

Link to Video

https://nku.zoom.us/rec/share/dzRDmV2xcdZM4-cLySvWiOpLiDa7btofC32L_kfnwyvMxGJ_xUpp0kAsaX1R3iSo.nmia9koFknHQ_r6N?startTime=1612311488000

Rotary District 6980

“Fit Identification: Personality and Work Values”

[LINK TO VIDEO](#)

A Rotary Works Seminar Initiative

**[LINK TO
VIDEO OF
THIS
SESSION](#)**

Some Background

Three Core Resources...

Rotarian Job Board... openings

Rotarians Seek Jobs... searching

Rotary Works Coaches... seminars & 1 to 1

<http://rotarycentralflorida.org/resources/career-center/>

Know People...

This Situation?

Starting Out... will
be graduating
within a year and
want help.

Unemployed...
and are in crisis.

Underemployed...
and feel they are
wasting time.

**Career
Transitioning...**
want to pivot and
do something
else.

Why Bother?

A Strategic Fit For District Priorities

1

Increase Impact...
especially now, revised
career plans, tools, and
skills in this changing
world.

2

Expand Outreach...
expands awareness of
what Rotary's benefit to
society; attracts
membership.

3

**Enhance
Engagement...** this
personalized and hands-
on approach creates life
enhancing bonds.

4

**Increase
Adaptability...**
Rotary is responding to
an important need –
and marshalling
resources.

Some Background Seminar Series

- | | |
|--|-------------|
| A. Career Fit Identification: Personality and Work Values... | February 2 |
| B. Career Opportunity Research: Exploring Options... | February 16 |
| C. Career Branding: Resumes, Cover Letters and Posts... | March 2 |
| D. Career Discussions: Interview Success Skills... | March 16 |
| E. Career Transitions: Pivoting in A Chaotic World... | March 30 |

Tuesdays: 7:10 pm – (about an hour)

Registration: <http://rotarycentralflorida.org/resources/career-center/>

Alternative: www.surveymonkey.com/r/ROTARYCAREER1

Zoom Session: <https://nku.zoom.us/j/2934595253>

Let's Define Success For You...

**At The End Of
The Hour Or So...**

Include These?

- a. Insight...** career successes and failures.
- b. Work Values...** importance; yours.
- c. Personality...** yours; implications.
- d. More Sources...** career fit.

What Else – Success For You?

Seminar Series #1

Fit Identification:

Personality and Work Values



Common Mistake: personality and work values do not integrate well with industry, company, and position.



Process: includes sharing personalized research of personality traits, work values and careers to consider.



Result: insight, skills and capabilities that can help you in career planning.

**Lesson From
High School...**

Getting A Date

- 1. Biggest Obstacle?**
- 2. How We Are Wired?**
 - Implication?**
- 3. Correlation Identification?**
- 4. Quick Summary:**

Lesson From High School...

Competitive Team

- 1. Most Important: Strategy or Culture**
 - Implication?**
- 2. Core Skills? Resilience; Teamwork; Discipline.**
- 3. Planning Approach: SWOT!**

Lessons About Careers

Observations? Experiences

Causes Of Failure?

1

2

3

4

5

Causes of Success?

1

2

3

4

5

Career Success & Failure Recipe?

Two Important Ingredients

Personality...

Wrong Fit? Relationship Issue?

Work Values...

Wrong Fit? Industry Issue?

Plus – Lessons Learned:

1) Re-Wire... risk aversion. “Don’t Wait For The Perfect Pitch”

2) Capabilities...

- Resilient... worry about the future. “Get Back On The Horse”
- Discipline... focus. “Doing What You Don’t Want To Do; Do It Anyway.
- Teamwork... trust; understand; WIIFM. “BELONG & SPECIAL & PURPOSE”

