



# DiscoverMe

**Career Guidance – Blueprint L-LL**



**Private & Confidential**

## POPULAR OCCUPATIONS

In listing occupations that are popular among L/LL's, it is important to note that there are successful people of all profiles in all occupations. However, the following are careers L/LL'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.

### BUSINESS FINANCE

- Telecommunications security
- Management consultant: computer/information services, marketing, re-organisation
- Economist
- Pharmaceutical researcher (R&D)
- Financial planner
- Investment banker
- International banker
- Credit analysis
- Financial analyst
- Strategic planner
- Budget analyst
- Treasurer or controller
- Private sector executive
- Real estate appraiser

The business and financial careers listed all require highly developed analytical abilities that many L/LL's possess. The intellectual challenge is necessary for satisfaction for L/LL is available in abundance in the high-tech and growing field of pharmaceutical research and telecommunications security. The constantly changing worlds of investment and international banking make good use of many L/LL's global perspective and ability to plan long range.

### TECHNOLOGY

- Scientist/scientific researcher
- Computer systems analyst
- Technician: electrical/electronic
- Design engineer
- Astronomer
- Computer programmer
- Environmental planner
- Biomedical researcher/engineer
- Operations research analyst
- Information services developer
- Software and systems researcher and developer
- Information services – new business developer
- Network integration specialist (telecommunications)
- Network administrator
- Systems administrator
- Webmaster
- Database administrator
- Systems analyst

- Computer animator
- Local Area Network (LAN) administrator
- Computer engineer
- Desktop publishing specialist
- Java programmer/analyst
- Web developer
- Business analyst
- Application architect
- Software developer
- Computer security specialist
- Broadcast engineer

The technical fields appeal to the L/LL's interest in logical systems. These fields offer an opportunity to work with rapidly developing high-tech equipment and products. Often L/LL's are able to use their creativity to develop ingenious and inventive systems.

## EDUCATION

- Teacher: university, computer, science, math
- Academic curriculum designer
- Administrator
- Mathematician
- Anthropologist
- Curator
- Archivist

Higher education appeals to the L/LL much more than elementary or secondary education because it usually involves teaching complex theories and systems with a more global perspective. Developing educational curricula or systems and making sure they are run efficiently allows the L/LL to make improvements. The world of higher education also exposes L/LL's to an environment where they can gather and manipulate information and interact with other intellectual people with whom they can expand their own level of competence.

## HEALTH CARE/MEDICINE

- Psychiatrist
- Psychologist
- Neurologist
- Biomedical engineer
- Cardiologist
- Pharmaceutical researcher
- Biomedical researcher
- Coroner
- Pathologist
- Microbiologist
- Geneticist
- Surgeon
- Cardiovascular technician

The more technical areas of medicine are fields in which many L/LL's often find success and satisfaction. These fields include highly complex systems, and allow the L/LL to work independently, with minimal outside intervention or input.

## PROFESSIONAL

- Attorney: administrative/litigator

- Management consultant
- Strategic planner
- Investment/business analyst
- Manager
- Judge
- News analyst/writer
- Engineer
- Metallurgical engineer
- Intellectual properties attorney
- Civil engineer
- Attorney (specialty: non-profit charitable giving)
- Attorney (speciality: estate planning)
- Aerospace engineer
- Nuclear engineer
- Architect
- Environmental scientist
- Intelligence specialist
- Psychiatrist
- Criminalist and ballistics expert
- Pilot

The professional occupations offer a variety of appealing aspects for the L/LL. All but "manager" require independent research and planning. The development of strategies, systems and long-range plans utilises L/LL's future orientation (Intuition) and their ability to plan out how to reach their goals in a sequential and logical manner. The L/LL manager often finds the most satisfaction when working in a fairly small organisation with employees who are a lot like him or her. If the staff does not require a great deal of personal support or hands-on supervision, the L/LL is more likely to find satisfaction in management.

## **CREATIVE**

- Writer/editorial writer
- Artist
- Inventor
- Graphic designer
- Architect
- Universal design architect
- Informational-graphics designer
- Freelance media planner
- Editor/art director
- Columnist, critic and commentator
- Exhibit designer and builder

The appeal of the creative occupations is the ability to do original work. Writers and artists use their Intuition to create new expressions and statements. Inventors are able to create new systems or devices that improve current ways of living or solve vexing problems. All three of these jobs require that L/LL's work independently, meeting their own goals and standards, with themselves as the ultimate critic.

## CUSTOMIZING 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

Because many of the tasks involved in the job search are not usually enjoyed by L/LL's, you may not find this process to be particularly enjoyable. Remaining focused on your larger goal of finding challenging and interesting work will prevent you from becoming too impatient with the necessary details and seemingly frivolous social niceties required.

As an L/LL, your most effective strategies will build on your abilities to:

### **ANTICIPATE TRENDS, FORECAST FUTURE NEEDS.**

- Use your ability to look at current situations and project how they will need to be different in order to meet the changing context.
- Demonstrate ability to forecast future needs by explaining how your involvement can help employers meet their new demands.

