

Where Have You Gone Or Where Are You Going To... Channel Your Career

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Whether you are just beginning, in the middle or reaching back to advise others that are “climbing” now, it is important to know your type in the process.

Not unlike many of you, I was reading the many trade journals that I subscribe to and came across an advertisement supplement in the Wall Street Journal that redirected me to the supplements source: Americas, Universum, and their spread sheet entitled “What Career Type Are You?”

In this brief test they take you through what challenges your choices. I found a neat segmentation of seven types of persons and how those types provide some, if not all, of our vocational choices. The first one is the ENTREPRENEUR.

1. The Entrepreneur is first and foremost a driven type but certainly driven by the combination of both challenging and innovative work. Organizations that would be attractive to the Entrepreneur are rapid-fire growth companies that also possess an environment of creative thinking and visional foresight. They are also capable of visualizing change or niche opportunities within stagnant slow-growth industries.
2. The Leader yearns to lead the pack. This type person wants to move as quickly as possible to the top of every organization. A Leader can only remain in the pack until he/she learns enough to leap into running it. A Leader must see growth immediately.
3. The Harmonizer is bright and very eager to be accepted by his/her peers. Satisfaction is in the team's success first. With a Harmonizer, the driver



always remains in the “successful participation” orientation within a team concept. Harmonizers are very important to successful companies; they are many times, the “mortar” that indirectly holds the “bricks” together.

4. The Idealist has to be very careful in his/her career selection, since they come to the party with strong convictions that are many times, immovable when a strategic turn-in-the-road is merited. However, it should be noted, Idealists make excellent entrepreneurs when they are first generational visionaries.
5. Hunters gain and lose interest at the speed of light. Therefore, an environment that has a dynamic of high growth potential in combination with constant intense competitive edge

from both inside as well as outside of his/her organization, is key.

6. Careerists, as contrasted to Hunters, are very satisfied with working long hours within a structured organizational environment with one large caveat . . . he/she must “see” a clear-cut career path ahead. Without the “weeds” trimmed constantly and the path remains open, the Careerist will lose directional mortification.
7. The Internationalist covets the broadest possible global exposure. This personal type wants to become “the most interesting man/women in the world.” The parallel goal is by becoming this person; he/she has the perception of greatest control of not only his or herself but of the organization itself. **CW**



CURIOUS AND CREATIVE, you are driven by challenging and innovative work.

CAREER ADVICE: Look for fast-growing companies that will fuel your entrepreneurial spirit. Beware of an environment where you'll feel bored or stagnant. Entrepreneurs thrive when they are leading teams through challenges.

LEADER



YOU SEE THE BIG PICTURE in any situation and aspire to work among a team.

CAREER ADVICE: Rather than being a lone wolf, seek out opportunities where you can collaborate with others and take on responsibility for your team. Leaders are often tasked with starting and growing new projects.

HARMONIZER



YOU'RE A RESPONSIBLE and loyal person who will always take one for the team.

CAREER ADVICE: Your friendliness and positive energy make you a perfect fit for team-oriented settings. As a Harmonizer, when you think about your career, Don't forget to evaluate what will make you happy.

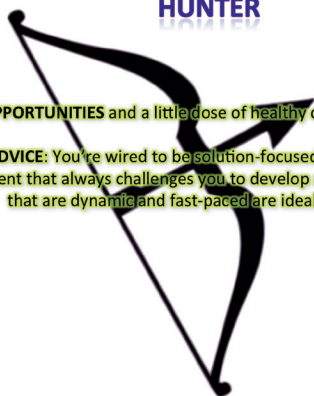
IDEALIST



STRONG VALUES are something you won't compromise on.

CAREER ADVICE: Keep an eye out for a company's mission statement that aligns with your values and reflects a culture of respect and inclusion. Idealists should seek out organizations with strong ethical standards.

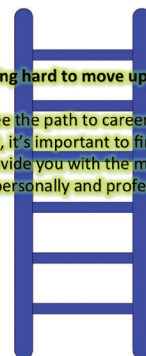
HUNTER



NEW OPPORTUNITIES and a little dose of healthy competition drive you.

CAREER ADVICE: You're wired to be solution-focused and should consider an environment that always challenges you to develop new skills. Career paths that are dynamic and fast-paced are ideal for Hunters.

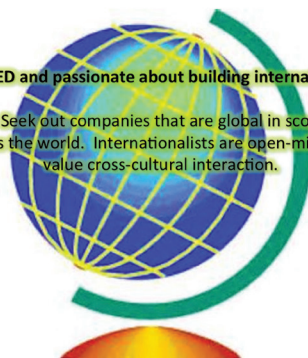
CAREERIST



YOU'RE NOT AFRAID of working hard to move up each rung on the career ladder.

CAREER ADVICE: You see the path to career success as hard work and persistence. As a Careerist, it's important to find an environment to find an environment that will provide you with the mobility to move forward and grow personally and professionally.

INTERNATIONALIST



GLOBALLY MINDED and passionate about building international connections.

CAREER ADVICE: Seek out companies that are global in scope or have multiple operations across the world. Internationalists are open-minded, curious, and value cross-cultural interaction.