

# Using your Strengths: In the Job Search, Interview, and New Position

## University of Missouri, MU Career Center

### ACHIEVER

#### In the job search

- **Your Achiever helps you** stay diligent and enables you to have productive job searches. You may take initiative to go to a potential workplace, talk with them, and ask how to apply.
- **Search for careers that** give constant opportunities to excel, that challenge you, and allow control over workflow and productivity.
- **Tips:** Break down the job search into small steps and make a list of tasks. Arrange certain hours per day to focus on the job search and stop working on them when the time is up. Since the constant drive to achieve can result in burn-out, make sure to give yourself breaks. Try new techniques in your job search, like informational interviews or social media.

#### In the interview

- **You can highlight** your high work ethic, productivity, energy and desire to accomplish things.
- **In job interviews** you are good at bringing Strengths into the conversation in order to sell yourself. You bring thoughtful questions to the interview to showcase your interest and further judge whether the job would be a suitable match.
- **Tips:** Getting ideas from everyone possible before an interview can help greatly; confidence is developed through preparation. When preparing for an interview, create a list of talking points to help you prepare.

#### In the new position

- **Your Achiever** starts strong, setting the performance bar high; remember to pace yourself to prevent burnout in your new position.
- **Remember to** keep your checklist in check. Maintain control of your time spent on tasks, allowing time to build relationships with your new colleagues.

### ACTIVATOR

#### In the job search

- **Your Activator helps you** find motivation to start early, and make quick progress on the job search. You are good at moving thoughts into persuasive action. You are excellent at employer follow-up (sending thank you cards, contacting interview leads, etc.).
- **Search for careers that** have either immediate leadership roles or opportunities to move up, as well as careers that involve short-term projects to initiate.
- **Tips:** Consult with other people to make plans before taking actions. Learn to temper inaction of employers and length of response time. Ask for accountability to ensure you follow through on actions.

#### In the interview

- **You can highlight** your initiative and motivation when starting new projects or meeting new people.
- **In job interviews** you give quick and decisive answers, due to your previous preparation, which come across as confident and capable to the interviewer.
- **Tips:** For behavioral questions you should also pay attention to the outcome and result. If offered a position, train yourself not to leap at the offer. Evaluate the offer carefully before taking action.

#### In the new position

- **Your Activator** tends to stand out quickly to new employers as you complete complex tasks efficiently.
- **Remember to** share the work and compromise with your new team to accomplish tasks.

## ADAPTABILITY

### In the job search

- **Your Adaptability helps you** benefit from happenstance since you are open to any potential opportunity and are comfortable with the unknown. Your flexibility helps you cope with the stress that comes from the job search.
- **Search for careers that** do not have rigid guidelines and procedures. Instead focus on careers that emphasize flexibility and have a variety of work, tasks, or responsibilities.
- **Tips:** Making schedules and keeping track of contacts may be boring for you, but find a way to make it more interesting because it is a vital part of the job search.

### In the interview

- **You can highlight** your ability to react and respond to various incidences and people. You are considered the “co-traveler of life” meaning you have an ability to go with the flow and can work through a number of work-related situations.
- **In job interviews** you respond fluidly to any question the interviewer throws at you. You especially excel at ‘pressure’ questions that depend solely on quick, adaptable thinking. You often have a variety of experiences to draw upon when answering questions.
- **Tips:** Despite how you are skilled at living in the present, try to also discuss long-term goals and future plans, especially those involving the company that is interviewing you.

### In the new position

- **Your Adaptability** may unintentionally reflect a passive nature. Make an effort to show others you can accomplish tasks. Offer to help where you can and show off your “jack of all trades” abilities.
- **Remember to** speak up when the opportunity presents itself and your opinions are requested.

## ANALYTICAL

### In the job search

- **Your Analytical helps you** carefully review job descriptions and investigate more information about the position before applying to make sure it is a rational choice worth pursuing. You are good thinking realistically about the job by asking strategic questions.
- **Search for careers that** require research, analysis, and data collection. You will excel in a career that emphasizes investigation and facts in decision-making.
- **Tips:** It is important to listen to your ‘gut’ reaction and emotions to potential jobs; often those can be just as informative as facts and data.

### In the interview

- **You can highlight** your ability to see the big picture and how all other factors may affect it.
- **In job interviews** you are good at providing evidence of success, concrete examples, and results. You think through all interview questions and present a clear solution; you’re less emotional and stick with facts.
- **Tips:** Don’t get too lost in the facts and information that you forget to demonstrate your personable and engaging qualities.

### In the new position

- **Your Analytical** may tend to be perceived as somewhat aggressive. Instead, offer to use your talents to help others with a final edit before a big project is submitted, or to be a sounding board before decisions are put into action.
- **Remember to** think through the best delivery of a message for your new team. You want to be engaging as well as detailed. Point out the positive as well as the details of concern.

## ARRANGER

### In the job search

- **Your Arranger helps you** have an organized search process (contact lists, resume status, etc.). At the same time, you adapt to happenstance. You anticipate tasks and the things that will streamline your job search.

