

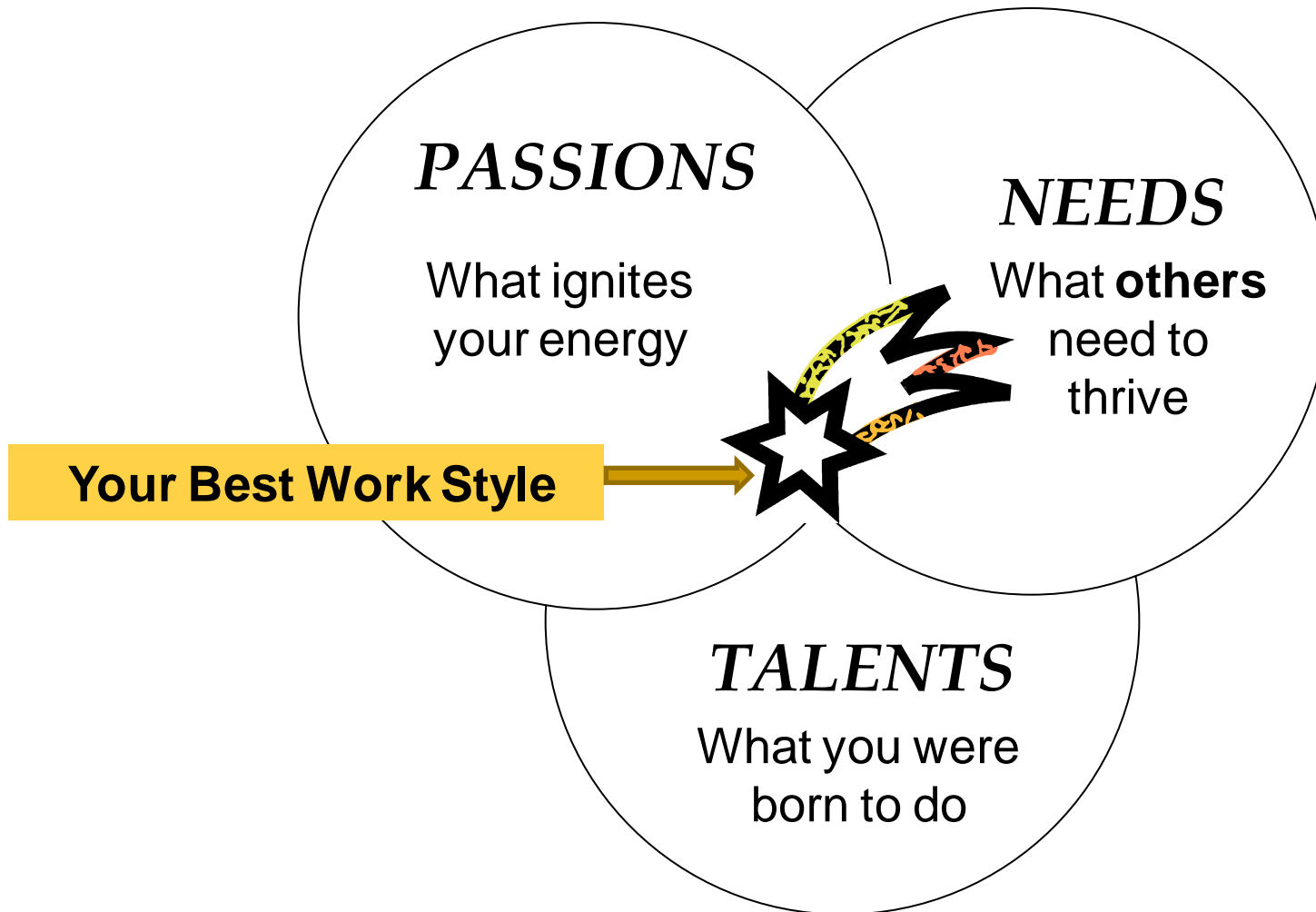


What is Your Work Style

March 6, 2013

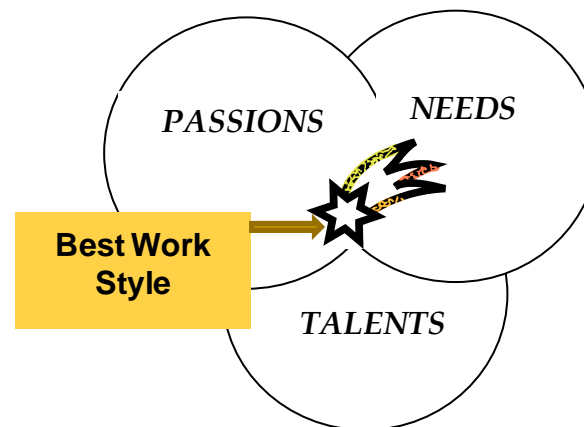
***“Connecting the Why to Your
Job Search”***

The Job Search Model



Reflective Exercise

- Briefly describe a time in your career where you felt fulfilled.
- What skills/talents did you use?
- What did you do and were passionate about that caused you to enjoy that work?
- What needs were you fulfilling for others/organization?
- What made this job experience rewarding?



