

## Career Applications for StrengthsFinder – adapted from StrengthsQuest

### Achiever

- Focus on goals and action planning
- Workplaces that provide incentives can be a good fit
- Find a place where your productivity, stamina, intensity and drive will be appreciated
- Look for roles that will challenge you and reward your hard work

### Activator

- You like to jump in and get started – try out various possible jobs/roles
- Look for leadership opportunities
- Look for jobs where you will be rewarded for getting things moving
- Consider being an entrepreneur
- Understand some people may feel threatened by your need to make decisions and get things going

### Adaptability

- You do well with changing demands; look for jobs where a quick response and flexibility are important
- You may thrive in chaos – avoid places that are highly structured with lots of routine, rules and regulations
- You may do well in the entertainment or hospitality industries

### Analytical

- A hallmark of analytical talent is the ability to ask good questions – use this to interview people in careers that are of interest to you
- Explore jobs that will require you to weigh evidence and make decisions based on facts, data, and research
- Look for environments that allow you freedom to explore and think

### Arranger

- Arrangers have a way of having all the pieces fall into place eventually. As you plan your career, keep your options open – it will all come clear!
- Look for opportunities for freedom, flexibility, planning and people contact
- Consider event planning, human resources, city management, or travel

### Belief

- Think about your “calling” – your career must match your personal values and beliefs

- Consider finding a mentor
- Look for organizations focused on positively affecting the quality of people's lives
- Look for work-life balance

### **Command**

- Try out various possible jobs/roles
- Look for leadership opportunities
- Look for careers with upward mobility
- Look for jobs where you can use skills in persuasion (law, sales, politics or theater)
- Consider environments that call for rapid decision-making

### **Communication**

- Talk to people in possible jobs/roles —their stories will inform you
- Look for environments that offer you social interaction on a daily basis—cooperative, interactive, educational environments are best for you
- Look for careers where you can tell stories (comedian, actor, motivational speaker, teacher, PR, minister, trainer)

### **Competition**

- Look for leadership opportunities
- Choose environments where your work can be quantified and compared
- Consider sales, law, politics, athletics and business
- Look for careers with upward mobility

### **Connectedness**

- Look for humanitarian organizations
- Look for environments that allow you to interact with others and help them find meaning and purpose
- Be aware of your own values and make sure you work for an organization that shares them
- Consider working within your faith tradition

### **Consistency**

- Look for environments that have regulations, policies, procedures and guidelines firmly established
- Look for environments that are structured and predictable
- Consider quality assurance, risk management, safety compliance, human resources and law enforcement

### **Context**

- Examine your past choices for clues as to what you love and are good at
- Look for environments that allow you to explore how things came to be the way they are and have a strong sense of organizational history
- Consider careers like archeologist, historian, curator, humanities professor or antiques appraiser

### **Deliberative**

- Gather as much information as you can about possible jobs/roles
- Look for environments where you can independently conduct thorough analysis / avoid those with a lot of socializing/interpersonal interaction
- Think about a career as a risk analyst, financial officer, or judge

### **Developer**

- Consider a career where you can help people become ever better at what they do
- Look for careers where you can provide some type of service to people (life coach, counselor, teacher)
- Look for environments where focus is on interpersonal interaction, collaboration and team-building

### **Discipline**

- Make a timeline for your career planning process
- Look for environments that are structured, where you can maintain order for yourself and others, and use your organizational talents
- Think about a career as an air traffic controller, brain surgeon, tax specialist, or executive assistant

### **Empathy**

- Seek work in organizations where emotions are valued and not repressed.
- Look for environments that are positive and uplifting, with a lot of interpersonal interaction and collaboration
- Think about a career as a teacher, counselor, or clergy person

### **Focus**

- Gather as much information as you can about possible jobs/roles
- Look for environments where you can focus and concentrate without interruptions or need to multi-task
- Structured environments that are predictable and detail-oriented will bring out your best

### **Futuristic**

- Choose a career where you can help others to envision the future and inspire them to create it
- Look for environments that reward vision and creativity
- Think about a career as an architect, designer, commercial artist, or city planner

### **Harmony**

- Talk to mentors about your career planning process
- Look for environments where you can be a part of a project team, and where consensus-based decision making is used
- Environments that lack structure or are highly unpredictable will not be as comfortable for you

### **Ideation**

- Brainstorm and dream as much as you can about possible jobs/roles
- Look for environments that are loosely structured, and that reward out of the box thinking, creativity and experimentation
- Think about a career in strategic planning, consulting, market research, design, or advertising

### **Includer**

- Think about working with a group not always included by others, like the physically or mentally challenged
- Look for environments where you welcoming role, such as orienting new employees
- Think about a career as a youth worker, therapist, social worker or special education teacher

### **Individualization**

- Look for environments where you can mentor, train and provide feedback to others
- Look for careers where you can work one-to-one with people
- Think about a career as a teacher, counselor, corporate trainer, life coach or HR professional

### **Input**

- Gather as much information as you can about possible jobs/roles
- Look for environments where you can pursue threads of information
- Think about careers where you are always on the cutting edge of knowledge and give you the chance to become an expert collector and consumer of research

### **Intellection**

- Read, read, read about careers
- Look for a career where you can share ideas and pose questions – avoid “status quo” organizations

- Look for environments where you have the time and space to think and reflect before responding
- Think about a career that will challenge you intellectually

### **Learner**

- Explore career inventories, and read and study about careers
- Look for environments that encourage constant learning and personal development
- Think about a career as a college professor, teacher, or corporate trainer

### **Maximizer**

- Interview people who are among the “best of the best” about what they like in their jobs or careers
- Look for environments that encourage “best practices” and where you can work with others to continually improve the organization
- Think about a career where you can help others develop their talents

### **Positivity**

- Choose work that you are passionate about and that supports your hopeful view of the future
- Look for environments that are fun, fast paced, and people-oriented, and where you can use your sense of humor
- Think about a career as a coach, sales rep, teacher, or manager

### **Relator**

- Talk to your trusted circle of friends about how they see you
- Look for environments where friendships are encouraged and you can keep learning about others
- Think about a career as a counselor, teacher, mediator, HR director, school administrator or manager

### **Responsibility**

- Look for environments where you can work independently and where you will be given more responsibility over time
- Look for places you can build trusting relationships with others
- Think about a career that focuses on outcomes rather than process, such as law clerk, librarian, executive asst.

### **Restorative**

- Talk to people who have a reputation for salvaging bad situations or stepping in to solve problems – ask them what they enjoy about their work

- Look for environments where you are called on to diagnose problems and design solutions
- Think about a career as a customer service rep, surgeon, or TV producer

### **Self-Assurance**

- Try out possible jobs/roles (you'll be good at a lot of different things, so it's most important to see what you like)
- Look for environments where you will be challenged AND have a lot of freedom
- Consider a career in sales, entertainment or training

### **Significance**

- Think about the legacy you want to leave – what career does this point you towards?
- Look for environments where you will receive recognition for your accomplishments
- Think about a career where you can make a real, lasting contribution to improving the world

### **Strategic**

- Look for a career that will allow you to develop new programs and ways of working to solve old problems
- Look for environments that are flexible and encourage creative thought, AND that give you opportunities to see the big picture
- Think about a career as a psychologist, lawyer, or consultant

### **WOO**

- Introduce yourself to a wide variety of people in different jobs
- Look for environments where you can meet new people daily, and that value your ability to persuade or sell
- Think about a career as an entertainer, trainer, sales rep., attorney, or PR specialist