

# DiscoverMe

# Career Guidance – Blueprint H-HH

Private & Confidential

## POPULAR OCCUPATIONS

In listing occupations that are popular among H/HH's, it is important to note that there are successful people of all profiles in all occupations. However, the following are careers H/HH's may find particularly satisfying and some of the reasons why. This is by no means a comprehensive listing but is included to suggest possibilities you may not have previously considered. Although all of these occupations offer the potential for career satisfaction, the future demand for some careers is anticipated to be greater than for others. Based upon our research, the occupations that are italicised in the lists below are forecast to enjoy the fastest rate of growth over the next several years.

### EDUCATION/SOCIAL SERVICE

- Teacher: early childhood and elementary
- Child care provider
- Teacher: art, drama, music
- Teacher: physically, visually, impaired
- Athletic coach
- Home health social worker
- Substance abuse counsellor
- Child welfare counsellor
- Marine biologist
- Developer of educational software
- Teacher: special education

H/HH's often find careers in education satisfying, especially when working with young children. Elementary and pre-elementary graders sometimes are less formal and structured and offer plenty of opportunities for spontaneous learning experiences. H/HH's enjoy teaching basic skills and helping children get along with one another, a major emphasis in the early grades. H/HH's enjoy the activity, energy level, and variety of learning found in elementary school settings. H/HH's, usually active and physically skilful themselves, often enjoy athletics and athletic coaching. Playing sports, learning teamwork, and being active outdoors are enjoyable activities for H/HH's. They are enthusiastic, encouraging, and supportive coaches and teachers.

### HEALTH CARE

- Emergency room nurse
- Social worker
- Dog trainer
- Medical assistant
- Dental assistant and hygienist
- Licensed practical nurse (LPN)
- Physical therapist
- Primary care physician
- Home health aide
- Massage therapist
- Dietitian/nutritionist
- Emergency medical technician (EMT)
- Exercise physiologist
- Pharmacy technician
- Radiological technician
- Respiratory therapist
- Veterinarian/veterinary technician
- Occupational therapist

- Personal fitness trainer
- Home care worker for the elderly
- Hospice worker
- Emergency room physician
- Podiatrist
- Speech and language pathologist
- Paediatrician
- Vocational rehabilitation counsellor
- Art therapist
- Chiropractor
- Registered nurse
- Nursing instructor
- Cardiology technologist
- Transplant coordinator

Health care and social work provide H/HH's with the opportunity to help others. These careers require the acquisition and then repeated use of skills. Most H/HH's enjoy working directly with other people and thrive on a varied and fast-paced workday. Emergency room nursing requires quick thinking and the ability to calm frightened people during a crisis. Many H/HH's love animals and enjoy working with them either in a medical setting or as trainers. The field of social work allows H/HH's to meet and work with many different people, helping them identify resources available to them. They establish rapport easily and find satisfaction from helping make life easier for someone else.

## ENTERTAINMENT/ACTION

- Travel agent/tour operator
- Photographer
- Film producer
- Musician
- Performer: dancer, comedian
- Promoter
- Special events coordinator
- Painter/illustrator/sculptor
- Costume/wardrobe specialist
- News anchor
- Character actor
- Park naturalist
- Flight instructor
- Commercial helicopter pilot
- Entertainment and sports agent/forester
- Television camera operator
- Cartoonist and animator
- Insurance fraud investigator
- Fire investigator
- Police officer
- Wilderness adventure leader
- Radio/television announcer
- Sketch artist
- Farmer
- Carpenter

H/HH's enjoy entertaining others, in a formal capacity or informally with friends. They often have a strong sense of aesthetics and a good eye for the fresh and beautiful. Some H/HH's enjoy performance of their art; others simply want to be among other artists in the exciting and ever-changing world of entertainment. H/HH's enjoy travel and make good travel agents

because they listen well to what their customers want in a vacation and work hard to find the right match. They are adept at juggling several projects at once, or elements of a project, and often find career satisfaction in special event coordination.

