



DiscoverMe

Career Guidance – Blueprint M-MM



Private & Confidential

POPULAR OCCUPATIONS

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

- Fashion designer
- Carpenter
- Jeweller
- Gardener
- Tapestry worker
- Potter
- Painter
- Dancer
- Designer: interior/landscape
- Chef
- Artist
- Cartoonist and animator
- Sketch artist
- Tailor
- Musical instrument maker

The chief appeal of these careers for M/MM's is the opportunity to work with their hands in the creation of something attractive and oftentimes, useful. They enjoy using their five senses in a practical way as well as working with real things in the real world. Many of these careers offer M/MM's the chance to work flexible hours and the freedom to schedule their own work. Most M/MM's prefer to be autonomous, without having to conform to administrative guidelines.

HEALTH CARE

- Visiting nurse
- Physical therapist
- Massage therapist
- Radiology technologist
- Medical assistant
- Dental assistant/hygienist
- Veterinary assistant
- Home health aide
- Primary care physician
- Dietitian/nutritionist
- Optician/optometrist
- Exercise physiologist
- Occupational therapist
- Art therapist
- Art therapist
- Respiratory therapist
- Licensed practical nurse (LPN)
- Surgical technologist

- Personal fitness trainer
- Surgeon
- Veterinarian
- Speech-language pathologist
- Pharmacist
- Emergency room physician
- Paediatrician
- Cardiology technologist
- Audiometrist
- Pharmaceutical researcher
- Registered nurse
- Physician's assistant
- Hospice worker/director
- Substance abuse counsellor
- Pheresis technician
- Recreational therapist

M/MM's often find satisfaction in health care careers, especially those where they are able to work directly with clients and patients. They enjoy the hands-on element of many of the therapy occupations, helping others either physically or emotionally, during or after crisis. They are generally very observant and able to respond well to subtle changes and like short-term problem solving. An essential ingredient in satisfaction within these careers and any other career for M/MM's is to be able to see and experience feedback for their contributions and to believe in the importance of the work they are doing.

SCIENCE/TECHNICAL

- Surveyor
- Computer operator
- Forester
- Botanist
- Geologist
- Mechanic
- Marine biologist
- Zoologist
- Television camera operator
- Soil conservationist
- Archaeologist
- Systems analyst
- Aviation inspector
- Electrical home appliance repairer

M/MM's often enjoy work that deals with facts rather than with theory. They tend to prefer using practical and active skills. The opportunity to be out-of-doors is particularly appealing to M/MM's, and they welcome change and variety in their work.

SALES/SERVICE

- Teacher: elementary (science/art)
- Police/corrections officer
- Crisis hotline operator
- Cleaning service operator
- Storekeeper
- Waiter/waitress
- Beautician
- Travel sales

- Preferred customer sales representative
- Merchandise planner
- Sports equipment sales
- Home health care sales
- Home health social worker
- Child welfare counsellor
- Substance abuse counsellor
- Social worker (elderly and child day care issues)
- Animal groomer/trainer
- Teacher: pre-school
- Teacher: emotionally impaired
- Teacher: physically challenged
- Teacher's aide, paraprofessional
- Landscape architect
- Art and manual arts therapist
- Fish and game warden
- Insurance fraud investigator
- Translator/interpreter
- Locomotive engineer
- Airplane dispatcher and air traffic controller
- Commercial airplane and helicopter pilot
- High school and college athletic coach
- Landscape architect
- Genealogist
- Residence counsellor
- Recreation worker
- Horticultural specialty grower
- Florist
- Farmer
- Firefighter
- Wilderness adventure leader

Many M/MM's find fulfilling work in service careers. Careers that let them help meet the needs of people or animals in specific and tangible ways are most rewarding. They tend to prefer work environments that share their values and foster and encourage inter-personal harmony, cooperation, and appreciation for the work of all. Many M/MM's enjoy teaching a specific subject area, usually with your children, where they have the opportunity to include lots of spontaneity and fun.

BUSINESS

- Bookkeeper
- Legal secretary
- Typist
- Clerical supervisor
- Administrator
- Paralegal
- Insurance appraiser
- Insurance examiner: property and casualty

Clerical careers, if in the right kind of environment, can provide satisfaction for M/MM's. the critical factor is the ability to use their excellent practical skills but in a supportive and affirming climate. M/MM's work best when working as part of a team, in a stable work group that respects the individual need for privacy and growth. They prefer work settings that allow them to create and maintain a pleasant and personalised work environment.

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 M/MM, your most effective strategies will build on your abilities to:

CONDUCT RESEARCH AND COLLECT A LOT OF DATA

- Read as much as you can about the field, position or organisation you are considering. Gather information about a specific company by reading past articles that discuss the company or the industry as well as company annual reports.
- Go check out the company or business as part of your preparation for interviewing. Look at the way people dress, act, and seem to feel about working where they do. Can you imagine yourself there?

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.

CONDUCT LIMITED, TARGETED NETWORKING

- Start with your close friends, family and co-workers (past and present). Ask them to help you generate a list of people who might know of jobs for which you would be qualified.
- Conduct informational interviews with people who actually hold the position you are looking for. Ask them questions to learn what the job, its responsibilities, and limitations really are.

