



FINDING YOUR FIT

ATD CAREER WEEK
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What is Fit?

- A good **fit** happens when your personality and interests naturally blends with the needs of the employer, both on a technical and emotional level.
- A good **fit** occurs when who you are and what is important to you matches or at least doesn't conflict with your manager, your position, and your organization's values and culture.



Poll

I feel...

- A. I am in a good fit
- B. My fit is ok but it could be better
- C. I am in a bad fit
- D. I am looking for my next good fit

Good job “fit” produces:

- A sense of comfort and well-being
- Increased productivity and performance
- High energy levels, passion and pride
- Potentially higher pay and advancement
- High self-esteem and accomplishment
- Balanced work/life
- Enhanced family relationships
- Innovation and creativity
- Self-directed learning

Poor job “fit” contributes to:

- Fatigue and stress
- Low engagement levels
- Mediocre performance
- Lack of empowerment
- Poor self-esteem
- Dysfunctional behavior at work or home
- Loss of energy and reputation
- Knowledge gaps

Source: Caela Farren, MasteryWorks Inc.

How do we determine FIT?

- Know yourself
- Ask others to confirm
- Examine the position, manager, organization




Know Yourself

- Strengths
- Motivators
- Values



The only way to do great work is to love what you do.

~Steve Jobs

It's not *hard* to
make *decisions* 
once you know what
your **VALUES** *are.*
~ Roy E. Disney

Strengths

Strengths are tasks or actions that you can do well. These include talents, knowledge, and skills. People use these traits and abilities in their daily lives to complete work, relate with others, and to achieve goals.



- | | | | | | |
|-----------------|--------------------------------|-------------------|--------------|------------------|----------------------|
| •Adapting | •Detailing | •Gathering | •Locating | •Presenting | •Strategizing |
| •Administering | •Developing people | •Generating ideas | •Launching | •Problem-solving | •Teaching |
| •Analyzing | •Directing | •Giving feedback | •Leading | •Proofreading | •Team-working |
| •Arranging | •Devising | •Helping | •Managing | •Prioritizing | •Troubleshooting |
| •Advising | •Discovering | •Handling | •Mentoring | •Questioning | •Training |
| •Budgeting | •Data input | •Hosting | •Monitoring | •Qualifying | •Tracking details |
| •Building teams | •Empathizing | •Imagining | •Motivating | •Researching | •Thinking creatively |
| •Briefing | •Evaluating | •Implementing | •Marketing | •Resolving | •Understanding |
| •Balancing | •Examining | •Influencing | •Negotiating | •Reporting | •Uniting |
| •Communicating | •Explaining | •Initiating | •Navigating | •Recording | •Upgrading |
| •Coordinating | •Editing | •Innovating | •Observing | •Repairing | •Updating |
| •Creating | •Empowering | •Interviewing | •Organizing | •Reviewing | •Verbalizing |
| •Checking | •Fixing | •Instructing | •Overhauling | •Scheduling | •Volunteering |
| •Counseling | •Formulating | •Judging | •Overseeing | •Selling | •Verifying |
| •Compiling | •Finalizing | •Learning | •Persuading | •Supervising | •Writing |
| •Coaching | •Guiding a group or individual | •Listening | •Planning | •Simplifying | |
| •Deciding | | | •Preparing | •Speaking | |

Motivators



What gets you up in the morning, excited to go to work each day; drivers

Achievement – opportunity to complete projects, achieve success, be self-motivated

Advancement – opportunity for promotion and/or growth

Affiliation – opportunity to interact and collaborate with others, sense of belonging

Altruism – opportunity to contribute to the welfare of others

Authority – opportunity to influence others, lead and persuade others

Autonomy – freedom and ability to be self-directed, independent

Balance – ability to prioritize personal and work matters

Challenge – drive to overcome obstacles and solve problems

Discovery – developing understanding for its own sake, learning something new

Esteem – opportunity to receive praise and recognition

Equity – opportunity to be treated fairly

Structure – clear goals and responsibilities, little to no ambiguity

Poll

Pick your top two motivators from the list below:

Achievement

Advancement

Affiliation

Altruism

Authority

Autonomy

Balance

Challenge

Discovery

Esteem

Equity

Structure

Values

These are beliefs that you hold so strongly that they guide your actions.

