

How To Choose Your Next Employer Full

Introduction

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.

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. Based purely on your self assessment, this report is one piece of data that can be helpful to consider when picking your next position.

Learning Opportunities

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.

Decision Making

You prefer to be in a position where you can ideally have a balance between being in charge and following someone else's lead. It will be important that your position allow you to be empowered and make some decisions as appropriate during the day. Look for roles that allow you to learn the job and corporate strategy and ultimately gain the trust of management to make some decisions for your team.

Levels of Change

You prefer a balance between variety and consistency in your work. You like to know that some things are predictable but at the same time allow you to experience some variety in your work as well. You want to look for positions that have some established structure, but ideally are in need of some change or improvement. Be careful of positions that are too structured and predictable.

Interaction With Others

You have a strong need to interact with others during the day. Jobs that require you to work alone for long periods of time will be difficult. You will do better to be in a position where you have the opportunity to work with others to achieve goals and brainstorm solutions rather than purely independent environments.

Levels of Stress

You tend to prefer an environment that has some intensity, but is not overly stressful. Environments that are too stressful may be difficult for you to handle over time.

Team Orientation

You prefer to be in a team environment but where you are also able to work independently as needed. Environments where you have your own projects or tasks but where you actually work as a part of a team are ideal. Environments where you are purely independent and simply check in with projects from time to time won't be as motivating as the ones where you interact more regularly with a team of people who have common goals.

Dealing With Details And Planning

You prefer to have a plan and to make sure that you can account for the details of a project or task. Positions that require you to react quickly without being able to plan or think through the situation will be less enjoyable for you. While you may not be the one to actually deal with the details, you like to make sure they are being considered and accounted for. Avoid situations when plans are rarely followed because things are changing too quickly to stick with the plan for the day.

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.