



Nail It: Choose the Right Job for Your Personality

Large Employer or Small?
Laid-back culture or
high-energy environment?

Where will you thrive?

Learn how to make the best
choice for your personality
and career goals.

In this eBook, you'll find:

- The “inside scoop” on matching your personality to your career.
- Tips on choosing the right employer for you.
- How a recruiter can work as your career coach -- and much more.
- Ways to make temporary work *work* for you.

The Number-One Question Every Job Seeker Must Ask

Before you launch your job search, ask one question:
Who do I want to be?

Picture yourself heading to work at your dream job. Do you see yourself:

- a. Heading out the door at my own pace and with a flexible work plan.
- b. Hopping in my car before the sun is up, ready to tackle the to-do list.
- c. Striding through the doors of my workplace in a perfectly tailored power suit.
- d. At home or out in the field, responsible for meeting my own high standards.

Since our decisions play a big role in who we become, asking who you want to be is a powerful way to cut through the details to see what is most important to you. A job decision that moves you closer to who you want to become is a smart choice.

Your Personality + Your Career = BFFs

When you focus on who you want to become, the relationship between your personality and your career becomes obvious. What you spend eight (or more) hours a day doing, you're likely to become.

To turn your personality and your career into best friends rather than contentious roommates:

- **Get to know your personality.** Inventories like the Myers-Briggs can help you identify your personality's strengths and weaknesses and match them to potential job opportunities.
- **Learn who you *aren't*.** Do you avoid any task with "leader" in the title? Does the word "routine" make you instantly long for the weekend? Knowing what you don't want is as important as knowing what you do.

Which of these categories describes you most – and least?

Your choices will provide insights as to which is the right type of work for you.

- a. **The Leader: Self-confident, decisive, communicative, “big-picture” thinker.** Leaders often enjoy working as professors, coaches, lawyers, executive officers, and entrepreneurs.
- b. **The Artist: Creator, original, unconventional, “room to breathe” thinker.** Artists thrive in jobs that let them explore independently, like those of writer, designer, marketing, and advertising.
- c. **The “Get It Done:” Resourceful, observant, improvisational, fast-paced.** “Get it done” types do well when they can solve problems on the fly in fields like financial planning, real estate, sales, police and detective work, computer technician work, marketing, or as entrepreneurs.

- d. **The Thinker: Valuer of knowledge, analytical, understanding, high standards.** Thinkers make good engineers, computer programmers, scientists, strategic planners, technical writers, and researchers.
- e. **The Mechanic: Hands-on, fact-based, pragmatic, results-oriented.** Mechanics love working in the field of the same name, and they also do well as computer specialists, pilots, forensic pathologists, and in fields that involve building items from furniture to skyscrapers.
- f. **The Strategist: Analytical, rational, logical, attention-to-detail, high-stakes.** Strategists work well with complex theories or when devising long-term strategies and solutions. Consider fields like medicine, teaching, corporate strategy, military leadership, business management, and law.
- g. **The People Person: Practical, realistic, structure, responsible, dependable, service-oriented.** Nurturing “people-person” types often thrive as nurses, childcare workers, social workers, managers, or in retail.

Choosing the Right Employer

You're going to spend one-third of every workday with your employer – and that's before you start clocking overtime in pursuit of the big promotion. When your personality fits well with your workplace, that eight (or more!) hours a day feel worthwhile and meaningful.

How do you pick the right employer? Start here:

When it comes to work assignments, I would prefer:

- a. To try a variety of tasks that give me insight into how the company works as a whole.
- b. To focus on one set of tasks until I've mastered them.

It's more important that my job offer:

- a. A sense of “we're all in this together” with a small team.
- b. The highest possible salary and benefits package in the industry.

My ideal relationship with the company's decision makers is:

- a. Close – I want them to hear me if I have an important contribution about a big decision.
- b. Insulated – I want them to focus on running the company while I focus on my job.

To get noticed and maximize my chances of promotion, I'd rather:

- a. Stay late and volunteer to help out co-workers whenever I can.
- b. Market myself internally and build relationships outside my department.

This is not the right job for me! I'd rather:

- a. Start over with a brand-new company and co-workers.
- b. Stay here, but do something else with my time.

If your answers lean toward the “a” category, you're more likely to prefer a small company.

If you're mostly a “b,” a big employer might be the right choice for you.

Choosing the Right Employer: Asking the Right Questions

Once you've answered "big company or small?", it's time to narrow down the field. Here are the top questions you should ask at every interview:

What's the company culture like? The way a company describes itself tells you a lot about its culture and how much the company prizes it.

What do *you* like most about working here? People who love their jobs love to talk about them, and hiring managers are no exception.

What values matter most to this company? Find out if the company's mission aligns with your personal values. Red flag: if different interviewers give different answers, it might mean the company has no clear mission – which could lead to difficulties meeting your boss's expectations.

Need a Career Coach? Try a Staffing Firm!

Figuring out who you are, deciding what jobs work for you, matching company personalities to your own. It can all sound overwhelming – especially if you're already trying to make ends meet or finish a degree.

Staffing firms specialize in helping job seekers find work that matches their personalities as well as their skills. Your recruiter can help you with tasks like:

Identifying your interests, goals, and needs. When asking “Who do I want to be?” isn't enough, try bouncing some ideas off a professional who specializes in helping job seekers like you find fulfilling work.

Meeting your career goals now – and later. Need a job *now* while you look for the career that will carry you into the future? Your staffing partner can help.

Evaluating job offers. Is this compensation competitive? Your recruiter knows!

Temporary Work: Making It Work for You

“Temp work?” you may be thinking. “But I’m looking for a *career!*”

Answer “True” or “False”:

- a. I need to pay the bills, even though I’m still looking for a career position.
- b. I’m ready for work in a broad career field, but I’m not sure exactly which position I want to start in or what company I want to work for.
- c. I need to build my resume and get hands-on experience in the field I’ve studied for.
- d. It would be great if I could take a “trial run” to discover if I really want to work with my dream employer – and get paid to do it.
- e. I still don’t really know what kind of company is the best fit for my personality.

The more “True” answers you racked up, the more likely it is that temporary work is a good fit for you.

**Register with a qualified employment agency today!
Your recruiter can help you choose the right assignments,
make the most of each opportunity, and get one step
closer to accomplishing your career goals.**