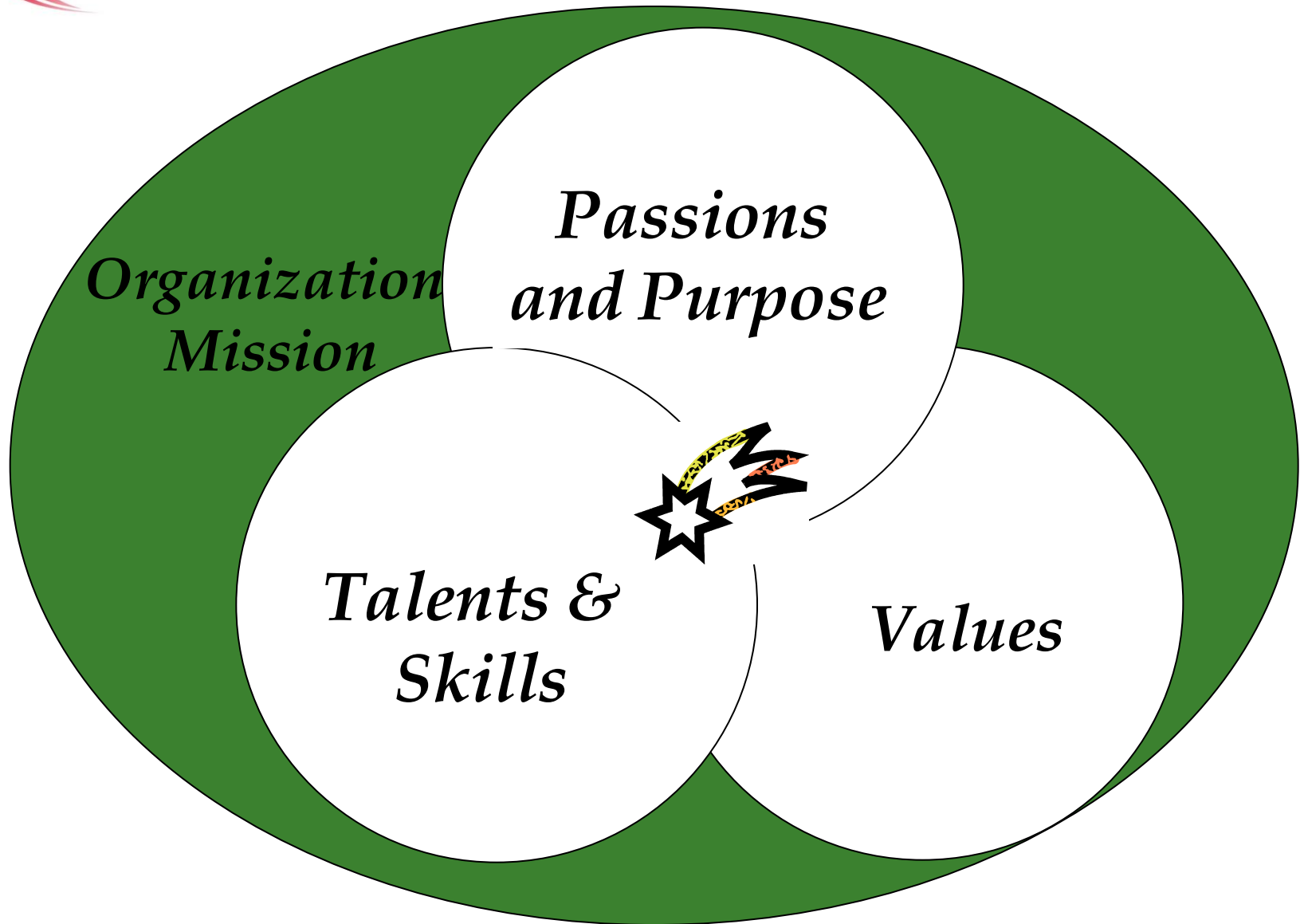
Passion - Defined

- Passion is the outward manifestation of one's inner life **purpose** which drives that individual.
- Passion is an **intense emotion**, compelling feeling, enthusiasm, or desire for something.
- Passion serves as the **fuel** for our motivation and engagement – it **ignites** the human spirit.
- Passion is the **energy** that comes from bringing more of YOU into what you do.