### **SYNTHESIZE INFORMATION**

- Engage your ability to understand and assimilate complex information to become fully versed in the technology of the discipline.
- Demonstrate that ability by summarising what you see as the strengths and weaknesses of the market or industry, explaining how your unique skills will help the employer by meeting his/her goals.

### **CREATE YOUR OWN CAREER OPTIONS, DESIGN YOUR OWN JOB**

- Use your natural ability to see opportunities before others do and put yourself in an advantageous position early on in the interviewing process.
- Use your creativity to develop a unique career opportunity, selling a potential employer on how that job will help meet goals and solve problems.

### **DEVELOP AN INNOVATIVE CAREER PLAN**

- Use your creativity to plot out a campaign in a new and different way – setting you apart from other candidates with potential employers.
- Use your organisational skills to stay on top of the project, make a plan, be on time, remember to send a note after the interview, follow up with prospective employers, etc.

### **MAKE DECISIONS**

- Organise your ideas into thoughtful and systematic work plans and stick with your agenda.
- Use your skills at critical analysis to eliminate unfavourable options along the way, re-organising your plan when necessary.

## POSSIBLE PITFALLS

Although all people are unique, there are certain potential blind spots that many L/LL'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 (Thinking and Sensing). 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.

### ATTEND TO ALL NECESSARY AND RELEVANT FACTS, NOT JUST THE NEW AND NOVEL ONES

- Spend time focusing on the realities and practical applications of your ideas rather than just on the innovative implications.
- Concentrate on not letting things fall through the cracks because you assume they are already taken care of.

### USE TACT AND DIPLOMACY IN GETTING OTHERS TO BUY YOUR IDEAS

- Try to be persuasive in your approach rather than being unyielding in your style, allowing others to comment or challenge your viewpoint.
- Try to consider the ramifications and impact a decision or comment may have on another person, understanding that others often take criticism personally.

### AVOID APPEARING ARROGANT AND CONDESCENDING TO POTENTIAL EMPLOYERS

- Remember you are in a selling position, attempting to portray yourself as part of a team of workers, someone who can and will contribute to the goals of the whole organisation.
- Take time to listen fully and completely to other people and repeat back to them what they said to be sure you haven't made incorrect assumptions.

### TRY TO REMAIN FLEXIBLE AND OPEN-MINDED WHEN MAKING DECISIONS

- Try to be willing to give in on less important points while still holding firm to the elements that are truly vital to you.
- Decide to give everything a second look, even after you discount it. Some opportunities may appear more attractive when you give yourself the extra time to get all the information.

## 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 a L/LL, 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 book and in life) to create your strategic career plan.

However, you may have decided it make 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:

- Try to get appointed to strategic planning committees.
- Develop systems and work to get them implemented at your organisation.
- Make sure you have enough uninterrupted time to think and work on projects that interest you.
- Develop a "critical friends" group to critique each other's ideas.
- Seek professional development opportunities.
- Sign up for advanced training (or a degree) in your area of speciality.
- Publish research and articles in your field.
- Invite more input from direct-reports

### **EXAMPLE: ONE L/LL TURNS LEMONS INTO LEMONADE**

Several months ago, Roger – a design engineer – was promoted to manager of his department, and he soon designed several new systems to make the department more productive. The problem was, he was not especially skilled managing people, and he was having a hard time getting certain staff on board. Recognising this weakness, he asked three more experienced managers he knew to meet with and critique his plans and approach. The initial meeting was so helpful to him, the group decided to meet monthly and take turns consulting with each other.

### **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 L/LL, many of the following should apply to you.

- Ability to focus and concentrate deeply on issues.
- Ability to see possibilities and implications.
- Enjoyment of complex theoretical and intellectual challenges.
- Aptitude for creative problem solving; ability to examine issues objectively.
- Single-minded determination to reach your goals even in face of opposition.
- Confidence and commitment to your vision.
- Strong motivation to be competent and excel.
- Ability to work well alone; independent and self-directed.
- High standards and strong work ethic.
- Ability to create systems and models to achieve your objectives.
- Comfort with technology.
- Logical and analytical decision-making skills.
- Decisiveness and strong organisational skills.

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

- Loss of interest in projects after creative process has been completed.
- Tendency to drive others as hard as you drive yourself.
- Impatience with others who are not as quick as you are.
- Difficulty working with or for others you consider less competent.
- Brusqueness and lack of tact and diplomacy, especially when you are rushed.
- Lack of interest in mundane details.
- Inflexibility about your ideas.
- Tendency to want to improve things that don't need improving.
- Tendency to be too theoretical and not consider practical realities.
- Tendency to not adequately appreciate and praise employees, colleagues and others.
- Reluctance to re-examine issues already decided.
- Propensity to over-emphasize work life to the detriment of home life.
- Impatience with "social niceties" required of some jobs.

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

Consider practical realities, recognise the value of input from others, and balance your work and personal life.