

Finding a career that fits you



Before embarking on a career journey, whether as a first job or changing careers, it is worthwhile undertaking the below steps to ensure your personality is suited to the types of role/s you are considering and that your expectations of these role/s are understood.

To begin, it is helpful to understand who you are, what you are like and how you operate. Consider the following:

Self Assessment

CONSIDER YOUR PERSONALITY: WHAT ARE YOU BEST SUITED TO?

Are you introverted, extroverted or ambiverted?

Introverts get energy from themselves; extroverts get energy from others and ambiverts tend to prefer a mix of both.

Consider jobs that compliment your personality type.

Introverts may prefer a steady pace with quiet areas to focus. Extroverts often prefer high energy, fast paced environments and ambiverts can adapt to environments that enable both.

Are you detailed or big picture?

Detailed personalities prefer routine, analysing, repetitive work and clear processes to follow. Big-picture thinkers thrive on creativity, strategizing, risks and trying new ideas.

How do you make decisions?

Thinkers consider facts, problems and risks. Helpers consider feelings, emotions and personal connections.

Are you structured or adaptive?

Structured personalities are planners, who write lists and prefer job security. Adaptors are more flexible, prefer change and can get bored more easily.

CONSIDER YOUR STRENGTHS:

What are you naturally good at?

Creating, building, planning, coaching, caring or organising.

When do you feel most energised?

Completing projects, helping others, solving problems or creating.

When do you feel in the 'flow' or completely absorbed?

Analysing, teaching, listening, learning or creating.

What do people come to you for?

To organise, plan, advise, create, listen, repair or build.



CONSIDER YOUR VALUES:

What is most important to you in the short term (3-5 years)?

Work flexibility, skills, autonomy, challenges, balance, team environments, workload, security, recognition, benefits, or commute.

CONSIDER YOUR INTERESTS:

- What energises you?
- What are you genuinely interested in?
- What do you buy books about?
- What do you like talking about?
- What social media do you follow?

CONSIDER YOUR WORKING CONDITIONS:

- What environment can I work in?
- Will the job you are considering give you some flexibility?
- What are the physical demands?
- Are there environmental hazards?



Exploration

Once you have a clear understanding of who you are and what roles may suit you, start exploring different career options and job descriptions. Refer to YouTube, career websites and undertake interviews with people in a similar role.

Experimentation

Before you decide to head in a particular direction, you could experiment before committing. This can be done via short courses, volunteering, internships, part-time work and online courses.

CONSIDER THE FOLLOWING:

- Does the work energises you?
- Does it use your strengths?
- What are the day-to-day tasks?
- Does it offer flexibility?
- What are the physical demands?
- How much will it pay?

Understanding who you are and what you enjoy doing can bring clarity to the types of roles that may suit you. Keeping in mind, this is not prescriptive. If you have an interest in any role, research and explore it, and see if it's a possibility.

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