Why Passion?

- Within the U.S., **Gallup** estimates the cost of employee disengagement to the bottom line to be more than \$350 billion/ year in lost productivity alone.
- 72% of highly engaged employees are likely to remain with current employer vs. only 28% of disengaged employees. (*Towers Watson – 2012 Global Workforce Study*)
- Fewer than 1 in 3 employees worldwide are engaged at work. (*BlessingWhite Research – Employee Engagement Report 2011*)
- Organizations with high levels of engagement (65% or greater) posted total shareholder returns 22% higher than the average in 2010. (*Aon Hewitt – Trends in Global Employee Engagement*)

A Purpose Linked Organization



- Groundbreaking online assessment tool that assesses and identifies an individual's life & work-related passions
- Co-Developed with the University of Michigan
- Over 5,000 people have taken the Passion Profiler
- Quantifiable passions are expressed as 10 Passion Profile Archetypes
 - US Dept. of Defense
 - Booz Allen Hamilton
 - Sanofi – Aventis
 - Merck & Company
 - US Air Force Academy
 - McGraw-Hill
 - Cox Media
 - Gannett

Passion Archetypes

- **Altruist** - Passionate about making a positive difference in the world. Deeply committed to their causes and relationships with others. Challenges the organization to think about its impact on society while meeting its goals.
- **Builder** - The architect, entrepreneurial spirit for growing the organization. Excellent at overcoming roadblocks and achieving goals. Courageous risk taker thriving in an open landscape. Known for 'making things happen'.
- **Conceiver** - The intellectual acrobat of the organization. 'Out-of-the-box' thinker, idea generator, seeker of innovation, thriving on dissecting concepts, plans or information to develop a greater understanding of the possibilities.
- **Connector** - The bridge builder of the organization. Avid relationship builder linking individuals to problems, needs and solutions. Gifted networker and at moving across multiple organizational functions in pursuit of the truth and developing others.
- **Creator** - Focuses on translating concepts into representations that can be shared with the organization. Incredible imagination with strong creative energy, inspires others through emotion, artistic expression and enthusiasm. Thrive on challenges and possibilities.

Passion Archetypes (cont.)

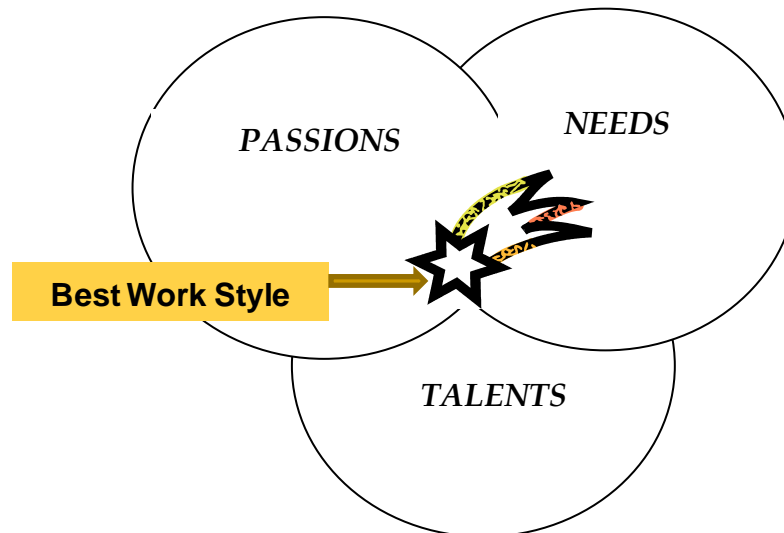
- **Discoverer** – The explorer and innovator of the organization. Focused on finding truth and the unknown; pursuers of information that leads to solutions. Logical processor of data and obtaining knowledge to draw useful conclusions.
- **Healer** – Works selflessly to assist others through painful or difficult situations. Creates a culture that supports ‘thriving’. Generates positive shifts in the energy of the team. Strong ability to identify needs, empathize and connect with others.
- **Processor** – The practical-minded sustainer of structure, function and tradition. Passion for analysis, establishing quality standards and reliably implementing plans. Builder of systems and processes for managing the business.
- **Teacher** – The knowledge exchanger and mentor of the organization. Supports the development and learning of others. Acquires and translates new information to enhance the learning of colleagues. Open to discussion and debate.
- **Transformer** – The change agent of the organization. Identifies and embraces possibilities for improvement. Ventures into new territory seeking new and better ways of doing things. Strong ability to identify potential and engender trust from others.