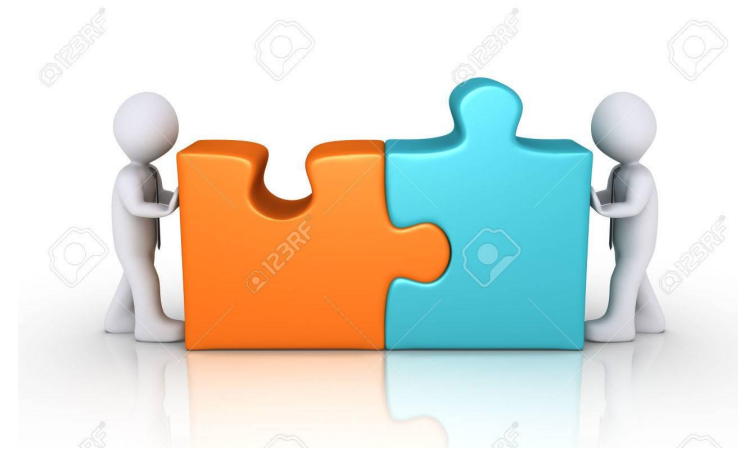
Wealth
Justice
Love
Family
Wisdom
Faith
Morality
Knowledge
Health
Job
Achievement
Creativity
Friendship
Stability

Power
Pleasure
Recognition
Integrity
Skill
Leisure
Loyalty
Honesty
Creativity
Education
Community
Freedom
Quality
Teamwork