- **Search for careers that** involve putting pieces of information together (i.e. into a plan, document, etc.) or putting people in positions to increase productivity. A compatible work environment may have constant adjustment and change.
- **Tips:** Make sure you don't spend all your time arranging the best way to conduct a job search. Eventually, you have to act.

#### **In the interview**

- **You can highlight** organizational skills and insight into how to best improve a project or task through different combinations of people, resources, or creative ideas.
- **In job interviews** you have "tools" at the ready (resume versions, cover letters, references). You are good at answering behavioral questions where you can talk about being less rigid, making work flow, and creating efficiencies.
- **Tips:** Consider doing a mock interview to give opportunity to brainstorm answers to interview questions. The more consideration that goes into potential employer questions, the more you can put all the pieces together into a thoughtful answer.

#### **In the new position**

- **Your Arranger** will allow you to plan your day to use every opportunity to meet your new colleagues while doing your job well.
- **Remember to** use this to your advantage to have small informational exchanges to discover your best partners or allies within the organization.

## **BELIEF**

#### **In the job search**

- **Your Belief helps you** filter jobs according to how you fit with the employer's sense of purpose. You already know the company's mission and values, so you are committed to the company when you apply. Thematic things will likely appear on your resume (community service, politics, etc.) in large quantities.
- **Search for careers that** match your values since these are very important for your career happiness and success. Careers in the helping professions may be ones to which you are naturally drawn.
- **Tips:** Identify your core values and search for institutions which share the same with you. It could be helpful to interview people who share your values and/or are in occupations of interest to see whether they would actually be a good match.

#### **In the interview**

- **You can highlight** how your values define purpose driven attitude and your approach to work. It is that sense of purpose which provides motivation and the desire to succeed.
- **In job interviews** you often inspire and speak in inspirational, passionate terms. By conveying how your values match those of the company, you demonstrate how you can contribute to the company's success and be motivated each day.
- **Tips:** Sometimes your passionate way of thinking can come across harsh or judgmental. Keep yourself in check because you never know the personal values the interviewer may hold.

#### **In the new position**

- **Your Belief** or commitment to an organization's mission should not overshadow the actual work you have been hired to do.
- **Remember to** maintain balance when sharing opinions or reactions to a particular topic of conversation.

## **COMMAND**

#### **In the job search**

- **Your Command helps you** take charge of the job search and assume accountability for your actions.
- **Search for careers that** provide leadership positions and a chance to use your diplomatic skills. Avoid careers where you are expected to only be a follower.
- **Tips:** Form a team of people who appreciate your leadership as you all search for jobs. Be open to other people's suggestions and advice for your job search; their ideas may help along the way.

### In the interview

- **You can highlight** strong management skills and how they can help unify a team and overcome obstacles.
- **In job interviews** you have a straight forward answer and you are not afraid of addressing your thoughts.
- **Tips:** Be sure to use your ability to use powerful and inspirational words in your interviews. Ask about opportunities for formal and informal leadership opportunities.

### In the new position

- **Your Command** may be received as a bull in a China shop. Harness your need to lead in the beginning. Find a mentor with a similar personality who can offer advice about when you can let your strength shine.
- **Remember** that you are new to this team and your turn to lead will come soon enough. In the meantime, learn as much as you can about the organizational culture and mission of your company/organization.

## COMMUNICATION

### In the job search

- **Your Communication helps you** articulate your thoughts well in person and in writing, usually using great descriptive language in interviews, resumes, and cover letters. When it comes to networking, you are effective at reaching out to people and forming connections.
- **Search for careers that** give ample opportunities to talk and form connections with other people. You may want to consider environments where public speaking, customer service, or being a spokesperson is the primary focus.
- **Tips:** Informational interviewing can be a great tool to form networks and judging whether a potential job is worth pursuing. You can also effectively “ask around” about job openings.

### In the interview

- **You can highlight** your ability to express your thoughts and ideas vividly to an audience and co-workers.
- **In job interviews** you tend to be a story teller, especially on questions about past experiences. This comes across as personable and confident to the employer. You are great at forming a warm connection with the interviewer.
- **Tips:** Stay focused on the topic in interviews; rehearse ahead of instead of “winging it.” Since you generally do well with presentations, think of the job search as a presentation of yourself and the language and words should flow.

### In the new position

- **Your Communication** will allow you to exchange information with ease to your new colleagues. You will be viewed as an excellent collaborator and will make friends easily.
- **Remember** to allow the communicator in you to listen or read as much as you speak or write.

## COMPETITION

### In the job search

- **Your Competition helps you** find motivation in the job search, especially when applying to competitive positions. You are constantly striving to better yourself; you may consider the competition to be against yourself rather than other people.
- **Search for careers that** constantly challenge you and where your accomplishments are objectively measured. Keep in mind whether you prefer competition to be mainly with yourself or in a team setting since this may influence your job satisfaction.
- **Tips:** Form a group who are motivated by competition in the job search. Create weekly goals as a team. Create a ritual for weekly check-ins-how can you compete against yourself (i.e. set a goal and once you accomplish it, increase the difficulty of the goal.)

