department

SO - Election as VP of fraternity (for the junior year)

SO - Changing majors from Civil Engineering to Electrical Engineering

FR & SO – Starting catcher on varsity baseball team

FR/SO – Summer job at Marshall Country paving country roads

FR - Switching out of Advanced Calculus as 1st semester freshman

“Right Career” Insights

Whole Person

Strengths Exercise

I will be attracted to professional environments where my natural Talents/Strengths will be used. My personal life will also reflect these 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.

“Right Career” Insights

Whole Person

Skills Exercise

I need a work environment that leverages the Skills I enjoy using. In my personal world I will end up gravitating toward things that leverage those same 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**
 - 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

Stories Exercise

I want to work in a professional environment that is intellectually challenging. I want to work in an environment that values my natural strengths. I want the chance to create new things and do things differently, not in one that doesn’t welcome new ideas. I want to work in an industry that is doing something that matters to me.

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.

I can see I am more suited to a “desk” job than one out in the field using my hands. I don’t have a desire to work outdoors.

Apprentice Electrician/Plumber Insights

“Right Career” Insights

Whole Person

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 1st 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.

Working with my hands in the great outdoors was great for middle school and high school. I can get my outdoors fix in other ways and don't require it in my professional career.

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.

Drivers Exercise

I am looking for a work environment that will let me use the bolded Drivers. Lifelong Learning and Experiences need to be part of that environment.

- 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

“Right Career” Insights

Whole Person

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.

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.

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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.

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Economic Engine Exercise

This exercise helped me understand the financial ramifications of my Age 30 Vision. It is really hard to believe that a couple making \$140,000 still has to be careful about what they spend. And it is only going to get worse as we have kids. It gives me a new appreciation for my parents.

Two incomes are better than one. At Age 22 my income only consisted of what I could earn. My vision of having a family and buying a house probably means my wife will have to continue to work.

Even though I have worked summers in a professional job for two years and am in one now I never realized how much of my income goes to taxes. Our Spendable Income is not quite 70% of our combined income. One reason is at Age 30 I have also decided to put 5% of my income into a 401K plans. At age 30 I need to be saving money, tax free, for my later years. I will also have to think about how we are going to pay for college for the two kids we want. The optional exercise demonstrated how I could make Pre-Tax contributions to build up funds for college, but I did not factor that into my Age 30 budget. It will have to be included in the Budget when we start having kids.

We qualify for a \$300,000 loan based on just my income. The bank would probably not take into account my wife's income because they are concerned she will quit working when we have kids.

It is clear I will have to save a lot of money for a down payment if we are going to buy a home at Age 30. I have assumed a \$375,000 house, which means a down payment of \$75,000 (20%). The down payment is driving the price of the house we can buy. To save that much down payment I need to save 10% of my income every year and my wife needs to also save 10% of her income in the 2-year period we are living together.

Buying a home at Age 30 in Manhattan Beach, CA may not be realistic. According to the Home Fair Web site the average house price there is \$1,440,000. I checked on other LA beach towns and they are also in the \$1,000,000 range. Thus I will probably have to buy a home in a less desirable location in Southern California for my starter home.

According to the Home Fair Web site the cost of living in Los Angeles is 58% higher than Terre Haute, IN; while the income is only 28% higher. This reduces my Take-Home-Pay by about \$50,000/year. To maintain the same standard of living as Terre Haute we would need to earn \$170,000 (rather than the \$140,000 I am assuming). My vision of living in Los Angeles means I have picked an expensive location compared to the Midwest.

The three largest categories of Discretionary Expense are: Savings for down payment, Food and Vacation. While I thought I had budgeted a significant amount of money (\$5,000) for vacations, it is clear that is not enough to do more than some local vacations and not any exotic ones.

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Our biggest Non-Discretionary expenses are Transportation (our two cars), Medical and Student Loan Payments. Deciding I want to live in Southern California means we have to have cars because there is basically no public transportation.