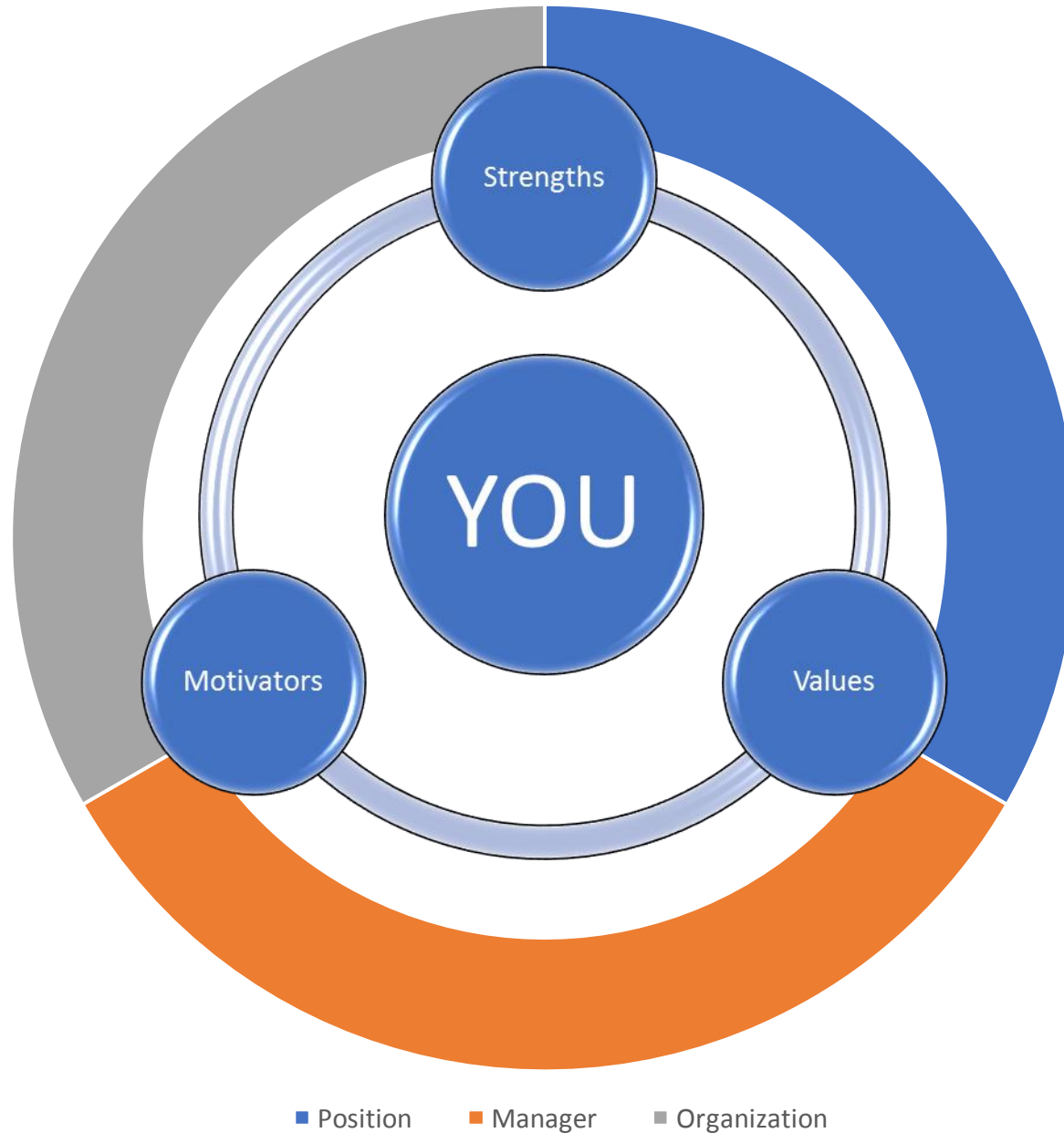


Confirming Your Strengths, Motivators and Values

- Ask some people that you trust and who know you well to provide their thoughts on your strengths, motivators and values.
- Include your manager, co-workers, peers, family members, friends or former manager and co-workers
- Provide the lists to make it easier for them.
- Ask for 5 – 10 strengths; 2 – 3 motivators; 2 – 3 values
- Compile the information and compare it to your lists.
- Reflect on the information you have received and add to your lists based on the feedback.



Career Fit



Source: Amy Dinning

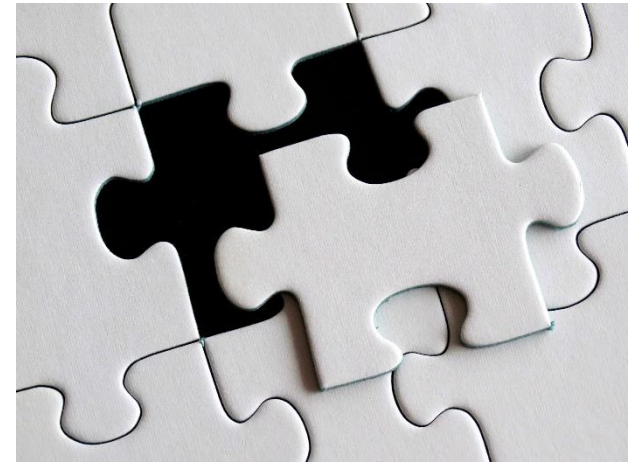
Position

- Does your current position or the position you are considering use most of your strengths, provide your top motivators and allow you to live your values?
- How can you use more of your strengths, have more of your motivators, and live your values in your current position or a position you are considering?



Position Fit

- Prepare for a meeting with your manager so that you can share your strengths, motivators and values.
- Meet with your manager and share. Don't assume.
- Ask and share ways to adjust your position that might provide a better fit.
- If you are looking for position, when you are interviewing, ask questions about the position to determine if it will use your strengths, provide your motivators and allow you to live your values.
- No position will use all of your strengths and provide all of your motivators.



Manager

- Does your manager or the manager at a position you are considering know what your strengths are and give you the opportunity to use them; know your motivators and provide an environment with those motivators; and know your values and allow you to live them?
- Does your manager's management style match with how you are best managed? How can you determine your manager's management style if you are interviewing for a position?
- How can you have a better fit with your manager?



Manager Fit

- Prepare for a meeting with your manager to discuss expectations, management style, and how you can best be managed
- Meet with your manager and ask questions about his/her expectations, his/her management style and if you are comfortable share your expectations of the working relationship and how you can best be managed
- Sometimes we need to flex our style in order to work best with our manager once we understand them and their style
- If you are interviewing, ask question of the manager and co-workers to determine what is it like to work for that manager



Organization

- Does your organization or the organization you are considering know what your strengths are and give you the opportunity to use them; know your motivators and provide an environment with those motivators; know your values and provide an environment for you to live your values?
- What is the culture of your organization?
- What are the organizational values?
- Does the culture and values of the organization match your motivators and values?



Organization Fit

- Examine the values of the organization, the ones the organization truly lives by, and determine if there is a match or a disconnect with your values.
- Examine the culture of the organization and determine if there is a match or disconnect.
- If there is a disconnect in the values or culture, is it something you can live with since you won't be able to change it?
- If you are interviewing, ask questions about the culture, what it is like to work at the company, with everyone you meet and/or network with. Ask what values the organization lives by. Ask what people like about the company and what people would change.



Resources

- Strengthfinders 2.0 by Tom Rath
- Finding Your Fit, A Practical Guide to Landing a Job You'll Love by [Sue Kaiden](#)

“Go where you are celebrated not where you are tolerated.” Dr. Travis Bradberry



Thank You

- Please connect with me on LinkedIn and let me know you were on the webinar today – amydinning@juno.com.
- I hope you find the best fit for you!