Archetypes & Job Roles

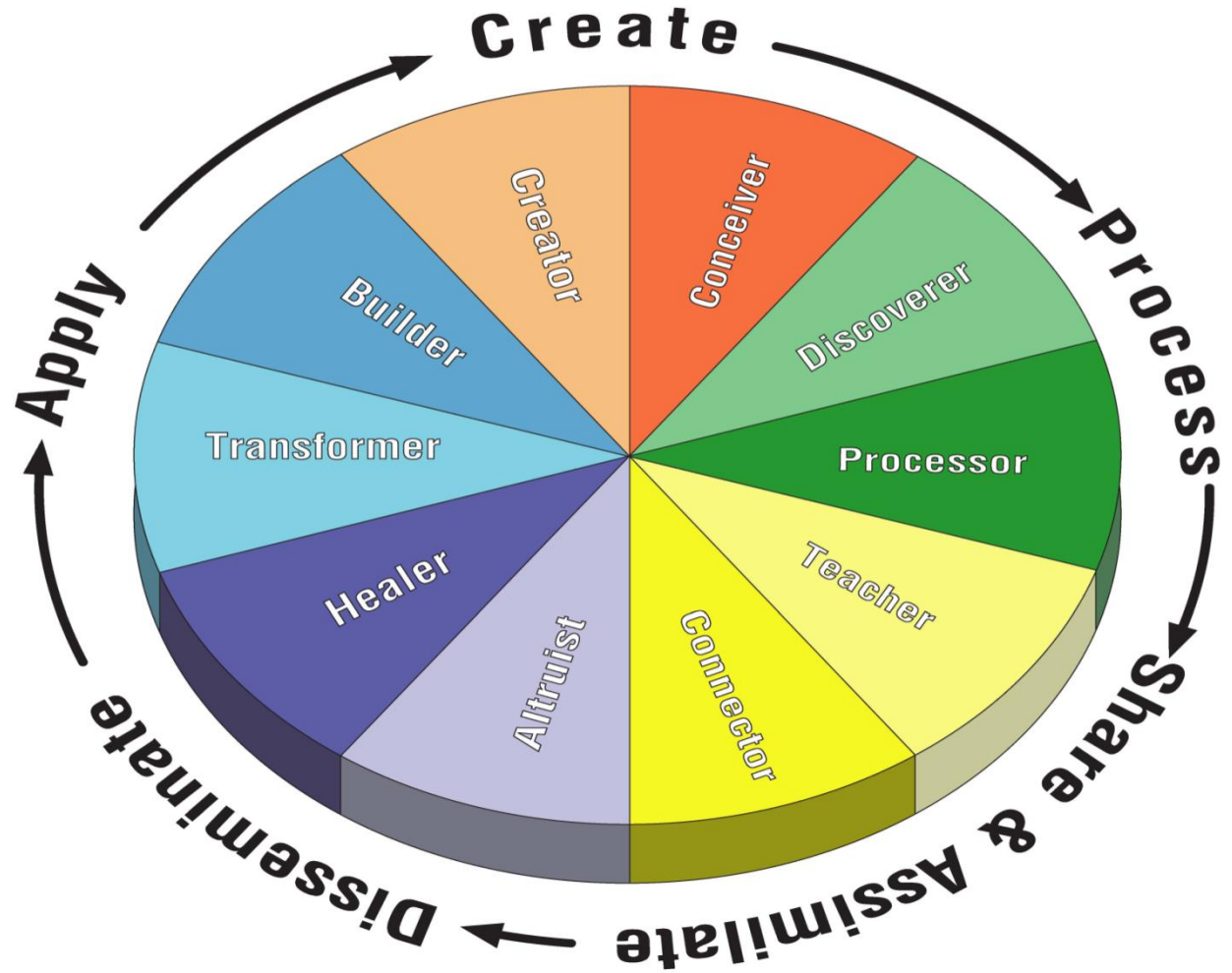
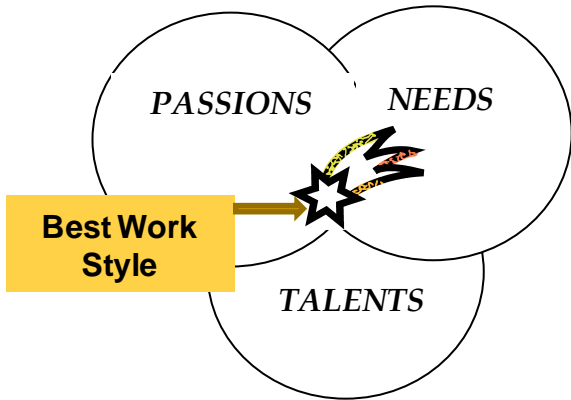
- **Altruist** – Philanthropist; Social Worker; Employment Lawyer; Exec. Dir., Non-Profit
- **Builder** - Venture Capitalist; Salesperson; Entrepreneur; Real Estate Developer
- **Conceiver** – R&D Scientist; Consultant; Business Strategist/Planner; Futurist
- **Connector** - HR Director; Mediation Attorney; New Products Mgr.; Foreign Service
- **Creator** – Writer; Graphic Artist; Software Designer; Advertising; Architecture
- **Discoverer** – R&D Scientist; Archeologist; Market Research; Detective; Forensics
- **Healer** – Org. Dev./Training; Cust. Service; Medical Professionals; Coaches
- **Processor** – Accountant; Engineer; Systems Analyst; Pilot; Air Traffic Controller
- **Teacher** – Org. Dev./Training; Academic Roles; Employee Dev., Consumer Edu.
- **Transformer** – Org. Change Mgmt.; Mergers & Acquisitions; Political Roles

