

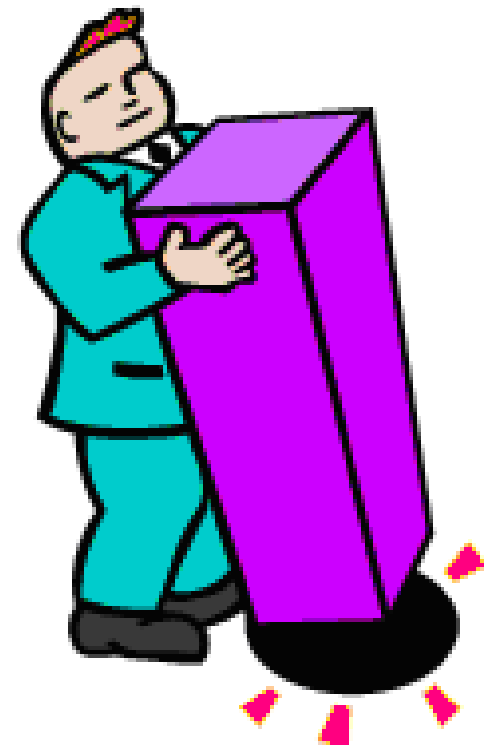
The Master F.I.T.™

How to Avoid Being a Square Peg in a Round Hole!

Presented by:

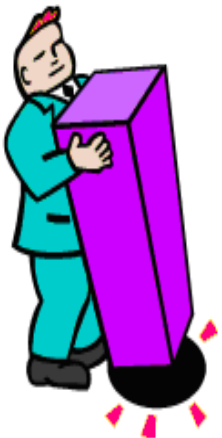
Trish Dervin, CCMC, CELDC

Career Conversions, LLC



Why People Stay in a Bad FIT

- **Fear of Change**
- **Financial Concerns**
- **Unaware of “Un-fit” Signs/Lack of Knowledge**

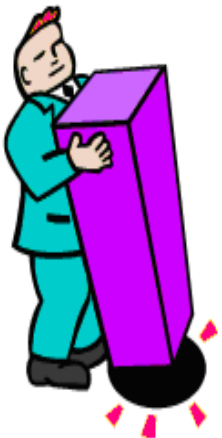


Master F.I.T. – External

- Function
- Industry/Interests
- Things That Matter

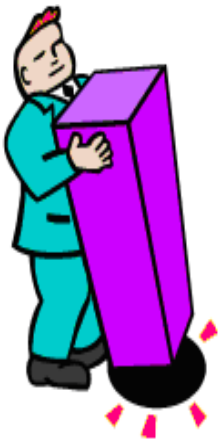
“Insight is the best vision”

~Malcolm Forbes

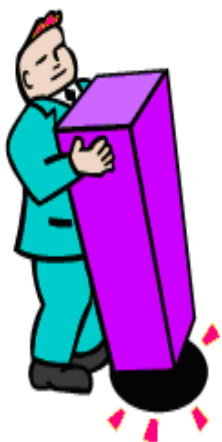
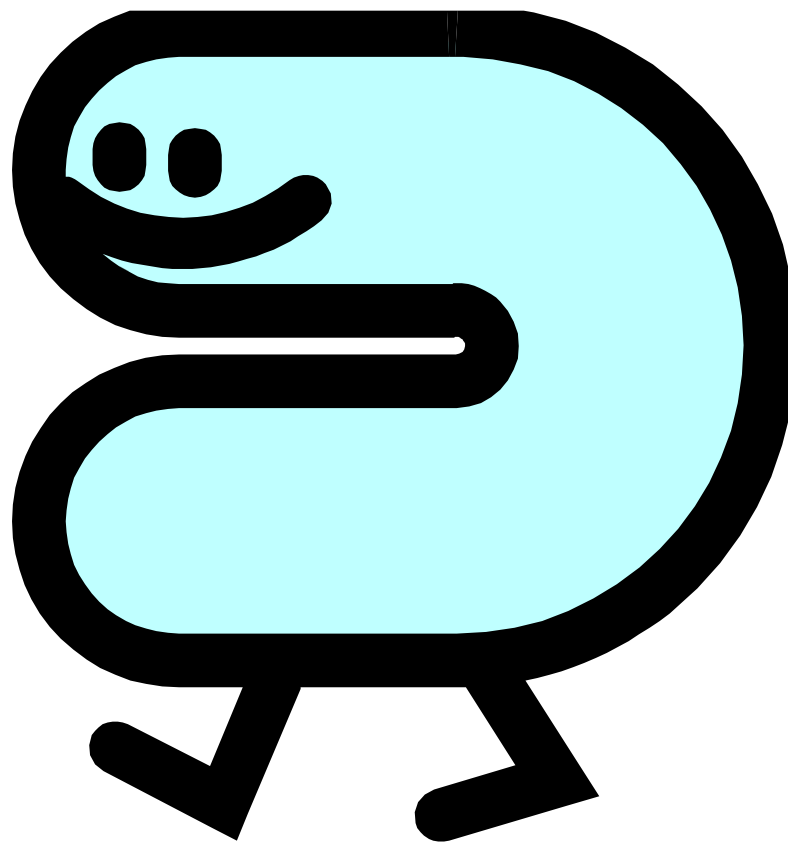


Function = Job Tasks

- Knowing what you dislike is a key to discovering what you do like!
- What tasks/jobs do you ...
 - Procrastinate on!
 - Cringe over!
 - Avoid like the plague!

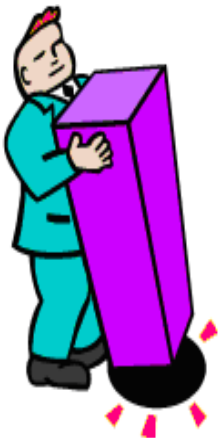


Function: Walking Magnet!