## BUSINESS/SALES

- Retail merchandiser/planner
- Public relations specialist
- Fund-raiser
- Labour relations mediator
- Receptionist
- Merchandise planner
- Diversity manager/human resources
- Team trainer
- Travel sales/broker
- Insurance agent/broker: healthy or life
- Real estate agent
- Sports equipment sales/marketing
- Retail sales/management
- Home health care sales
- Manufacturer's service representative

H/HH's do not generally enjoy the world of business, especially the corporate world. But those jobs that involve a high degree of interaction with others, and where there is a less structured schedule, can be enjoyable to H/HH's. They often enjoy real estate sales because they spend much of their time out of the office, working directly with a variety of people, showing all kinds of homes. They often enjoy public relations, fund-raising and mediation, where they are able to use their naturally persuasive nature. These careers let them use their interpersonal skills and their ability to gather information. Many H/HH's are drawn to retail careers, especially when they are able to use their eye for fashion and flair for the dramatic.

## SERVICE

- Flight attendant
- Secretary/receptionist
- Waiter/waitress
- Host/hostess
- Floral designer
- Police/corrections officer (speciality in remedial training, rehabilitation, counselling)
- Landscape architect
- Chef and head cook
- Interior designer
- Recreational therapist
- Aerobics instructor
- Gamekeeper
- Landscape and grounds manager
- Exhibit builder
- Eco-tourist specialist
- Professional photographer
- Merchandise display
- Silversmith

## SCIENCE

- Environmental scientist

- Social conservationist
- Zoologist
- Marine biologist
- Geologist

The service industry attracts H/HH's primarily because of the interpersonal contact and the ability to use acquired skills. H/HH's are often warm and friendly and have the ability to make others feel relaxed and at home. They enjoy the atmosphere present in many restaurants and clubs and are sociable and generous hosts. Their present-moment orientation makes them fun to be around, and it is said that the party often follows the H/HH's.

## CUSTOMISING YOUR JOB SEARCH

Knowing the particular strengths and blind spots of your profile can afford you a tremendous advantage in your job search campaign. In all aspects of the process, from conducting research into available positions, identifying and contacting prospective employers, developing personal marketing tools such as résumés, arranging and conducting job interviews, negotiating salaries to finally accepting a position, people will act true to their profile. Being able to capitalise on your assets and compensate for your liabilities can make the difference between a successful and an unsuccessful job search.

The differences between profiles are sometimes subtle and other times dramatic. It is the subtle variations in advice we offer that make the real difference between success or failure in a job search. The concept of net-working or meeting with and talking to people to gather information about potential jobs, serves as a good example.

- **Expressive profiles** will naturally enjoy networking and are advised to do so on a large scale while they tend to network with people in a defined scope and tend to ask fewer and more structured questions during their networking
- **Receptive profiles** find more limited and targeted networking, especially with people they already know, easier often seemingly unrelated to their field of interest and will be more objective and detached in their style.
- **Emotional profiles** take networking, like everything else, very personally and will go far and wide to find people and enjoy establishing warm rapport, while they could ask questions of all sorts all day long!

## PATHWAYS TO SUCCESS: USING YOUR STRENGTHS

As we will detail in the following pages, your strengths and talents will serve you well in the information-gathering stages of the job search. Your innovative approach and energetic and charming style will be great assets. Beware, however, of your tendency to play before work so that your job search suffers from a lack of results. If this happens, you may become discouraged and settle for a less than ideal job rather than sticking with it and holding out for a career that's really right for you.

As an H/HH, your most effective strategies will build on your abilities to:

### ESTABLISH RAPPORT AND SELL YOURSELF

- Present yourself as a member of a work team, eager to take on new challenges and get along well with others.
- Demonstrate your ability to adapt to new situations and remain cool in a crisis.

### USE YOUR COMMON SENSE AND ABILITY TO ADAPT TO TURN UNEXPECTED PROBLEMS INTO OPPORTUNITIES

- Demonstrate your ability to troubleshoot by recalling for interviewers how you have successfully managed problems in past jobs.
- Look for ways of explaining how your skills can be used in different work situations.