You – Learn More About You

Work Values Assessment

Investment: None

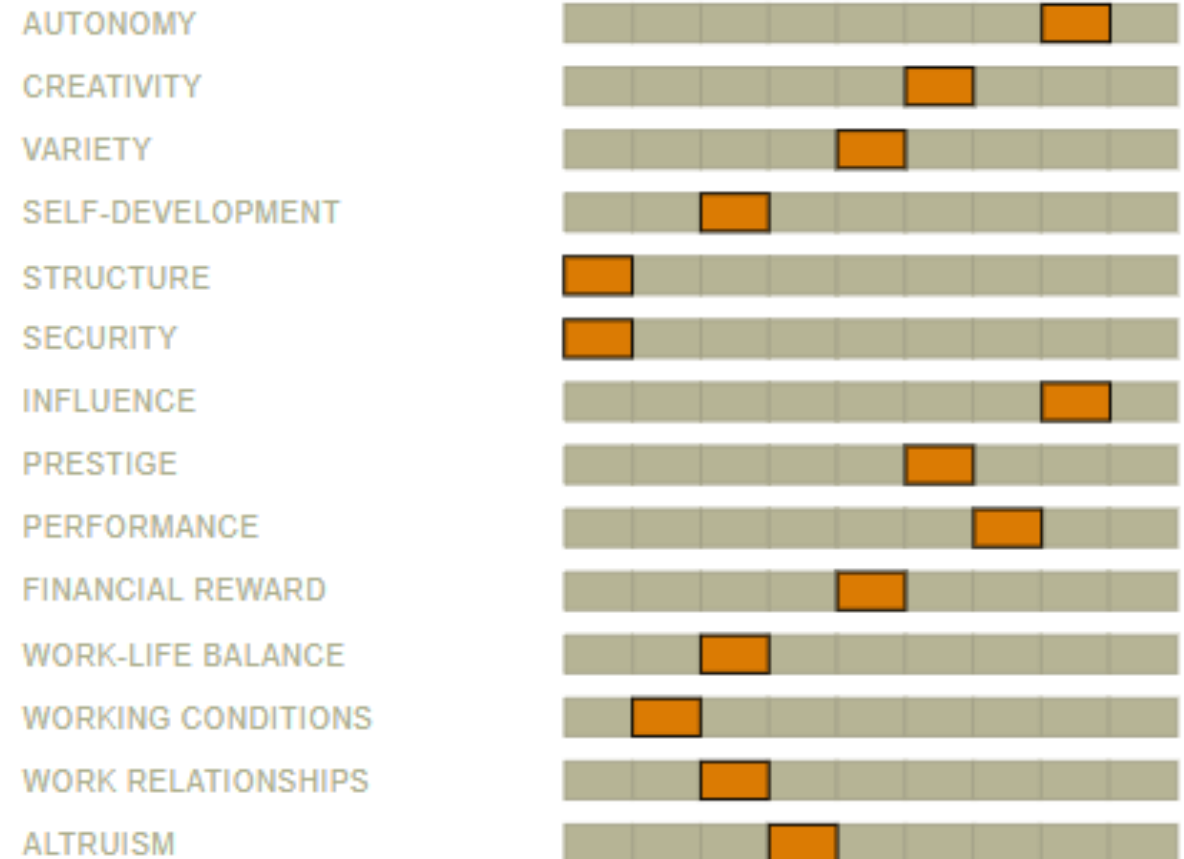
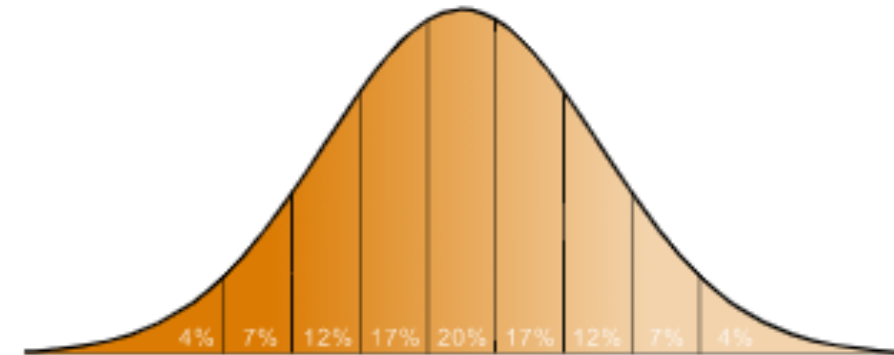
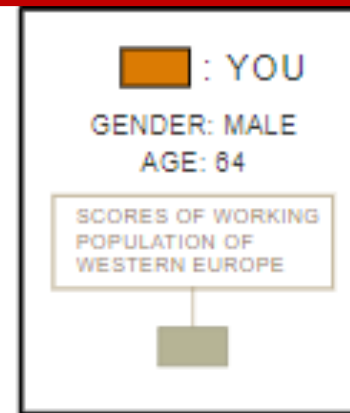
Site: <https://www.123test.com/work-values-test/>

Insight:

- 1) Your Career Choices.
- 2) Careers To Consider?
- 3) Primary Talents?
- 4) Work Values Best Fit?

