

**Find Your Fit:  
How to Create or Land  
a Job You'll Love**

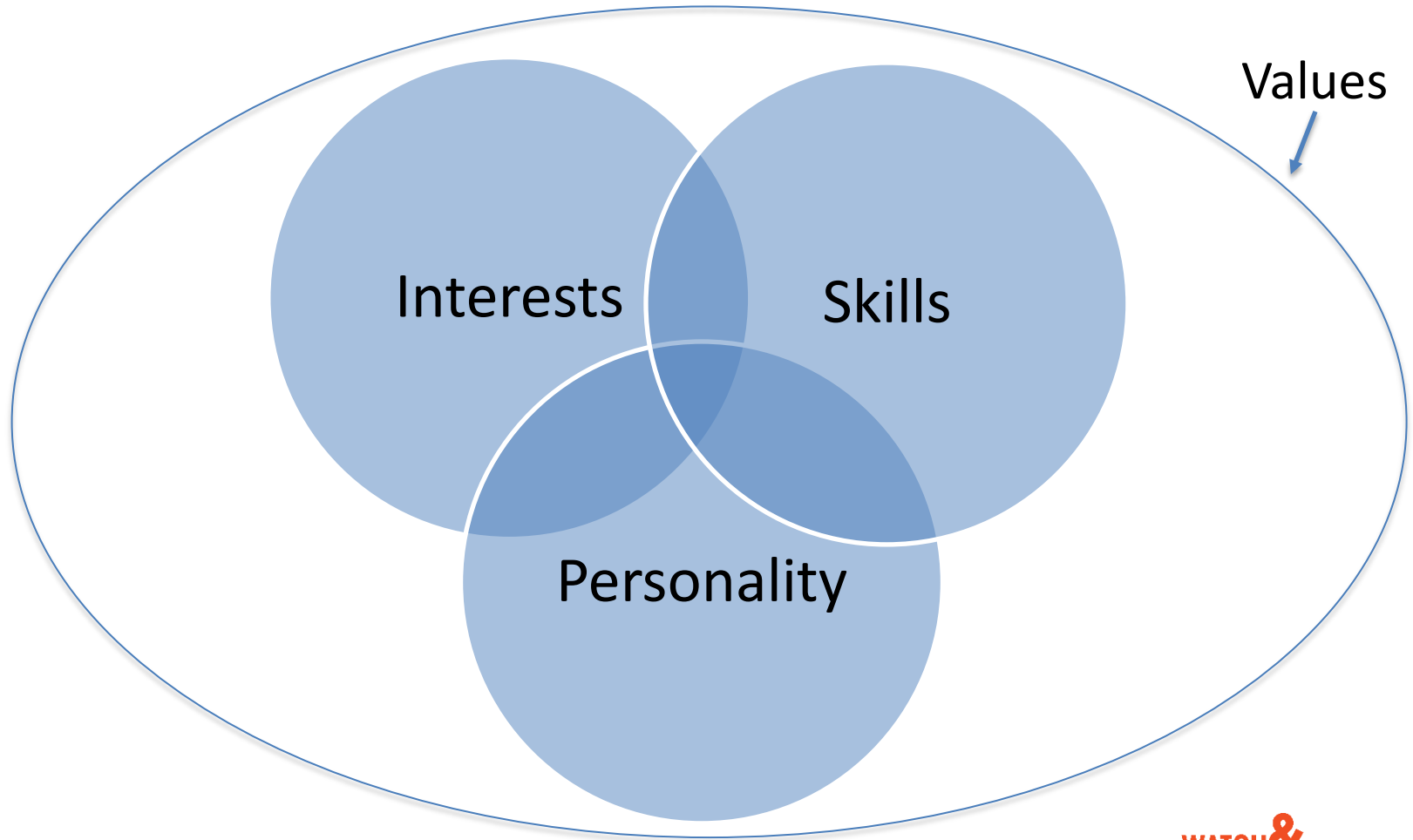