### In the interview

- **You can highlight** how you will do everything to help the company profit. You can stimulate the people you work with to strive for a higher level. If you have a leadership position, you are great as a team motivator.
- **In job interviews** you are great at promoting yourself to employers due to your competitive edge and preparation. You especially sell yourself when interviewers ask why they should hire you over another employee.

- **Tips:** When getting rejection from some employers, remember your ultimate goal and keep in mind that the game is not over yet.

### **In the new position**

- **Your Competition** may be a threat to those who have been winning all of the company contests, or those who are not motivated by the same competitive spirit.
- **Remember** to take a back seat when appropriate to allow other members of your team to do their best as well. Make an effort to form connections with your colleagues so the atmosphere is more of friendly competition instead of rivalry.

## **CONNECTEDNESS**

### **In the job search**

- **Your Connectedness helps you** see the value of rejection and the purpose of the ebb and flow of the job search instead of taking it personally. You have solid motivation and optimism during the job search from your belief that it will all work out.
- **Search for careers** that match closely to your values. Consider working in fields where you can help people.
- **Tips:** You will benefit the most from planned happenstance because you see opportunity everywhere. Staying open to possibilities as networking may lead to careers you never would have considered.

### **In the interview**

- **You can highlight** your assurance about life's meaning and demonstrate to employers how previous life and work experience has naturally led to this job opportunity.
- **In job interviews** you are good at story telling. You appear self-assured and explain how elements of a situation come together for a purpose. You speak confidently about successes and failures or challenges, putting context around the situation ("My failure to meet my sales goal indicated I was better off focusing on marketing").
- **Tips:** You may experience conflict if more than one job offer is made at same time. If this happens, weigh the options and choose which one "fits" you. Go with your gut.

### **In the new position**

- **Your Connectedness** will search for the thread that brings your life together with this job or position. This will help you evaluate what parts of the job you will excel in and get the most out of the experience.
- **Remember** not to over-analyze and grasp for or force connections that are not real.

## **CONSISTENCY**

### **In the job search**

- **Your Consistency helps you** establish everyday routine for working on the job search. You can make a list of the rules by which you can live. These rules might be based on certain values that you have or on certain policies that you consider "non-negotiable."
- **Search for careers that** match your values, personality, and skills. Consider careers that require adhering to a clear set of regulations, particularly where you have to enforce those rules. Leadership positions may be an option as well because treating others fairly is a strong value you hold.
- **Tips:** Search for jobs that are in line with the skills and experiences you already have, thus increasing your confidence in job choices. If this is not an option, try to find jobs where your skills can be transferred to the new position; this can also increase your confidence.

### **In the interview**

- **You can highlight** your ability to sort through information and come to equitable decisions quickly.
- **In job interviews** you are comfortable showcasing your authentic self by being the same steady person to everyone you meet. Your confidence comes across to the interviewer when you already know that the job matches your values system.
- **Tips:** Don't always play it safe; occasionally, step outside your comfort zone to new job opportunities if they are offered.

### **In the new position**

- **Your Consistency** will allow you to understand the history and culture of an organization quickly. Use this to understand your fit in the future of the company.
- **Remember** to stay open to new possibilities within the company. Do not let your consistency keep you from adapting to changes in the workplace or looking for ways to revise rules if necessary.

## **CONTEXT**

### **In the job search**

- **Your Context helps you** be inspired to do thorough research of organizations/companies. You tend to create a very comprehensive resume (having looked at many examples). You make sure to understand “What helps a successful job search?” and then replicate those best practices.
- **Search for careers that** involve investigating information or exploring previous practices, environments, or societies. Consider careers where you work with history, preserving past traditions, or doing research to build on what has been done.
- **Tips:** Reflect on your career path and ask yourself if this is a good fit. You may want to go back to old networking contacts to get information to help in your job search.

### **In the interview**

- **You can highlight** your ability to relate past to the present and learn from it. You thoroughly gather information before jumping into a new project.
- **In job interviews** you are good at answering behavioral questions about the lessons you learned from past experiences. You ask many questions about the company and put together the big picture of their mission and history.
- **Tips:** Try not to dwell on unsuccessful experiences that it gets in the way of future success.

### **In the new position**

- **Your Context** will allow you to quickly understand the history and culture of your new organization. You will ask lots of questions, so find a mentor willing to talk about how things have run from past to present.
- **Remember** to use your knowledge of the past to understand how you fit in the future of the company.

## **DELIBERATIVE**

### **In the job search**

- **Your Deliberative helps you** be practical in your job search. You understand about the potential risks you are taking and have already gathered information about how to prevent or deal with them before they even happen.
- **Search for careers that** necessitate careful planning and thinking before jumping into action. Consider careers where research or analysis is part of the job responsibilities.
- **Tips:** Make a timeline for your job search and be sure to move forward. Decide the number of resources you will look into before looking at the detailed information. Make sure to eventually leave the thinking phase so that your thoroughness turns into action.

