



HOW TO  
**FIND YOUR  
PERFECT CAREER FIT**

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It's not easy, but it's essential

# STILL THINKING ABOUT YOUR CAREER

in terms of climbing the corporate ladder?

## TIME TO THINK AGAIN.

Your career is now more like climbing a jungle gym. You can move in any direction, and explore new paths to the top as you go. There are no right or wrong directions here - you need to choose the path most aligned to your personal career aspirations.

## HOW OFTEN DO YOU FIND YOURSELF SAYING...

"I'm not sure this is what I really want to do with my life"?

At school, you were encouraged to use job shadowing to explore your career options. After school, you were encouraged to take aptitude tests to discover your professional purpose. As you progress towards the middle of your career, are you still setting aside time to assess your **perfect career fit**?

## READY TO GET STARTED?

Finding your perfect career fit is a journey of self discovery. You need to understand your strengths and weaknesses, your natural talents, your motivators and drivers, and align these with the work you do each day.

*“Think of your career as a jungle gym: sharpen your peripheral vision, and look for opportunities all around.”*

– PATTIE SELLERS





## STEP 1:

# GROW YOUR SELF-AWARENESS

### 1 TAKE A PERSONALITY TEST

One of the more popular personality tests is the Myers-Briggs Type Indicator (MBTI) personality test. Today, about 80% of the Fortune 500 and 89 of the Fortune 100 companies use it to analyse the personalities of employees, in an effort to get them into right roles and help them succeed.

TAKE THE TEST

### 2 TRY THE JOHARI WINDOW EXERCISE

The Johari Window exercise is described as “a model for mapping personality self-awareness”. It’s a simple exercise guaranteed to provide you with instant feedback to help you identify your strengths and weaknesses - those known to you, those known to others, those unknown to you, and those unknown to others.

ACCESS THE EXERCISE

### 3 GO WITH WHAT YOU KNOW

Here is an exercise from a renowned career discovery book, *What Colour is your Parachute?*, to help you match your personality traits and interests with potential career paths:

- Start with 10 sheets of paper and write “Who Am I?” on top of each.
- Once you have ten different answers, go back through the sheets and list what you like most about each particular identity that you have described.
- Review the sheets one more time, and see which favourite aspects of your different selves arise as common themes.

Someone who considers herself both a chef and a writer, for example, may find that, in either scenario, what appeals to her most is creating things from scratch.

*Before you begin thinking about what your next career will be, take some time to become an expert on you.*

– JANET CRANFORD



## STEP 2:

# PREVIEW YOUR OPTIONS

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### 1 BUILD AND LEVERAGE YOUR NETWORK

Treat every new person you meet as someone who could aid your career development, irrespective of how relevant their experience might be to your interests or aspirations. You never know who might be able to offer you some key insight into an industry or role you are interested in. Use conversation strategically to investigate opportunities - strive to meet at least one new person per week and always be sure to talk business.

### 2 JOB SHADOW, OR CONDUCT INFORMATIONAL INTERVIEWS

LinkedIn is a great place to identify prospective people to job shadow, and most people who use the channel are open to networking and mentorship. Don't be afraid to take a shot at contacting someone new over the platform to help you in your career advancement. Some of the questions you could ask are:

- *Can you describe an average day in your role?*
- *What are the three personality traits needed to be a top performer in your role?*
- *What is the thing that most excites you about your position? And the least exciting thing?*
- *What kind of education, training or certification do you need to perform your role?*

### 3 TAKE COURSES OR CLASSES

If it's a career change you're after, you may find the need to return to studies to receive new certifications. The best thing about enrolling in a short course is that it allows you to test the waters of a new career path through exposure to the associated skill sets your field of interest might require.

[VIEW GETSMARTER'S COURSE PORTFOLIO](#)

### STEP 3:

# DEFINE YOUR OWN VERSION OF JOB SATISFACTION

Rank the following factors from 1 to 10, 1 being the most important and 10 being the least important, to get a better sense of your deal-breakers when it comes to ensuring you have a long and satisfying career.

- Greater opportunities for advancement
- More learning opportunities
- Improved job title
- Better office location
- Better work/life balance
- Attractive benefits
- Increased job security
- Good relationship with direct line manager
- More challenging work
- More influence
- Remuneration
- Flexibility
- Geographical location
- Company reputation
- Strong relationships with colleagues

When investigating a potential career fit, consider whether or not the opportunity meets your top job satisfaction drivers.

## TYING IT ALL TOGETHER

After completing the exercises recommended here, you should walk away with a better understanding of yourself; have identified common threads in your interests and skills; matched your personality traits and interests to career identities; explored those career identities with the resources available to you; and defined what the deal-breakers are for you to be satisfied in your career. You are now empowered to make a more informed decision about the direction your career should take next.



## READY TO INVEST IN BUILDING THE CAREER YOU TRULY WANT?

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