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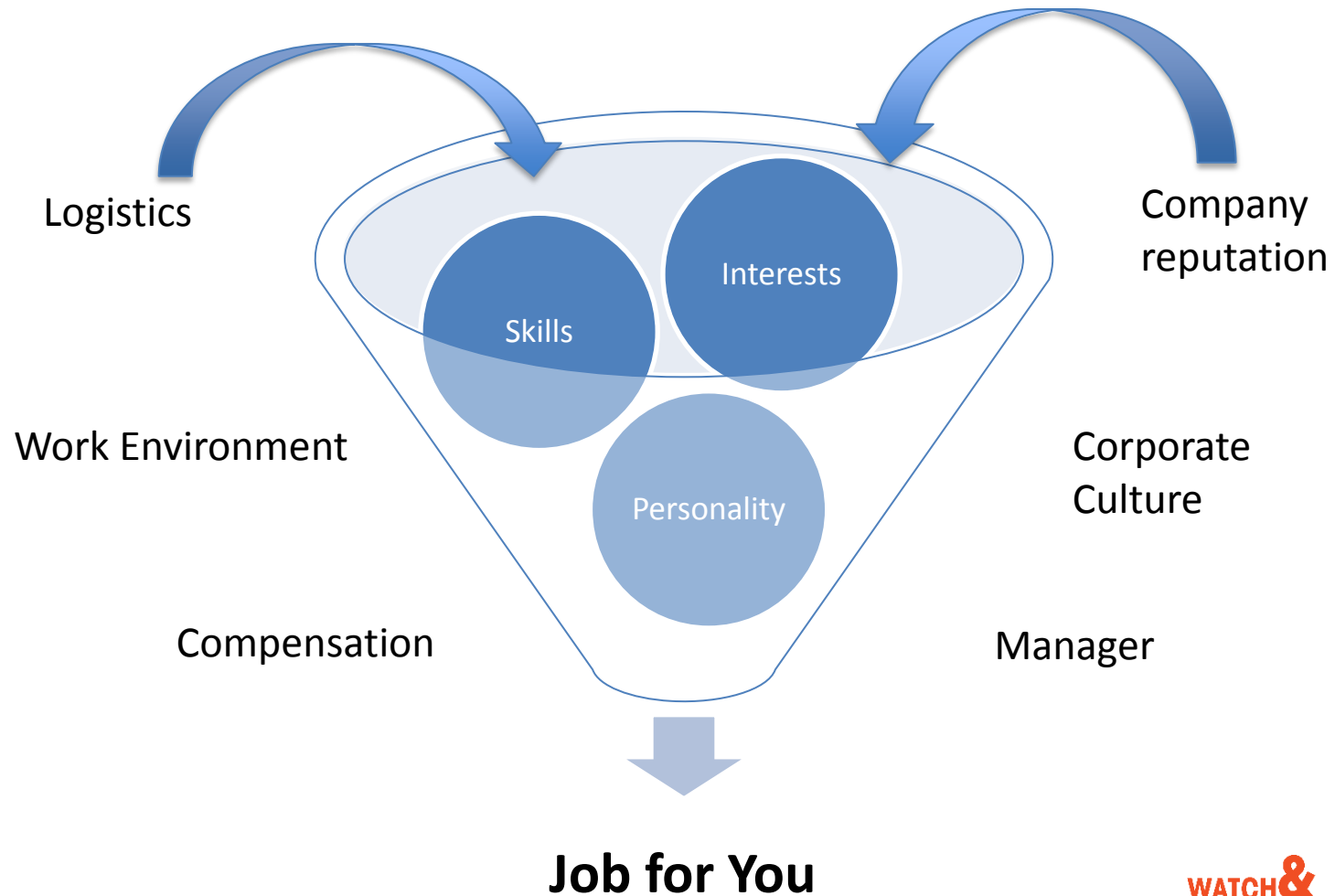
# Agenda