### **In the interview**

- **You can highlight** your tendency to be cautious and practical in the workforce. When you take an action, you are confident in the outcome because you have carefully planned for it.
- **In job interviews** you take the time to carefully consider difficult questions before answering. You foresee many different questions the interviewer could ask you and are prepared to answer them. Consider doing a mock interview so you can practice any unforeseen questions you hadn't thought about to that point.
- **Tips:** When faced with an unexpected question, you may appear quiet and less engaging as you take the time to form an answer. Ask for some time to think before you move forward.

### **In the new position**

- **Your Deliberative** nature will need to be encouraged to make decisions in a timely manner. Show your colleagues your planning and research skills so they can give you tasks that require them.
- **Remember** to meet your deadlines and complete tasks as you plan how to most effectively finish them. Do not spend all of your time in the thinking and planning phases.

## DEVELOPER

### In the job search

- **Your Developer helps you** see the potential in each job opening. You may keep track of your own progress and personal growth in the job search. You celebrate even small progress you make.
- **Search for careers that** provide opportunities to interact with people and be a catalyst for their success. Consider careers where the organization depends on interpersonal relationships.
- **Tips:** Interview and shadow people who are currently in jobs that interest you to understand the daily responsibilities of the job. Work with a group of people on whom you can rely.

### In the interview

- **You can highlight** your interpersonal leadership style and your ability to notice the potential of others.
- **In job interviews** you are good at giving examples of facilitating growth in others. These may have been times as a trainer, coach, or leader who helped others develop in their respective roles.
- **Tips:** Practice the interview with mentors and partners. You can also try video recording your interview, then noting where you can improve.

### In the new position

- **Your Developer** may need to take a back seat for spotting potential in others. Critiquing performances early on in a team may not be received well. Be positive about what they have already accomplished.
- **Remember** to build relationships by asking questions about their career trajectory and time with the company. Ask their advice about ways you can develop professionally so they know this is important to you.

## DISCIPLINE

### In the job search

- **Your Discipline helps you** categorize the tasks you need to do in the job search process, including resources you can use, people you need to talk with, and paperwork to complete. You are skilled at making a list of all the tasks you plan to complete for the day and checking them off as you complete them.
- **Search for careers that** allow you to maintain order for yourself and others. Consider working in companies that provide a steady environment where follow-through is necessary.
- **Tips:** A routine will increase your productivity. Schedule tasks such as information interviews, applications, networking contacts to make, and other similar job search duties.

### In the interview

- **You can highlight** your skills of organization and timeliness when accomplishing goals. You are a stable, constant worker who can be depended on to finish ongoing and day-to-day projects.
- **In job interviews** you are well-prepared because you have organized your materials and interview information. Employers will see your confidence and responsibility.
- **Tips:** Think through all kinds of potential interview questions so that you won't be thrown off during the interview. Try to leave some room for adaptability if the question is slightly different than the one for which you prepared.

### In the new position

- **Your Discipline** may be challenged by abstract thinking challenges and an influx of unexpected assignments. Do your best to apply your orderly approach to these so you still feel in control.
- **Remember** to give yourself some time to make a plan and then begin to execute it to avoid becoming overwhelmed.

## EMPATHY

### In the job search

- **Your Empathy helps you** get the feel of an organization's culture. You may be more patient during the job search and understanding that the process takes time. You are great at making new contacts and establishing a network.

- **Search for careers that** have service opportunities. Your natural ability to listening, offering advice, and showing compassion will be an asset to those who need understanding and resources to help.
- **Tips:** Keep notes on the jobs you have done research on, and especially pay attention on your feelings about them.

#### **In the interview**

- **You can highlight** your very strong interpersonal skills and that you are conscious of others' feelings. Give solid examples of ways your empathy has helped make a difference in someone's life.
- **In job interviews** your non-verbal skills are very strong. You portray warmth and have engaging body language in interviews (nods, smiles, etc). You think carefully and respond well when asked about how you might fit in the work environment.
- **Tips:** Make sure that your empathy does not take away your competitive edge in the market; it's okay to put yourself first sometimes.

#### **In the new position**

- **Your Empathy** will help you make quick connections with your co-workers. You help make a workplace friendly, so others will accept you as part of the team in less time than others may experience.
- **Remember** to balance interpersonal skills with accomplishing the tasks you have been hired to do.

## **FOCUS**

#### **In the job search**

- **Your Focus helps you** identify your career goals and break them down into short-term goals. You will feel more in control if you refer to them often. You are good at achieving each step and working toward your career objectives.
- **Search for careers that** have clear expectations and few distractions in your work environment. You work best when you can tackle ongoing projects or assignments with a clear-cut purpose and deadline.
- **Tips:** Outline all the tasks you have to accomplish in your job search, prioritize them and take action based on the priority.