BUILD AND USE A SUPPORT SYSTEM

- Remember that searching for a job often takes more time and energy than performing a job. Ask friends for advice and support during this difficult period.
- Take people up on their offers to help. Many of the best contacts are made through purely social connection. Don't rule out anyone as a source of information.

LEARN BY DOING

- Look for opportunities to be trained on the job, or where employers offer a training program, giving preference to trainees after completing the program.
- Offer your services on a volunteer basis to learn the skills needed to perform the job you seek. You will have both the skills and some real experience to demonstrate to prospective employers.

FOLLOW YOUR IMPULSES AND NATURAL CURIOSITY

- Use your short-term problem-solving capabilities by organising the sometimes long and overwhelming job search into manageable pieces. Reward yourself when you meet each goal of people contacted or phone calls made.
- If an obstacle arises, meet the challenge with a willingness to adapt. Demonstrate to prospective employers your ability to accept and respond to changing situations.

POSSIBLE PITFALLS

Although all people are unique, there are certain potential blind spots that many M/MM'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.

CONSIDER ALL DATA AVAILABLE TO YOU, EVEN THAT WHICH MAY CONTRADICT YOUR PERSONAL FEELINGS

- Look at the "hard consequences" of your actions and decisions. List the pros and cons of a job so you are sure to consider both the positive and the potential negative as well.
- Develop a method of analysing information before accepting it at face value.

LOOK FOR OPTIONS BESIDES THOSE READILY AVAILABLE AT THE MOMENT

- Generate a list of possible job options without limiting yourself to what you have done in the past or what you are immediately qualified for.
- Use your ideas of a fantasy job as a springboard to thinking more creatively. Ask a friend who know you well to help your and make it a game.

WORK HARD TO PRIORITISE YOUR ACTIVITIES AND KEEP YOURSELF ORGANISED

- Use your skills at short-term planning to get things done and to keep from becoming overwhelmed with the size of the task.
- Develop a complete outline for your career search. Include all the perceivable steps that will be necessary along the way.

TRY TO MAKE MORE OBJECTIVE DECISIONS

- Don't overemphasise the importance of rapport developed with an interviewer. Try to develop some healthy scepticism about others to avoid being too trusting.
- Pay attention to the less tangible but critically important factors, such as the corporate culture and employer's philosophy, which will help keep you from becoming disillusioned after taking the job.

FOCUS YOUR ATTENTION ON THE FUTURE SO YOU WILL SEE BEYOND THE PRESENT REALITY AND UNDERSTAND CHOICES IN THEIR LARGER CONTEXT

- Try imagining a job one, five and ten years from now. Will this opportunity be one that allows you to grow, or will you be limited in the company or organisation?
- Look at the business within the market and decide if the way it is growing or changing will still be acceptable to you in the future. Be sure it isn't just the people you will be working with now that make the job appealing.

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 M/MM, 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:

- Seek help to resolve any interpersonal conflicts.
- Consider taking an assertiveness-training class.
- Ask supervisors to be clear about their expectations.
- Find time during the day to "recharge" by yourself.
- Do things that will allow you to help support, and connect with co-workers.
- Try to make sure there is some variety in your daily activities.
- Participate in recreational activities.
- Seek others with complementary skills to help evaluate your ideas.
- Think about where you want to be five years from now.
- Set short-term, achievable goals.
- Try to find others at work who share similar interests and values.

ONE M/MM TURNS LEMONS INTO LEMONADE:

Dana worked for a large pharmaceutical company. When she recently became widowed, she became aware of how many other women in the company were also facing the challenge of working and raising children alone. Although hardly a natural organiser, Dana put an ad in the company newsletter to see if there was any interest in forming a group to help each other with everyday challenges, like carpooling kids to activities, baby-sitting, etc. To her surprise and delight, more than a dozen people responded. The group ended meeting more than her immediate, practical needs. It became a source of emotional support as well, and she developed several close and sustaining friendships.

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 M/MM, many of the following should apply to you.

YOUR WORK-RELATED STRENGTHS MAY INCLUDE:

- Ability to welcome change and adapt well to new situations.

- Sensitivity to people's needs and desire to help them in real ways.
- Practicality and realistic perceptions.
- Good common sense.
- Warmth and generosity.
- Loyalty to people and organisations you care deeply about.
- Attention to important details, especially those that concern people.
- Thoughtfulness and ability to focus on current needs.
- Willingness to support organisation's goals.
- Ability to clearly assess current conditions and see what needs fixing.
- Flexibility and willingness to take calculated risks and try new approaches.

YOUR WORKS-RELATED WEAKNESSES MAY INCLUDE:

- Tendency to accept things at face value and miss deeper implications.
- Inability to see opportunities and options that don't exist at the moment.
- Tendency to take criticism and negative feedback very personally.
- Dislike of preparing in advance, you have trouble organising your time.
- Trouble making decisions.
- Dislike of excessive rules and overly structured bureaucracy.
- Difficulty making logical decisions if they conflict with personal feelings.
- Unwillingness to risk disharmony to fight for your idea or position.
- Tendency to become overwhelmed by large or highly complicated tasks.
- Resistance to setting long-term goals and difficulty meeting deadlines.
- Difficulty disciplining direct-reports or criticising others.

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

Assert yourself,
step back and consider the “big picture”,
and not take things too personally