### DEMONSTRATE A WILLINGNESS TO COMPROMISE. BE FLEXIBLE IN NEGOTIATIONS

- Decide ahead of time what criteria are of critical importance to you in a job and which ones are not. Demonstrate your flexibility by giving in on less important points.

### GATHER A GREAT DEAL OF INFORMATION, USING YOUR KEEN POWERS OF OBSERVATION AND YOUR ABILITY TO GET OTHERS TO TALK

- Talk directly with people working for the company you are considering to learn about some of the less obvious but very important elements worth considering.
- Notice what people wear, what staff offices and lounge areas are like, to be sure that the position you are considering is in a place that you wish to spend your days.

### CONDUCT LOTS OF INFORMATIONAL INTERVIEWS, USING YOUR LARGE NETWORK OF FRIENDS AND ASSOCIATES

- Most people are happy to help you, so ask them to refer you to others who may know of available jobs. Call on the assistance of past employers who know personally your abilities and skills.
- Ask informational interviewers to look at your list of skills and help you brainstorm other kinds of jobs or careers you might be well suited or qualified for.

## POSSIBLE PITFALLS

Although all people are unique, there are certain potential blind spots that many H/HH's share. We specify "potential" because some of the following may clearly be true of you, while others may not apply. While considering them, you may notice that these tendencies do not relate just to the job search, but rather describe pitfalls which you may have experienced in other aspects of your life as well. It is therefore helpful to consider each one in terms of your past experiences by asking yourself, "is this true for me?" And if so, "how did this tendency prevent me from getting something that I wanted?" You will probably notice that the key to overcoming your blind spots is the conscious and thoughtful development of your third and fourth functions (Sensing and Feeling). We recognise that many of the suggestions will be difficult to implement, but the more you use these functions, the fewer problems they will cause you in the future.

### INVEST THE TIME PREPARING A JOB SEARCH PLAN BEFORE JUMPING IN

- Spend some time reflecting on where you have been and where you wish to see yourself in the near and distant future to add a long-range perspective to your thinking.
- Examine your real needs in a career and your true motivations before rushing into action.

### CONSIDER POSSIBILITIES IN ADDITION TO THOSE THAT CURRENTLY EXIST

- Generate a list of possibilities without prejudging any of them during the process. Include even those that seem outlandish or those for which you may not consider yourself qualified.
- Ask a creative friend to help you imagine what you might do outside of your current career are and list how your skills might transfer to another area.

### DEVELOP AND FOLLOW THROUGH ON YOUR JOB SEARCH PLAN

- Even the tedious parts of the job search – follow up phone calls, sending thank-you notes after informational interviews, and calling back to check on a possible availability – are important to finding the right job.
- Resist the urge to drop what you've started when a more interesting situation arises or when friends invite you to socialise. It sometimes helps to look at a job search as a job in itself.

### TRY NOT TO TAKE REJECTION PERSONALLY

- If it happens, remember that you are being turned down for a job only. Many employers make a very impersonal decision, and it is not a personal rejection of you.
- Try not to let yourself get discouraged when things don't happen as quickly as you would like them to. Finding the right job can take several months, but career satisfaction is worth the wait and the hard work.

### DON'T PUT OFF MAKING DECISIONS

- Waiting to gather enough information before making a decision can be wise. However, if you wait too long, your opportunities may be eliminated and choices made for you.
- Use some critical thinking to see the cause and effect of options you are considering. Ruling out options can help you focus on the best choices for you.

## CHANGING OR KEEPING YOUR JOB: THE KEY TO SUCCESS

Now that you have a solid understanding of your profile, you can see how your natural preferences make you better suited for certain kinds of jobs. You can also see how knowledge of your profile-related strengths and weaknesses can help you conduct a more successful job search. But as an H/HH, you've already realised that you are not equally drawn to every career or field listed in the Popular Occupations section. The next and final step is to narrow down the field and find the work you were meant to do.

