



Understanding “Job-Fit” – The Key To Your Ideal Career

“Your talent is God’s gift to you. What you do with it is your gift back to God.” – Leo Buscaglia

It’s critically important for you to be in the right position, using your talent without limitations. There is no greater tragedy in business than putting competent people into jobs in which they are destined to fail. The CALL Vocational & Life Purpose Guide© uses the most advanced technology available to match you with the kind of work that suits you best. It measures the essential factors that mark the difference between success and failure in specific jobs.

Research shows that Job Fit (having the ability, personality and motivation to perform a job long term with excellence) is the single most important factor in job success. Yet, many job-seekers overlook the value of job fit when choosing a career. A large percentage of people feel that they are in the wrong job.

Your CALL report lists specific O*NET job fit results in 22 alphabetically listed industry groups. Within each group, a number of specific Standard Occupational Classification (SOC) codes with job titles are shown, along with your Job Fit Percentage for those jobs.

Job Fit compatibility matches on The CALL range from 25% to 95%. Your report shows only the highest job matches. Research shows that a match of 70% or higher is usually a reliable predictor of job satisfaction and success.

Job compatibility matches are determined by taking your scores and comparing them to our benchmarks of top performers in those jobs, and the O*NET requirements for those jobs.

Three Keys To Finding The Right Job For You

1. Who You Are. Know yourself. You can probably do any job for a while, but the right job for you is one that is filled with joy and doesn’t lead you to boredom or burnout. Identify and develop your unique talents and abilities, the things that make you special. What are you good at? What tasks are easy and natural to you? What things have you done that have given you great satisfaction? Your CALL scores confirm your motivational gifts, abilities, personality and interests.

2. What You’ve Done. Take inventory of your training and experiences. Carefully reflect on all the training, education and experiences you have had in your life. List any credentials, certifications, degrees, professional accomplishments or special training and skills. Look for patterns. These are generally good predictors of where you belong or do not belong. Are you right for the job based on your past?

3. Where You Work. Seek the right place to work. What should your ideal work environment, culture and conditions look like? When considering a specific job, investigate the corporate culture, company reputation, pay and benefits, opportunity for advancement, job security and working conditions. Get to know your boss and co-workers. Do you fit in?



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