

Job Career Calling

By understanding what motivates you in your work, you can create a plan that helps you to identify the type of job that most interests you. Are you looking for a job, a career, or a calling?

A Job

If you want a job, then you are typically motivated to work by money and look for opportunities that are more profitable. You may not be that interested in your day-to-day work and see your job as a means to an end, focusing more on your personal life.

YOU MAY WANT TO LOOK FOR: Opportunities with increased salary, a flexible work schedule, or more time off

STRATEGIES TO USE:

- » Informational interviewing and discussions with HR to identify areas in the company where salaries are higher and/or the work-life balance is strong
- » Increasing your worth through advanced education or professional development

A Career

If you want a career, you're typically motivated by growth and advancement, and seek out opportunities to climb the corporate ladder or become known as an expert in your field. You enjoy taking on new responsibilities and find professional growth extremely rewarding. Career progression, elevated professional standing, and increased power in your organisation boost your confidence and satisfaction. You're in it for the long haul, and focus on getting ahead.

YOU MAY WANT TO LOOK FOR: Opportunities that offer progression, increased visibility and recognition, advanced educational options (or funding), or a more senior title

Strategies to use:

- » Gaining further credentials, such as certifications, advanced education, and professional development
- » Joining professional networking groups and associations to stay ahead of the latest developments in your field
- » Participating in working groups or committees that allow you to work more closely with senior leadership
- » Identifying important organisational challenges and developing solutions in order to create results and achievements that will be noticed by supervisors and company leadership

A Calling

If you want a calling, you have genuine passion and a sense of purpose in your day-to-day work. Your level of fulfillment has more to do with the work you perform and the value you feel that you add than external factors such as advancement and salary. You gain fulfillment by being socially useful and find your work inseparable from your life - it's what you were meant to do. You find work a truly enjoyable experience.

YOU MAY WANT TO LOOK FOR: A job that fits closely with your interests and offers creativity, some independence, and opportunities to take initiative on new projects or committees

Strategies to use:

- » Extensive informational interviewing with contacts throughout the company to examine potential job fit

- » Developing strong questions for hiring managers during interviews to evaluate job fit
- » Gaining more knowledge by getting involved in professional associations and attending workshops

NEXT STEPS

- » Determine what motivates your work
- » Prioritise which type of career move is most important to you
- » Begin executing strategies that will support your goals