- Introductions
- Concept of Fit
- Should I Stay or Should I Go?
- Improving My Current Situation
- Marketing and Positioning Myself
- Navigating the Hiring Process
- Q&A

# What is Career Fit?



# Job Fit



# Should I Stay or Should I Go?

Do you...

- enjoy most of the tasks you perform each day?
- feel reasonably challenged at work?
- like working with the people at your company?
- feel like you fit in with the culture at work?
- get clear direction and support from your boss?
- respect and trust your boss?

# Should I Stay or Should I Go?

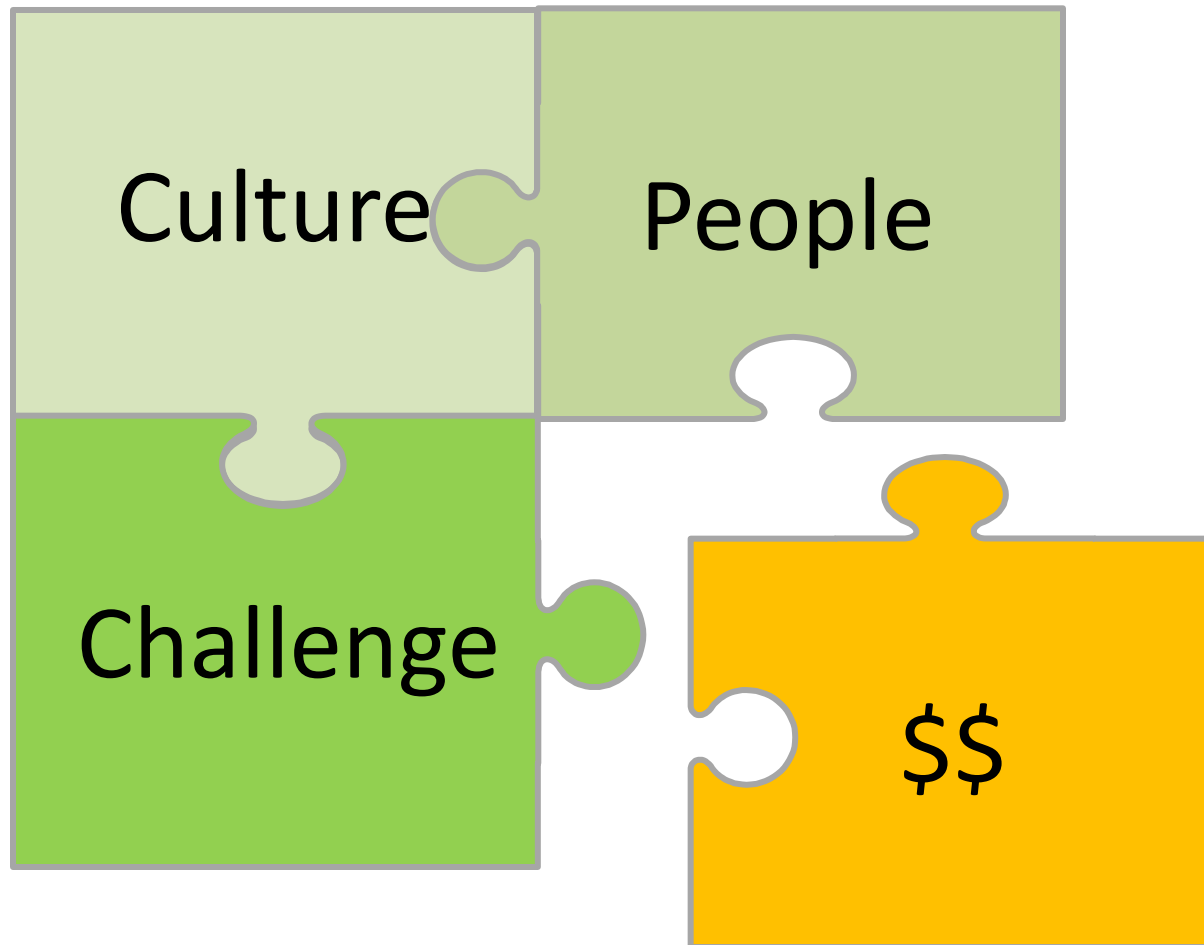
- Are you proud of your company's products/services?
- Is it financially solid and moving in right direction?
- Is your environment safe and conducive to working?
- Is your work and personal life reasonably balanced?
- Do you receive reasonable compensation?
- Are there growth opportunities for you?