Discussion Exercise

- Which 2 or 3 passion archetypes do you resonate with?
- Why?
- What type of job/profession will best fit your work style?
- What type of organization will be a good fit for you?



Passion Driven Knowledge Cycle™



Passion Archetype Operational Perspective™



Passion Archetype

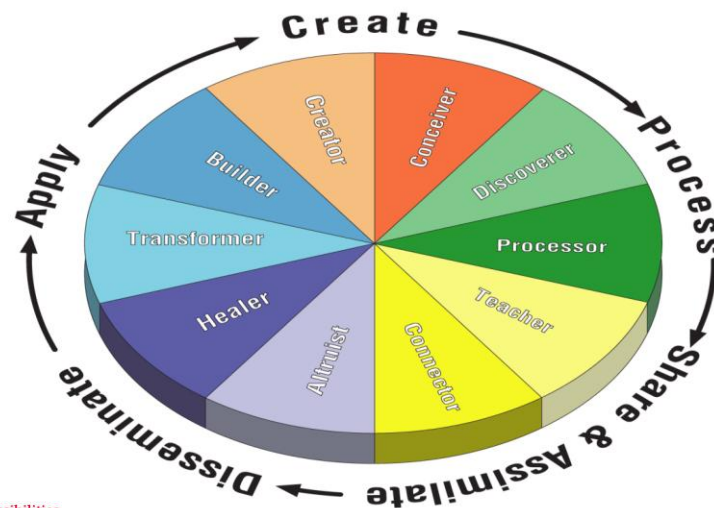
Operational Perspectives

- **Creator/Conceiver:** Imagine, Innovate, Ignore Boundaries
- **Discoverer/Processor:** Seek Truth, Digest & Interpret Info, Support Meaning Making
- **Teacher/Connector:** Promote Learning, Seek and Share Knowledge/Info, Network with Others, Negotiate Across Boundaries
- **Altruist/Healer:** Create Harmony, Remove Toxicity, Expand World View, Act as Moral Compass, Embrace Differences
- **Transformer/Builder:** Growth/Expansion, Champion Change, Set Vision, Create Blueprint

Discussion Exercise

- Discuss where you fall on the “knowledge cycle”.
- What can you bring to an organization from an operational perspective as found on the handout?
- How would the phrases on the handout help you better communicate your work styles to an employer in an interview or within your CV?

Passion Driven Knowledge Cycle™



Inspirational Quotes

"Moving toward purpose and passion becomes an act of choosing joy in our work and in all other aspects of our existence." *Alaina Love & Marc Cugnon*

"If there is no passion in your life, then have you really lived? Find your passion, whatever it may be. Become it, and let it become you and you will find great things happen FOR you, TO you and BECAUSE of you."

T. Alan Armstrong

"Go confidently in the direction of your dreams! Live the life you've imagined." *Henry David Thoreau*