Example: Me... Work Values Assessment

Most Important Work Values



**Let's Learn
More...**

**About Your
Personality
Assessment**

Investment: None



Site:

<https://www.123test.com/disc-personality-test/>

Insight:

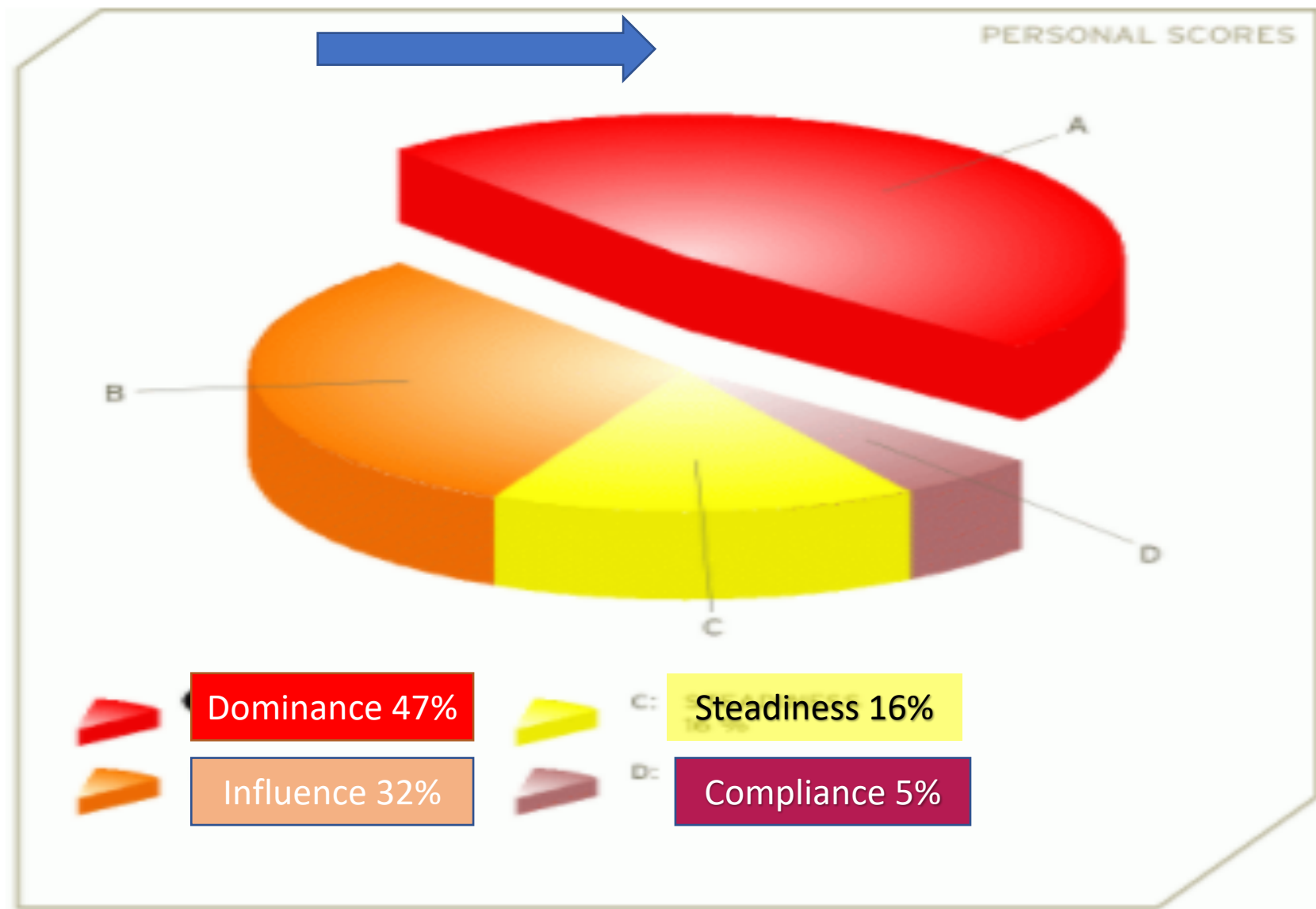
Your Career
Choices.