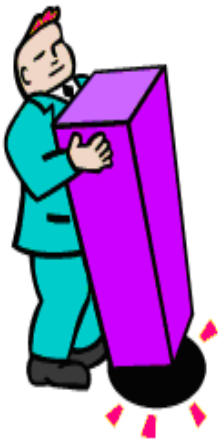
Function: The “What”

- What tasks/jobs are you drawn to?
- What do people come to you for, or compliment you on?
- What have you always wanted to learn more about?
- In what tasks do you get engrossed or lose track of time?



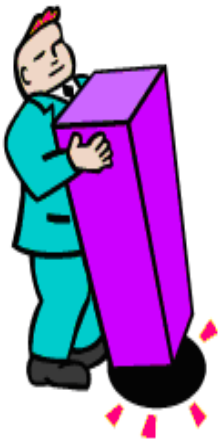
Industry/Interests: The “Where”

- Where [in what company, team, dept, division] do you want to use your “function/what” skills?
- Where do your interests, knowledge, or experiences lie?
- What industries/companies/products do these interests represent?



Things that Matter: The “Which”

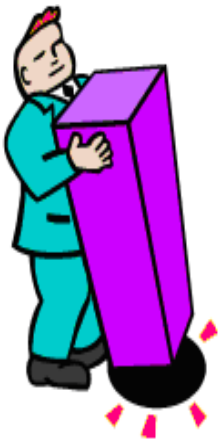
- Which are the most important priorities to you in terms of ...
 - Financial ... work/lifestyle ... social ... environmental ... intellectual ... emotional ... spiritual ...
- From Autonomy and Achievement to Travel and Variety, there are many motivators
- How do these match up with your current job description?



Internal F.I.T.

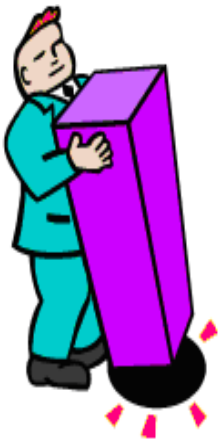
Less Observable, but Equally Important!

- Fulfillment
- Identify
- Type



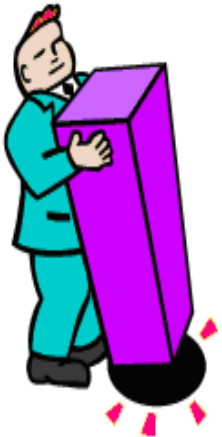
Fulfillment: The “Why”

- Why do you work (beyond putting bread on the table!)?
- What is your purpose ... cause ... destiny ... calling?
- How would you describe your living legacy?
- How is it aligned with your employer's goals?



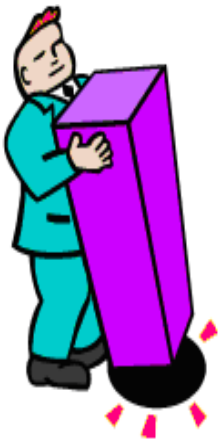
Identity: The “Who”

- Who are you? ... Who are you becoming and who do you need to become to be more successful? ... Who’s the “future you”?
- How do you want others to perceive you?
- Who are your role models and key supporters?



Personality Type: The “How”

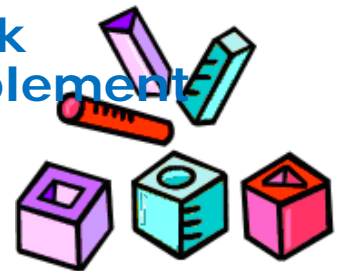
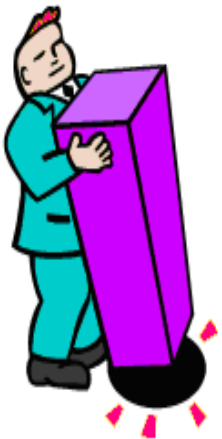
- How do you prefer to ...
 - Get re-energized? [energy]
 - Take in information? [perception]
 - Make decisions? [judgment]
 - Orient their environment? [orientation]
- How do you learn best?



Putting It All Together

The Sweet Spot: a position where all elements of the F.I.T.[™] overlap.

- Find the “non-negotiable(s)” item on your F.I.T.[™] form.
- Prioritize the thoughts/ideas captured in the F.I.T.[™] form.
- Brainstorm options that combine Function & Industry/Interests
- Dialogue with people who are doing work you admire ... ask their opinions/ideas for how they might combine key elements of the F.I.T.[™]
- Review opportunities within the org ... ask your manager or HR “how does this complement each of my F.I.T.[™] priorities?”

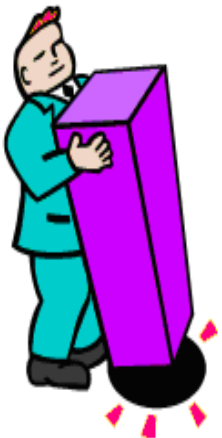


Zinger Questions to Help You Move Forward

- In the next 7 days, what action steps CAN you take to move forward?
- What action steps WILL you take?
- To whom will you be accountable for these steps?

“It takes as much energy to wish
as it does to plan.”

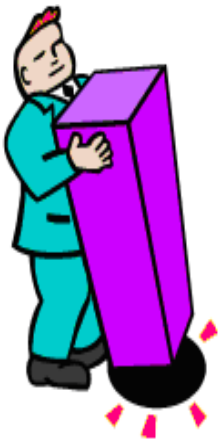
~Eleanor Roosevelt



The Master F.I.T.™

“Every calling is great
when greatly pursued.”

~ Oliver Wendell Holmes





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