WILLAMETTE
THE FIRST UNIVERSITY IN THE WEST

CareerLeader Assignment

Due: May 26, 2017

Assignment:
For this assignment, you will need to complete the CareerLeader assessment. Completing CareerLeader will take about 30 minutes. There are no right or wrong answers. Just read the questions and answer honestly. When you have finished all three sections of CareerLeader, you will be able to see your results right away. More details about the assessment and what it measures can be found below.

By now, you should have received login directions and a link to access CareerLeader. If you need help, email Betsy Reed for access or email mbacareer@willamette.edu

General Information about CareerLeader

We have a three-part philosophy on career development that drives our research and programs at CareerLeader.

Part I: Your Interests

We strongly believe that your interests, not skills, should be the foundation of your career. All too often, we see people make poor career choices for lots of reasons:

- Yielding to family or Societal Pressure
- Trying to "harvest their career too early, before gaining the needed experience and savvy
- Being seduced by money or status

One of the most common, though, is someone making career choices because they're good at something -- regardless of how interested they are in the work. Of course, your skill level has to exceed some minimum level to be competent at anything. But, it is your **interest** in what you are doing that is your "competitive advantage".

Part II: Connecting Your Motivators and Skills With Your Interests

We also believe that it is the **combination** of your interests, motivators, and skills that is the "hidden key" often overlooked in setting your career course. Your motivators (financial gain, security, etc.) and your skills (communication, quantitative analysis, etc.) are very important as modifying influences to your interests. But, it is your unique profile of **all three factors** that should drive how you approach your career in business.

Part III: Navigating Organizational Culture and Avoiding Career Breakdowns

Overlooked by many, several aspects of career satisfaction have more to do with your employer's organizational culture than with the industry or functional role you have. The work culture may

be critical in determining which company or business unit is best for you, even though it was all three factors (your interests, motivators and skills) which led your search to that industry or functional role in the first place.

Lastly, we all have personality features that can be strengths, or weaknesses, depending on the circumstances. At times, the "right" feature in the "wrong" situation could lead to a major breakdown in your career's forward progress. Recognizing your strengths and weaknesses, and knowing when and where to utilize them, is essential for avoiding obstacles in your career progression.