Careers To
Consider?

Primary Talents?

Work Values Best
Fit?

Example: Me Personality Assessment

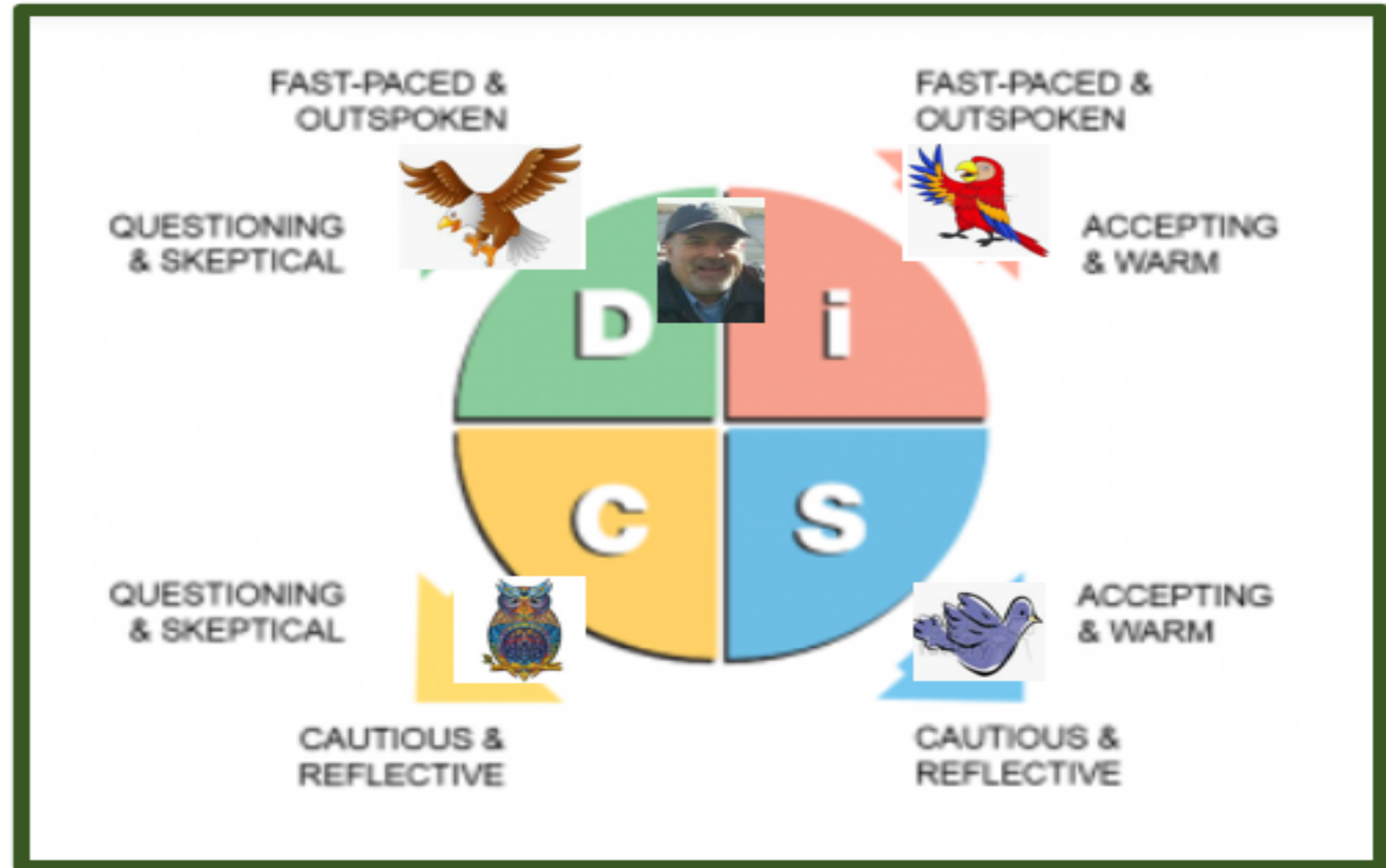