#### **In the interview**

- **You can highlight** that you accomplish things efficiently. You need little supervision since you can stay on track and are not easily distracted.
- **In job interviews** you excel at describing your long-term goals and the steps you will take to get there. Draw from your experience with staying motivated to accomplish complex tasks to demonstrate your follow through.
- **Tips:** Be careful to see the overall type of job you want rather than getting caught up in specifics of only one job.

#### **In the new position**

- **Your Focus** will shine as you begin to accomplish new tasks; however, be careful to work as a team or delegate tasks when applicable.
- **Remember** to not stay so focused on one task that you alienate your co-workers. Take breaks and socialize every once in a while, even if this sometimes takes away from your valuable productivity time. It is worth it so you get to know your work environment and colleagues better.

## **FUTURISTIC**

#### **In the job search**

- **Your Futuristic helps you** be inspired by the job search and excitement of what can be. You can picture the new position and how it would impact yourself and your family. When writing cover letters you are excellent at applying past experience to the opportunity.
- **Search for careers that** allow you to help the organization plan and conceptualize new ideas and strategies. You can be a big part of new innovations both in the near future and well down the road.
- **Tips:** A functional resume may be a good option because it focuses on skill sets rather than previous experience. Focus on your transferable skills and how they will be valuable to an employer.

### In the interview

- **You can highlight** your ability to see how the present impacts the future and how you can create goals to help the organization's progress and outlook.
- **In job interviews** you are good at imagining and explaining what you will do in the potential job.
- **Tips:** Word phrases as "I will" or "I imagine". This will show off your strength, however don't forget to also focus on how your experiences in the past will make you a good candidate.

### In the new position

- **Your Futuristic** will help you inspire others to think ways to be innovative and not be complacent. Try to find out from seasoned employees as much as you can about the company's past tactics so you can best craft approaches that haven't already been tried.
- **Remember** to follow through with your strategy or plan that will make your imagined future achievable.

## HARMONY

### In the job search

- **Your Harmony helps you** maintain peace within yourself and with others throughout the job search. You're not worried about others applying for the same job. You are open-minded to various career paths.
- **Search for careers that** give you the role of mediator and where you can use your practical problem solving abilities to resolve issues. Ask about the company culture and how colleagues work together as it will be important to be in an environment where there is collaboration.
- **Tips:** Working with people who are supportive in the job search will increase your confidence. Avoid a career where there is a significant emphasis on being competitive with co-workers.

### In the interview

- **You can highlight** your ability to create calm and peace in any group. You are good at identifying the commonalities of a group, which enables you to help them to consistently reach an agreement.
- **In job interviews** you can describe how well you fit the position. You can easily sense what the interviewers are looking for and they can easily see what contribution you would make to a team.
- **Tips:** Make sure you don't only answer interview questions in a way you know the interviewer wants but also verbalize your own feelings and values.

### In the new position

- **Your Harmony** will help you easily fit in with your new co-workers. You immediately take an interest in them so you can learn where you match the best.
- **Remember** to initiate tasks and ideas rather than just following along with others.

## IDEATION

### In the job search

- **Your Ideation helps you** find the resources that you need for the job search. You are good at imagining various ways to reach your long-term goals. You use your creativity to help you stand out from other candidates and in finding hidden job opportunities.
- **Search for careers that** provide the freedom to express your ideas and creativity. A career with a rigid structure may be too constricting. Look for the working environment where your ideas will be valued.
- **Tips:** Picture yourself in five years and create your own path by asking yourself "What are you doing now?" and "How can you create new opportunities?"

### In the interview

- **You can highlight** your ingenuity, resourcefulness, and motivation to learn new principles and concepts.
- **In job interviews** you bring high energy and fresh answers to questions about how you would contribute to the company more than other candidates.
- **Tips:** Finish your thoughts and ideas before communicating them. Employers might not be able to "connect the dots" of an interesting but incomplete idea. You could benefit from brainstorming in mock interviews to fully develop some of your ideas.

### **In the new position**

- **Your Ideation** will enable you to think of many different ways to execute a plan, achieve a goal, or present an idea.
- **Remember** to conscientiously choose a means by which to accomplish these tasks, and then follow through. Don't just spend all of your time in the imagining and planning stages.

## **INCLUDER**

### **In the job search**

- **Your Includer helps you** build a network while job searching. You get energized by finding peers who will conduct a job search with you. The team setting within the job search makes the process more enjoyable.
- **Search for careers that** allow you to be part of a group or team. Being a team leader is something you may enjoy since you can create a feeling of togetherness. Working with groups of people who normally feel excluded is another area in which you would find enjoyment.
- **Tips:** Interview and shadow professionals who are currently in jobs that interest you to get a sense of their daily responsibilities. This personal interaction with people in careers you are considering can help you narrow down your options.

### **In the interview**

- **You can highlight** your open-mindedness to people who share different perspectives. You are good at team building and enhancing workplace positivity.
- **In job interviews** you are engaging and are able to show an employer how you would fit in with their company.
- **Tips:** While focusing and including others is a strong suit, make sure to talk yourself up in the interview. Remember to add how you individually contributed to goals and accomplishments.

