How to Pick the Right Career for You

Rutgers iJOBS Program

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GOAL

Expand your awareness of yourself to help you make individual career and life choices that lead to fulfillment and happiness.
Agenda

Science behind happiness

Pillars of career satisfaction

Your personal vision
Happiness Formula

\[ H = S + C + V \]

S: Biological setpoint
C: Life conditions
V: Voluntary behaviors and mindsets
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Happiness Formula

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40% 10% 50%

S: Biological Setpoint
C: Life conditions
V: Voluntary behaviors and mindsets
Hedonic treadmill
Three pillars of career satisfaction

What we are **good** at ➔ **Strengths**

What we **love** doing ➔ **Joys**

What **matters** to us ➔ **Values**
Three pillars of career satisfaction

Strengths

Joys

Values

Personal Vision

Career Choice
Strengths

**Innate** talents, gifts, skills

What you’re **naturally** good at doing

Your strengths dominate your **behavior**
Strengths

“People who have the opportunity to focus on their strengths every day are six times as likely to be engaged in their jobs.”

Donald O. Clifton, Ph.D.
The Father of Strengths-Based Psychology
**Strengths:** Exercise (see handout)

Let’s examine your innate gifts

1) Write strengths that **others** see in you

2) Write what **you** see as your strengths

3) PAIR UP - Discuss your core strengths with a partner
Include a NEW & UPGRADED Edition of the Online Test from Gallup's

NOW, DISCOVER YOUR STRENGTHS

STRENGTHS FINDER 2.0

#1 New York Times Bestselling Author

TOM RATH
Joys: Understanding what activities we really love
Joys:
What activities do you really enjoy?

1) Recall an experience that energized you.

2) Interview exercise:
   Describe the experience to your partner:
   What was happening?
   What were you doing?
   What environment were you in?
   What about it gave you joy and happiness?
Goals and **Values**
## Values (1/2) - see handout

<table>
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<th>Accountability</th>
<th>Being the best</th>
<th>Conflict Resolution</th>
<th>Entrepreneurial</th>
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<td>Achievement</td>
<td>Caring</td>
<td>Continuous learning</td>
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<td>Awareness</td>
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<td>Balance (home/work)</td>
<td>Compassion</td>
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My most important values

1. 
2. 
3. 
4. 
5. 
6. 
7. 
8. 
9. 
10.
How much do I live these values right now?
Connecting the themes

Looking through your notes of the session:

1. What was an “aha” you had, what surprised you?

2. What is becoming clear to you?
My emerging personal vision

Looking over your three pillars:

1. Who do you want to **be**?

2. What do you want to **do**?

3. What **impact** do you want to have?
What’s next?

1. Craft experiments: try out new activities on a small scale
2. Shift connections: look for new role models and reference groups
3. Make sense: Find or create triggers for change
“The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle.”

- Steve Jobs
Questions?