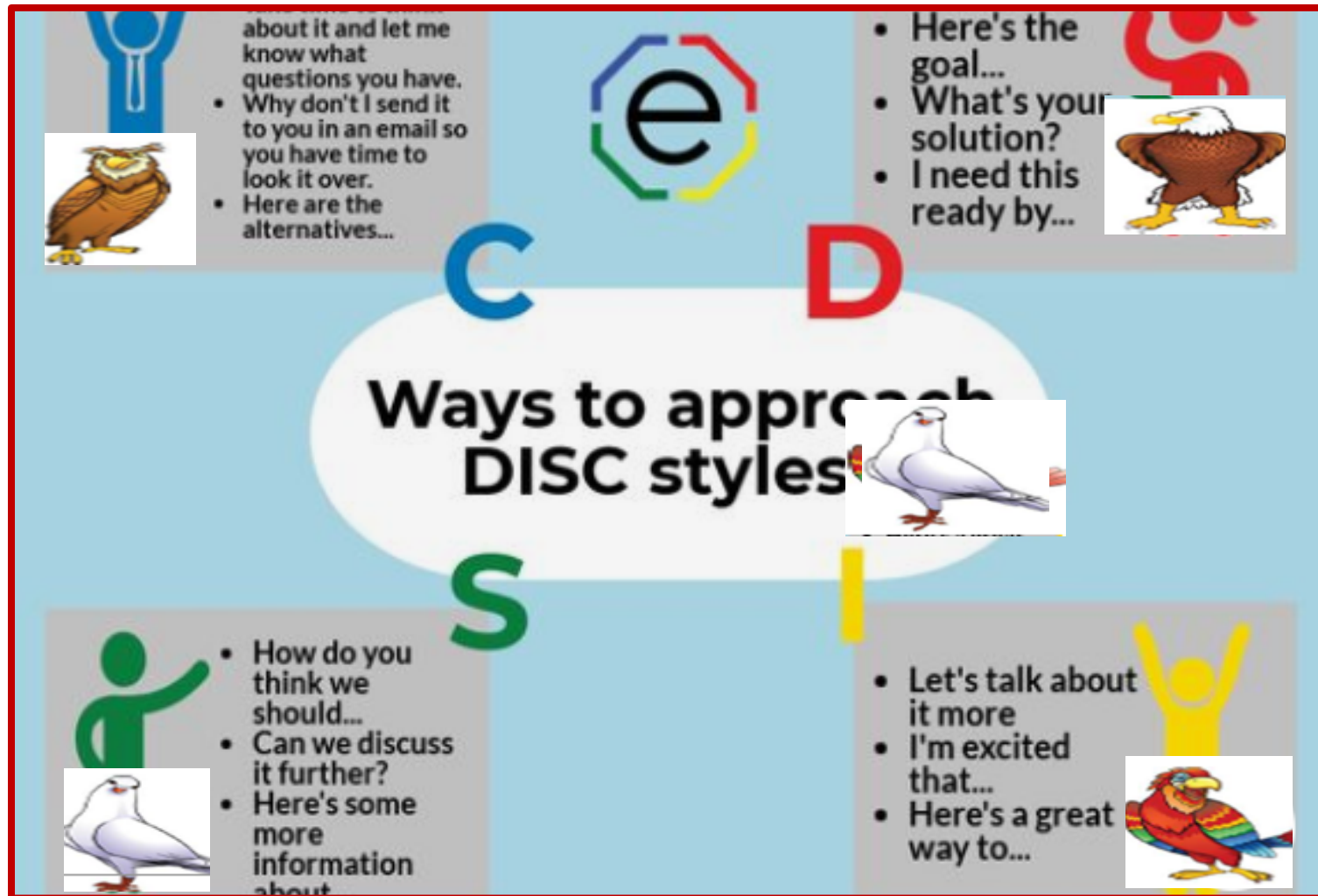
Making The Complex - Simple



Example: Me

Personality Assessment





Communication Effectiveness...

