

## How To Choose Your Next Employer

### Introduction

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Most career reports focus on simply giving you general feedback on what type of career might be a good fit for you. This report however goes further in that it actually points out things you should look for when picking your next position. It even gives you specific interview questions for you to ask the interviewer when given the chance.

There are many pieces of information that you need to consider when picking your next position such as your skills, experience, preferences in work environments and of course your personality and learning style. This report is one piece of data that can be helpful to consider when picking your next position.

### Learning Opportunities

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You learn new information at a rate of speed to demand that you have some opportunity to grow in your position. Those positions that are highly routine will be boring for you, however those that would require you to solve highly complex problems on a daily basis will be difficult as well. Your position needs to allow for some intellectual challenge and to occasionally learn new things. Your training should ideally allow for some hands-on opportunities so that you can experience the new knowledge or skill.

Questions to ask your prospective employer or hiring manager:

- Give me an example of the training environment for this position. How will I be trained and how frequently will I be participating in new training opportunities?
- Describe the types of tasks or projects I would be doing every day.

### Decision Making

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You prefer to be in a position where you can be empowered and make decisions as appropriate during the day. Positions that require you to follow someone else's direction and feel that you need to get permission to do something will be very difficult. Once trained, ideally you can gain the trust of others to allow you make effective decisions.

Questions to ask your prospective employer or hiring manager:

- Describe what types of responsibilities this position has and what types of decisions would I be responsible for making.
- Tell me about the process for getting approval for something that hasn't been done before. How does that work in this position?

### Levels of Change

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You prefer consistency and predictability in your work environment. You value systems and processes that are efficient and thorough. You want to look for positions that may be in need of some improvement rather than situations where you are expected to deal with vague and fast changing issues every day. There are many work situations that are changing very rapidly and little is predictable. These would be more difficult for you and less enjoyable.

Questions to ask your prospective employer or hiring manager:

- Describe the current position and what sort of changes or improvements you would expect me to make.
- Give me an example of a major change that has occurred recently in this part of the company. What sort of time frame did the project team have to implement the changes?

## **Interaction With Others**

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You prefer to have the time and space to do your work versus environments where you are constantly having to interact with others face to face. Ideally, you would have some interaction during the day, but be able to work on your own with minimal interruptions. Open workspace environments where you do not have any privacy will be more difficult for you. Look for situations where you may be working on a team, but you actually work on your own and then occasionally come together with others to discuss project status etc.

Questions to ask your prospective employer or hiring manager:

- Describe the environment for this position. Is it typically on the noisy side with cubical style desks or is it quieter with fewer interruptions?
- Tell me about the people I would be working with. How would I work with them in terms of day to day interaction and communications?

## **Levels of Stress**

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You tend to prefer an environment that has lower levels of stress than those that are very intense. Highly stressful environments can be very difficult for you over time. Look for environments where people are valued and treated fairly. Those that are sensitive to your needs are best versus environments that are tough and only focused on performance.

Questions to ask your prospective employer or hiring manager:

- Tell me about the stress levels in the environment.
- Give me an example of things that come up that are urgent and have to be dealt with immediately.

## **Team Orientation**

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You prefer to be in situations where your individual efforts and accomplishments are rewarded and valued. Environments where you are not able to stand out or when that is actually discouraged will be un motivating for you. Many environments today are centered around teamwork and sometimes financial incentives can be placed on the effectiveness of the team. You may want to look for environments that actually reward individual efforts even though you may be a part of a team.

Questions to ask your prospective employer or hiring manager:

- Give me an example of some of the goals in this position. What happens if the goals are all met?
- Tell me how people are typically rewarded for their efforts in this group.

## Dealing With Details & Planning

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You tend to prefer to minimize the amount of details and planning you are required to handle. Avoid positions that are highly detailed oriented and require you to closely follow a plan each day. Look for situations where you can deal with things as they come up rather than planning in advance.

Questions to ask your prospective employer or hiring manager:

- Give me an example of the level of detail and planning that is common in this position.
- Describe a typical day in this position and what types of tasks I would be handling.

**Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.**