In addition to Profile, several other factors – such as your values, interests and skills – also contribute to your level of satisfaction on the job. The more compatible you are with your job, the happier you'll be. So, prepare to use everything you've learned (in this report and in life) to create your strategic career plan.

However, you may have decided it makes more sense (if perhaps only for the moment) to stay in your present job or with your current employer. There may be many valid reasons – financial pressures, family considerations, a tough job market for your speciality, or just bad timing. But take heart! What you've learned in this book can also help you be more content and successful in your current job. And should the time come when you're ready to make a major career move, you'll have a much better idea of where you want to go, and how to get there.

### “SO, IF YOU CAN’T HAVE THE JOB YOU LOVE (YET!) ... LOVE THE ONE YOU’VE GOT”

The simple truth is, with the exception of work on a factory assembly line, the vast majority of jobs allow a good deal of flexibility in the way tasks are performed. Here are some ways you may be able to “massage” your current job into one that better fits your needs:

- Make sure you get enough time to interact with co-workers and colleagues.
- Consider taking a time-management course.
- Ask supervisors to be clear about their expectations.
- Find time during the day to get outside and do something physical.
- Try to find people with opposite strengths to consult with.
- Volunteer to help run and/or participate in recreational or socially responsible activities.
- Think about where you want to be five years from now.
- Set some short-term, achievable goals.
- Make sure you have a variety of tasks to perform; try to avoid routine jobs.
- Avoid working alone for extended periods of time.

### ONE H/HH TURNS LEMONS INTO LEMONADE:

Because of added responsibilities at work, Sandy found she could no longer make it to the gym to work out on a regular basis. As a former fitness instructor, exercising was something she really liked and missed. After taking an informal survey of people at her company, Sandy discovered several people would be interested in a lunchtime aerobics class – if she ran it. She was able to convince the progressive-minded Human Resources manager that employees who worked out regularly were happier, healthier (fewer paid sick days), and therefore more productive. He provided her with a room, bought twenty mats, and agreed to pilot the program for six months to see how it went.

### USE WHAT YOU’VE GOT TO GET WHAT YOU NEED

Simply put, the best advice on how to succeed is to capitalise on your strengths and compensate for your weaknesses. Learning how to do this can make the difference between succeeding or failing and loving or hating your work. To help you, we include the following

inventory of your potential strengths and weaknesses. And while every individual is unique, as a H/HH, many of the following should apply to you.

### **YOUR WORK-RELATED STRENGTHS MAY INCLUDE:**

- Lots of energy and enjoyment of being active on the job.
- Ability to adapt well to change and shift gears quickly.
- Sensitivity to people's needs and desire to help them in real ways.
- Caring nurture, you're a cooperative team player.
- Ability to make work fun and exciting.
- Practicality and great common sense.
- Loyalty to the people and organisations you care about.
- Process-oriented approach; you create a lively and fun atmosphere at work.
- Flexibility and willingness to take calculated risks and try new approaches.
- Desire to cooperate, pitch in, and help people in real and concrete ways.
- Ability to clearly assess current resources and conditions and immediately see what needs to be done.

### **YOUR WORKS-RELATED WEAKNESSES MAY INCLUDE:**

- Difficulty working alone, especially for extended periods of time.
- Tendency to accept things at face value and miss deeper implications.
- Dislike of advance preparations; you have trouble organising your time.
- Difficulty seeing opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Trouble making decisions
- Impulsiveness and tendency to be easily tempted or distracted.
- Dislike of excessive rules and structured bureaucracy.
- Difficulty making logical decisions if they conflict with personal feelings.
- Resistance to setting long-term goals and difficulty meeting deadlines.
- Difficulty disciplining self or others.

## **USING YOUR STRENGTHS IS EASY. THE SECRET TO SUCCESS IS LEARNING TO:**

Think about the future implications,  
not taking things too personally,  
and follow through on commitments