Know Who You Are Talking To

Making Disc Real

Traits

Eagle: Goal; Impatient; Individual; Certain

Parrot: Goal: Impatient; Team; Pretty Sure

Dove: Consider; Patient; A Team; Might Be True

Owl: Facts; Very Patient; Individual; Certain

Meeting Synergy

Eagle: Stay Focused – Just Do It

Parrot: Not Boring – Do It – As A Team

Dove: Compromise – All Buy In

Owl: Facts – Be Careful - Avoid Mistakes



	DOMINANT	INTERACTIVE	SUPPORTIVE	CONSCIENTIOUS
Traits	Decisive Competitive Daring Direct Innovative Persistent Adventurous Problem Solver Results Oriented	Charming Confident Convincing Enthusiastic Inspiring Optimistic Persuasive Sociable Trusting	Understanding Friendly Good Listener Patient Relaxed Sincere Stable Steady Team Player	Accurate Precise Analytical Compliant Courteous Diplomatic Detailed Fact Finder Objective
Tends to Act	Assertive	Enthusiastic	Caring	Contemplative
Primary Drive	Independence	Interaction	Stability	Correctness
Personal Strength	Problem solver	Motivator	Supporter	Organizer
Comfortable with	Taking charge	Social friendliness	Being part of a team	Order and planning
Preferred Tasks	Challenging	People related	Standardized	Structured
Needs	Control	Approval	Routine	Standards
Personal Wants	Control, Variety	Approval, Less Structure	Routine, Harmony	Standards, Quality
When in Conflict, this Style	Demands Action	Attacks	Accommodates	Analyzes
Personal Limitation	Too direct and intense	Too disorganized and spontaneous	Too indecisive and indirect	Too critical and impersonal
Needs to Work on	Empathy, Patience	Controlling emotions Follow through	Being assertive when pressured	Worrying less about everything
Personal Fear	Losing	Rejection	Sudden Change	Being Wrong
Irritations	Indecision, Inefficiency	Routines, Complexity	Insensitivity, Unexpected change	Mistakes, Irrationality
Measures Worth by	Impact or results, Track record	Acknowledgments, Compliments	Compatibility, Contributions	Precision, Accuracy, Quality of results
Under Stress May Become	Dictatorial, Aggressive	Sarcastic, Superficial	Submissive, Indecisive	Withdrawn, Headstrong
Measuring Maturity	Giving up control	Objectively handling rejection	Standing up for self when confronted	Not being defensive when criticized

Examples: Common Career Fit

(But No Absolutes)



Entrepreneur	Realtor	Healthcare	Science
Police Officer	Arts	Customer Service	Engineer
Lawyers	Public Relations	Counselor	IT
Bankers	Marketing	Teacher	Accounting

Career Considerations – Based On DISC:

<https://www.onlinepersonalitytests.org/what-are-the-best-jobs-for-disc-personality-types/>

Some Sources

Career Fit & They Are Free

Career Fit Test (free):

<https://www.123test.com/career-test/>

Career Matching – Disc Based (free):

<https://www.onlinepersonalitytests.org/what-are-the-best-jobs-for-disc-personality-types/>

Next In The Seminar Series

Hope You Can Make It

Topic: Career Opportunity Research: Exploring Options...

- **Common Mistake:** reactive; not being aggressive in utilizing the internet and leveraging your network.
- **Process:** reviewing a variety of robust internet sites you can use; develop skills for improved networking.
- **Result:** insight, capabilities, and a personalized action plan to find opportunities to pursue

When: February 16; 7:10 PM

- Ideally, Us Know You're Coming: www.surveymonkey.com/r/ROTARYCAREER1
- JOIN THE SESSION: <https://nku.zoom.us/j/2934595253>

Were We Successful For You... With This Session Today?

Achieved These?

- a. **Insight...** career successes and failures.
- b. **Work Values...** importance; yours.
- c. **Personality...** yours; implications.
- d. **More Sources...** career fit.