

Your Values and Motivations

What do you want from a job?

The clearer your ideas about what you want from your career then the easier it will be to evaluate opportunities as they come along. Your initial ideas may be unfocussed or unrealistic but there are ways to clarify them and work out the steps required to move towards a career goal.

The following exercise will get you thinking about what motivates you in a job. Under each section there are a series of statements for you to allocate a level of importance. There may be other issues that are important to you that are not mentioned, or you might want to expand on some of the ones listed. Write them in the final section.

Decide how important the following statements are for you?

		Must have	Would be nice	Not important
Reward	A highly paid job			
	Recognitions for my work			
	Achieving a respected position			
	Satisfaction that my work has some value to society			
Influence	Responsibility for major decisions			
	Position of authority over others			
	Career progression within an organisation			
	Pursue an independent career path			
Challenge	Considered an expert in the field			
	Have my abilities stretched constantly			
	Use my specialist skills			
	Regularly required to use problem solving skills			
Lifestyle	Balance between working hours and personal time			
	Plenty of work related travel			
	Flexible working hours			
	Demanding work environment to help me achieve			
Values	Feel that my work makes a difference in the world			
	Show dedication to that particular field			
	Benefit individuals and the wider community			
	Contribution to the profitability of my organisation			
Security	A structured career path			
	Long term security in a stable organisation			
	Build my own business or other organisation e.g. a charity			
	Variety of jobs and projects with different employers			
People	Work with a team of like minded individuals			

	Develop a good relationship with colleagues			
	Work autonomously without reference to others			
	Satisfaction of contributing to a successful team project			

There may be other issues that are important to you that are not mentioned, or you might want to expand on some of the ones listed. Write them below.

What NEXT?

My definites:

Prioritise the items you have put in your 'must have' category: Choose the top 3 or 4

- 1.
- 2.
- 3.
- 4.

These are the issues to consider when researching opportunities

Finding your Ideal Job

Most jobs use a wide range of skills, some of which will play a more central role than others. You have to look for something that plays to your strengths, meets your aspirations and provides you with the chance to use your graduate skills in the way that makes sense to you.

You have now:

1. **Identified your skills**
2. **Considered your personality and aptitudes (psychometric questionnaires and tests)**
3. **Looked at your values and motivations**

To help you aim for what you really want below are various elements that sum up the key choices to make when picturing your ideal job:

Purpose

Try to identify the main purpose of your ideal job. How does work relate to your wider life goals? Does it provide you with satisfaction – or simply finance other interests, which give you more of a buzz. In short, do you want to live to work or work to live?

Roles

What kind of work do you see yourself doing to satisfy this purpose? What suits your temperament best? Do you prefer working with people, ideas or practical things?

Organisation

Do you see yourself working in the private sector or for a public body – in industrial setting or an office environment? Would you feel more relaxed in a large organisation or a small/medium sized company?

Career Motivation

What will make you want to get out of bed in the morning? Think about the **Values and Motivations** questionnaire you have completed.

Environment

What energises you most – a steady pace or the stimulation of deadlines? Think about the kind of work you enjoy most, the way you interact with others, the social context, the learning environment you enjoy most, and the working hours you prefer.

Sector

What kind of employment sector suits you best? You also need to check if there are signs of growth in your target sector and where the main opportunities lie.

Skills

Finally you need to ask what key skills, qualifications and experience you need for your ideal job – remember to look at it from the employer's perspective.