### **In the new position**

- **Your Includer** will enable you to make your co-workers always feel part of things, which boosts morale, teamwork, and productivity.
- **Remember** to spend enough energy focusing on your own individual tasks. Do not spend so much of your time trying to make others feel a part of the team that you sacrifice your own productivity.

## **INDIVIDUALIZATION**

### **In the job search**

- **Your Individualization helps you** see the unique fit between who you are and what you do with your life. You are motivated to find a job that matches your personality and purpose.
- **Search for careers that** give you the opportunity to make a personal impact. You excel at helping others realize and act upon their potential.
- **Tips:** While searching for different positions, make a chart listing specific differences. Use the chart to find out the best fit for you.

### **In the interview**

- **You can highlight** your deep understanding of your own values, as well as your ability to understand the specific needs and talents of others.
- **In job interviews** you are able to articulate how the job is uniquely a good fit for you and what you can do to contribute to the goals of the organization.
- **Tips:** Become an expert in describing your own talents and style. For example, answer questions such as these: What is the best praise you ever received? How often do you like to check in with your professors? What is your best method for building relationships? How do you learn best?

### **In the new position**

- **Your Individualization** helps you build relationships with your co-workers as you take note of the things that are important about each of them. You remember to check in about their roles and projects, as well as get to know them on a personal level.

- **Remember** to use this information to your advantage so you know who to go to for assistance with tasks or, if you are in a managerial position, who will most efficiently complete a task.

## INPUT

### In the job search

- **Your Input helps you** collect information about job opportunities. It will be helpful for you to design a system for organizing the information you collected.
- **Search for careers that** surround you with new knowledge and offers you the opportunity to develop creative approaches to situations or problems. You find it rewarding to be in a position as an expert of a topic.
- **Tips:** If you are also a people person, form a group of your peers and share the information you gathered. You seek their opinions to help make decision.

### In the interview

- **You can highlight** your enjoyment of acquiring new knowledge and your ability to relay this information with others to facilitate growth. You are thorough and collect all necessary tools for any given task.
- **In job interviews** you can use the information from the research you conducted during your job search. You can pick out key words that seem important to interviewers.
- **Tips:** Write down a list of your past experiences, strengths, and weaknesses. Keeping track of these will give you more information to draw from during the interview.

### In the new position

- **Your Input** will allow you to catalog and remember information gathered in meetings and conversations that may be helpful as you begin projects and assignments.
- **Remember** to use the information you amass instead of just collecting it. It may be helpful to create a list, spreadsheet, or some other catalog so you can easily access and use it later.

## INTELLECTION

### In the job search

- **Your Intellection helps you** learn information for different positions and then add your own thoughts. You find great enjoyment in talking with peers and colleagues about job possibilities and these conversations can lead to new ideas you haven't considered before.
- **Search for careers that** provide opportunity for in-depth discussion with colleagues and where sharing ideas is the main emphasis.
- **Tips:** Make a general timeline for the job search process so that you can see your progress.

### In the interview

- **You can highlight** your ability to ask thoughtful questions to generate new ideas for a company.
- **In job interviews** you are not worried about delivering your viewpoints because you are able to articulate them well. You have taken much time to envision how you will answer questions and how you would work in the position.
- **Tips:** Make time to digest the information you have received, scheduling time for your own reflection.

### In the new position

- **Your Intellection** will lead you to ask thought-provoking questions of yourself, your colleagues, and your superiors, which can lead to higher efficiency and productivity.
- **Remember** to eventually come out of the deliberating and questioning stage and begin accomplishing tasks. Make sure co-workers know you need time to think so it is not misconstrued as inactivity.

## LEARNER

### In the job search

- **Your Learner helps you** move fast in the job search, motivated by collecting different jobs and responsibilities. You also absorb information about different companies and do creative research.

- **Search for careers that** have a variety of task to provide more learning opportunities to increase your engagement on the job.
- **Tips:** Have a career coach. Consult with people who just completed their job search because you will enjoy be educated on their experiences.

#### In the interview

- **You can highlight** your ability to gather information quickly and your constant drive to learn more. You are never stagnant and consistently seek challenges.
- **In job interviews** you are not afraid to ask specific questions about important pieces of missing information. Your understanding of the job position helps you answer interview questions with ease.
- **Tips:** In preparation for the interview, show off your exhaustive research of the company and your deep understanding of what you studied. It will set you apart from the casual candidate.

#### In the new position

- **Your Learner** enables you to negotiate the ins and outs of your new position quickly and efficiently. You dive right in and don't mind both asking questions and doing your own training through reading and information gathering.
- **Remember** to form relationships with your co-workers instead of only cramming for the position. Point your talent in the direction of finding out about your colleagues as well as the job itself.

