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How To Choose Your Next Employer

Introduction

Most career reports focus on simply giving you general feedback on what type of career might be a good fit for you. This report however goes further in that it actually points out things you should look for when picking your next position. It even gives you specific interview questions for you to ask the interviewer when given the chance.

There are many pieces of information that you need to consider when picking your next position such as your skills, experience, preferences in work environments and of course your personality and learning style. This report is one piece of data that can be helpful to consider when picking your next position.

Learning Opportunities

You will likely find hands-on learning to be the most effective. Look for companies that provide learning on the job opportunities versus traditional class room types of learning. Look for positions that will allow you to learn new skills before they expect you to productive. Some companies expect employees to dive in and start handling things before they are fully trained. These situations will be difficult for you.

Questions to ask your prospective employer or hiring manager:
- How would I be trained for this position, and how frequently would I be expected to learn new skills in this position?
- Describe the types of tasks or projects I would be doing every day.

Decision Making

You prefer to be in a position where you can be empowered and make decisions as appropriate during the day. Positions that require you to follow someone else's direction and feel that you need to get permission to do something will be very difficult. Remember however that until you have thorough training in the position, it may be more appropriate for you to follow someone else's lead until you have the knowledge and experience to make effective decisions.

Questions to ask your prospective employer or hiring manager:
- Describe what types of responsibilities this position has and what types of decisions would I be responsible for making.
- Tell me about the process for getting approval for something that hasn't been done before. How does that work in this position?

Levels of Change

You prefer consistency and predictability in your work environment. You value systems and processes that are efficient and thorough. You want to look for positions that may be in need of some improvement rather than situations where you are expected to deal with vague and fast changing issues every day. There are many work situations that are changing very rapidly and little is predictable. These would be more difficult for you and less enjoyable.

Questions to ask your prospective employer or hiring manager:
- Describe the current position and what sort of changes or improvements you would expect me to make.
- Tell me about the policies and procedures for this position. Will they likely stay the same or are they changing?

Interaction With Others

You prefer to have the time and space to do your work versus environments where you are constantly having to interact with others face to face. Ideally, you would have some interaction during the day, but be able to work on your own with minimal interruptions. Open workspace environments where you do not have any privacy will be more difficult for you. Look for situations where you may be working on a team, but you actually work on your own and then occasionally come together with others to discuss project status etc.

Questions to ask your prospective employer or hiring manager:
- Describe the environment for this position. Is it typically on the noisy side with cubical style desks or is it quieter with fewer interruptions?
- Tell me about the people I would be working with. How would I work with them in terms of day to day interaction and communications?

Levels of Stress

You tend to prefer an environment that has lower levels of stress than those that are very intense. Highly stressful environments can be very difficult for you over time. Look for environments where people are valued and treated fairly. Those that are sensitive to your needs are best versus environments that are tough and only focused on performance.

Questions to ask your prospective employer or hiring manager:
- Tell me about the stress levels in the environment.
- Give me an example of things that come up that are urgent and have to be dealt with immediately.

Team Orientation

You prefer to be in situations where your individual efforts and accomplishments are rewarded and valued. Environments where you are not able to stand out or when that is actually discouraged will be unmotivating for you. Many environments today are centered around teamwork and sometimes financial incentives can be placed on the effectiveness of the team. You may want to look for environments that actually reward individual efforts even though you

may be a part of a team.

Questions to ask your prospective employer or hiring manager:
- Give me an example of some of the goals in this position. What happens if the goals are all met?
- Tell me how people are typically rewarded for their efforts in this group.

Dealing With Details & Planning

You tend to prefer to minimize the amount of details and planning you are required to handle. Avoid positions that are highly detailed oriented and require you to closely follow a plan each day. Look for situations where you can deal with things as they come up rather than planning in advance. Remember to allow for time to learn new skills and tasks, so that when you are expected to react to a situation, you have the experience and training necessary to react effectively.

Questions to ask your prospective employer or hiring manager:
- Tell me what level of details I would be expected to deal with each day.
- Describe a typical day in this position and what types of tasks I would be handling.

> **Note: This report represents only a small part of the factors that can be helpful in determining job performance. It is not designed to specifically recommend or not recommend any individual for employment and the ultimate employment decision rests with the Employer.**