# Your Job Satisfaction Score

- 10-12 - You have a pretty good gig!
- 7-9 – Needs improvement, may be salvageable
- 0-6 – Time for a change!

# Improving My Current Situation

What's missing?





# Your Plan to Fill In Gaps

- Determine what's missing
- Create goals to fill in key gaps
- Consider other areas/projects/people
- Specific action steps – written plan is best
- Enlist others to help
  - Trusted colleagues
  - Your personal advisory board
  - Key mentors

# Gaining Experience & Moving Up



# Getting More Brains Involved

- Mentors
- Sponsors
- “Peer coaches”
- Advisory Board
- Your external network

# Have a Plan

- Who gets promoted
- Self-assessment – where are your gaps?
- Get feedback
- Develop a learning plan
- Develop a communications plan
- Volunteer strategically
- Build your network (internal & external)

# Marketing & Positioning Myself

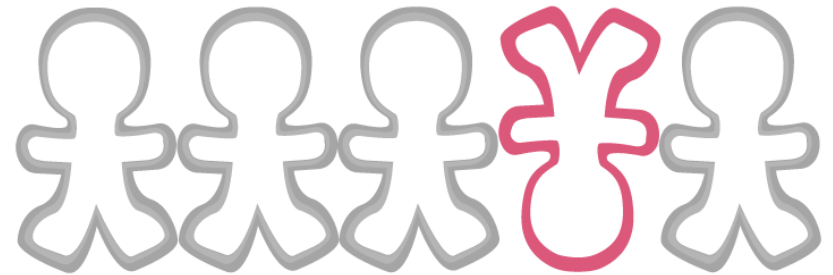
- What is different about you?
- Your **Unique Value Proposition** can be:
  - I work with [types of companies/industries/clients] to [explain problem you solve]. I do this by [what is your unique skill that only you possess] and in doing so, I get the following results [successful client story].

# Marketing & Positioning Myself

- Target companies, not open jobs!
- You have a brand – do you want employers to see it?
- Conduct an online audit & create a digital presence
- Get meetings at your target companies, before they post a job
- Disregard whether or not they are hiring
- Become an insider
- Your target audience will want to meet with you

# Pivoting to a New Industry or Field

- Conduct a “preliminary target investigation”
- Get a sponsor who is committed to your growth, and invested in your success



# Advice for Older Job Seekers

- Run toward something, not away from it
- **Become technologically competent**
- Tweet, friend and connect. Create a digital presence
- Relevant “way back” experience can be showcased on page 1
- Get rid of that AOL and/or Yahoo email address

*“You are never too old to set another goal or to dream another dream.” - C.S. Lewis*



# Navigating the Hiring Process

- Hiring process is as important as job hunt
- Stay in touch with your contact
- Respond to requests in timely manner
- Ask questions if you are unsure
- Do not pester your contact – their timeline is different than yours!

# Navigating the Hiring Process (Part 2)

- Failure to complete a step or failing a step may halt the hiring process
- Don't count your chickens before they hatch
- Prepare for your first day of work

# You Have Been Selected!



# Should I Take the Job?

- Wait! You get the call, is the right job for you?
- Review the offer
- Ask about the future
- Once you clarify, write the pros and cons
- Research (again) the company
- Speak with people who know the company

# Should I Take the Job? (Part 2)

- Evaluate this with your head—and your heart
- Do you see yourself in this job?
- Does the job match you?
- Decide that day or the next - then call
- Be sincere and positive either way
- Write a thank you email after the call

# Q&A

- Any questions for our panel?
  - Chat them out now

# Want more information?



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