### MAXIMIZER

#### In the job search

- **Your Maximizer helps you** automatically draw upon your strengths in the job search. Your job application materials become stronger each time you edit them.
- **Search for careers that** allow you to strive to improve yourself and others. A team setting gives more opportunity to encourage your peers, as well as create efficiencies and building upon what is already established.
- **Tips:** Helping and supporting a group of peers who are also job searching will make you enjoy the journey more. Share tips and create opportunities to check-in with your progress to look for areas of improvement.

#### In the interview

- **You can highlight** your ability to see how your co-workers and the company can develop. You always strive for excellence and thrive when you can work with others like yourself.
- **In job interviews** your concrete responses will allow employers to sense your passion of improving the institution. Give examples of times you enhanced a group or goal.
- **Tips:** Utilize mock interviews because your performance improves each time. Develop a system that works best for you in the job search.

#### In the new position

- **Your Maximizer** allows you to see the best in yourself, your co-workers, and your new company. This vision will drive you to do your best and inspire your teammates to rise to their potential.
- **Remember** to inspire rather than command. Help your co-workers see their potential and ways they can work toward it, rather than just telling them to do better.

### POSITIVITY

#### In the job search

- **Your Positivity helps you** remain patient and face challenges with a affirmative attitude. Even in rejection, you see each opportunity as a learning experience and know you will find something that will work for you.
- **Search for careers that** allow you to work in a team and be in a friendly work environment. Any career that allows you to encourage others will be rewarding.
- **Tips:** Although the natural tendency is to search for positives in all job opportunities, make sure to stay grounded and realistic about whether a job actually matches your values, skills, and personality.

### In the interview

- **You can highlight** how your high-energy, upbeat outlook helps you motivate your peers. Give examples of how others look to you for support and advice.
- **In job interviews** you are able to make the interviewers feel your positive spirit. The enthusiasm you bring to the interview comes across as confidence and authentic excitement for the job opportunity.
- **Tips:** Make sure to have a balance of realism and optimism during the job interview so that employers can know you can be serious when you need to be.

### In the new position

- **Your Positivity** will help you adapt to your new job position and make connections with your co-workers and superiors. People will be drawn to your personality.
- **Remember** to focus your energy on the tasks at hand. Visualize the best possible outcome for a project and work toward that goal. Let your positivity keep you adaptable to any problems you may encounter.

## RELATOR

### In the job search

- **Your Relator helps you** perceive the type of people the employers are looking for. You can find strong connections between job opportunities and your career interests.
- **Search for careers that** allow you to work closely and foster long-term relationships with people.
- **Tips:** Find a peer to work with during the job search process since you find great motivation in working towards a goal with someone. Trust those in your close circle to help you network.

### In the interview

- **You can highlight** how your ability to make connections with others can lead to increased productivity on tasks. You are steady and loyal.
- **In job interviews** you are able to build a rapport with the interviewers. Take advantage of the opportunity to ask them questions at the end about the company and their own career path.
- **Tips:** Make sure not to lose sight of your own values, skills, and job requirements along the way while you are doing the relationship building.

### In the new position

- **Your Relator** allows you to quickly forge professional associations, which creates a more productive team. Find a strong mentor you can build a deep bond with to learn about organizational culture and the position.
- **Remember** to focus your attention on making progress in the company. Spend time cultivating relationships, but remember to use those relationships to achieve goals for yourself, your team, and your company.

## RESPONSIBILITY

### In the job search

- **Your Responsibility helps you** follow through with networking, employer follow-up, and thank you cards. You tend to be dedicated to completing the necessary steps of the job search.
- **Search for careers that** increase your job responsibilities as you put in years at the company. You will excel in an environment in which the outcome and the process are both celebrated as achievements.
- **Tips:** Search for organizations that demonstrate loyalty and accountability. Be careful not to take on so many tasks that you experience an overload.

### In the interview

- **You can highlight** your determination to accomplish all assigned job tasks. You often motivate your peers by leading through example and can always be depended upon to do what is asked of you.
- **In job interviews** you are naturally well-prepared, and interviewers will take note of your preparation.
- **Tips:** Compare your written list of values to the values of the company for which you are applying to affirm that the company is a good fit for you, which can lead to discussions during the job interview.

### In the new position

- **Your Responsibility** drives you to accomplish tasks as efficiently as possible and develop new ways for yourself and your co-workers to do successful work.

- **Remember** to hold yourself and your peers accountable to completing tasks without alienating them or losing sight of the big picture of your goals at the company.

## RESTORATIVE

### In the job search

- **Your Restorative helps you** identify the challenges in the job search and enables you to enjoy looking for solutions for the challenges. You are not afraid of making mistakes because you know there are ways to turn things around.
- **Search for careers that** allow you to solve problems or search for solutions.
- **Tips:** Use your creativity to make the job search more interesting instead of an everyday routine.

### In the interview

- **You can highlight** your ability to help co-workers overcome frustrations in the work place. You have a knack for finding effective solutions to problems and resolving conflict.
- **In job interviews** your prompt and energetic responses to situational questions impress interviewers.
- **Tips:** Take a good look at yourself to determine what weaknesses you may have on your resume or for the position for which you are applying. Find ways to overcome these weaknesses by using your strengths.

### In the new position

- **Your Restorative** enables you to adapt to the new office atmosphere because you love the challenge of new people, situations, and environments.
- **Remember** to accomplish the tasks for which you were hired. Do not spend all your time seeking solutions to problems that are not in your area of responsibility.

## SELF ASSURANCE

### In the job search

- **Your Self Assurance helps you** have clarity about what you want in a job. Even in the midst of rejection, you are able to bounce back and move forward because you know you are on the right path.
- **Search for careers that** are a constant challenge so that you stay engaged. Your self-confidence can be useful in a position of leadership.
- **Tips:** Even though you feel good about your ability to job search, remember to also rely on the advice of others you trust. Seek new networking contacts as well as check in with friends and family along the way.

### In the interview

- **You can highlight** the confidence and decisiveness you bring to the workforce. You are willing to tackle any task presented to you.
- **In job interviews** you are comfortable with describing the way your unique strengths make you a better candidate than other applicants.
- **Tips:** Be careful that your confidence does not come off as cockiness. Stay aware that there is always more to learn.

### In the new position

- **Your Self-Assurance** helps you easily adapt to a new office situation because you are confident that you can handle the tasks and responsibilities that are thrown your way.
- **Remember** not to take more than you can handle efficiently and responsibly at one time. Do not be over-confident. Be sure not to alienate your new co-workers by making yourself seem like an all-star.

## SIGNIFICANCE

### In the job search

- **Your Significance helps you** recognize the positive attributes of different options. You take your job search into your own hands with a strong sense of independence, and you are motivated to find a job where you can make a difference.
- **Search for careers that** recognize your efforts and where you can have a lasting impact on the company or the lives of others. You might do well in places where they have a rewards program in place.

- **Tips:** Remind yourself that it is normal to be rejected during the job search. It doesn't necessary reflect on your competency. Most of the time, it is just the matter of "fit" for both sides.

#### In the interview

- **You can highlight** your motivation to have a positive impact on the company, co-workers, and others. As a result you tend to be a very hard worker.
- **In job interviews** employers can easily sense your ambition and motivation. Emphasize your past accomplishments and your willingness to continue this level of excellence with the future company.
- **Tips:** Giving lots of new ideas in the interview may actually be too bold for some interviewers.

#### In the new position

- **Your Significance** enables you to stand apart from the crowd, and it gives you the motivation to do your best work so that your employers and co-workers will be able to appreciate the skills you bring to the job.
- **Remember** not to overstep your boundaries. Be careful when presenting new ideas when they may not be asked for. Do not alienate your co-workers by trying to be the center of attention. Give praise to others as well.

## STRATEGIC

#### In the job search

- **Your Strategic helps you** make the job search fun by using your creativity. You have several back up plans to lead you to your long-term goals.
- **Search for careers that** use your logic and understanding of situations to problem solve for the company or for other people. Consulting is a career area that may be energizing for you.
- **Tips:** Picture yourself in a career that you love. What are you doing? What path did you take to create the opportunity? Working backward from your goal is often an effective strategy for you.

#### In the interview

- **You can highlight** how you see the whole picture of a situation and then make a logical decision from the information.
- **In job interviews** you excel at using situational questions to demonstrate your strategic talents. Thinking through different possible scenarios and articulating your responses will help you prepare for your interviews.
- **Tips:** Making a list of pros and cons about the job can help you visualize yourself in the job. Keep your long-term goals in mind, and be sure that this job will help you reach those goals.

#### In the new position

- **Your Strategic** enables you to make a plan to accomplish tasks and find your place in your new company.
- **Remember** to be adaptable when things take you by surprise in your new position. Allow yourself to make a new plan when your current strategy no longer seems to be the best.

## WOO

#### In the job search

- **Your Woo helps you** create a strong network. You get energy by talking with other people and getting job leads rather than job searching by yourself. You naturally want to form a group to do the job.
- **Search for careers that** allow you to make connections with other people. Look for a career that emphasizes forming relationships because this will be rewarding to you.
- **Tips:** Let people know that you are looking for jobs. Your social network is your best resource. Informational interviewing is another consideration that can give you more information about the job and a potential future network.

#### In the interview

- **You can highlight** your ability to connect with other people and quickly establish rapport. Provide examples of times you've met new people and created a comfortable environment.
- **In job interviews** you can easily make people feel comfortable with you because of your high-energy and your ability to connect through language.

- **Tips:** Make sure that you do not come off as superficial or over-enthusiastic in the interview. Send a thank you note as a follow up to show that you are able to maintain as well as form relationships.

### **In the new position**

- **Your Woo** allows you to easily make your new co-workers feel comfortable around you, which can create a team atmosphere.
- **Remember** to spend time maintaining your new relationships in a professional way. Be sure not to overstep your bounds by becoming too familiar with your co-workers and superiors. Maintain a professional demeanor even as you have fun meeting new people.

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