

# Love Your Job - Helping you to love your job or to find a job you do love

## Welcome to my newsletter, August 2011



### Welcome

Summer time, and if you have been on holiday, welcome back I hope you had a great time. This is the month when people tend to put decisions about their future on

hold, waiting for a new start in September, but the time to start is now. This month my focus is on review; if you are working to take some time to review where you are, and to make plans for where you want to go. If you are seeking a job, and need one quickly time to think about what you are doing that's working and what changes have to be made.

July started with seeing Chase & Status and the Chemical Brothers in Hyde Park at the Wireless Festival, later spent a weekend at 2000 trees festival, I've met up with long lost family, hosted a party and spent a weekend with dear friends, I've worked hard to make time for non work things. August will see me stepping up on walking, I want exercise with a purpose and we will start walking from Worcester to Birmingham along the canal - well, we will see how far we get! And I'm off to V festival soon.

Wishing you a happy summer and truly hoping you find items of interest in this newsletter.

All the best till next time, Denise x

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## A Career Review

Schedule some time to review how this year has gone. Think about what is going well, what is it about you, your personality, your knowledge and experience that contributes to this. Do you like this direction? Would you like more of it? Could you make some changes to improve the situation?

Should your review go beyond your career?

Alongside your career should you also consider your finances, your health, fitness, relationships, wealth? What might help is to go through the [Wheel of Life exercise](#). Going through this alone should be helpful, or you may like to discuss your findings with me, this can provide an excellent structure for a career coaching session.

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## How is your job search going?

**Has your job search stalled?** Start measuring. How many hours a day are you spending on your job search. List everything you are doing and the amount of time you spend

doing each one. Is there anything that you are avoiding, make a note of these things.

- How many interviews have you had?
- How many phone calls have you made?
- How many jobs have you applied for?
- How many of these do you think you are a great match?
- How many contacts have you connected with this week?
- How many people have you connected with on LinkedIn this week?
- How many direct approaches have you made?
- Do you know the companies you want to work for?
- Are you following every company you want to work for on FaceBook, LinkedIn, Twitter?
- How many people have you reconnected with?
- How many professional meetings have you attended?
- Could you be finding out more about the industry or company you want to work for?

**Perhaps you should quit, just for a while.** If what you are doing isn't working why not quit. Take some time out, take your CV down from all job sites. Give yourself a job search holiday, then start afresh in a few weeks.

## Need help? Schedule a job search coaching session with Denise

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## Using assessments in careers coaching

*Are you stuck? No idea on the sorts of jobs you should be applying for?*

Whether you are a recent language graduate who needs ideas of what to apply for, or an uninspired marketing manager who wants some suggestions then the use of assessments can be helpful. Not every career coach is qualified to use assessments, and many only have access to one. There are many available and as a Chartered Psychologist I am able to review many and choose the most useful and reputable ones.

Assessments cover ability, interests and personality and can give you objective data to help with decision making.

### Ability Testing

This could be taking tests used in recruitment such as verbal reasoning, numerical reasoning. What I think is much more helpful is a battery of tests that together will help to identify jobs you are best suited to. My preferred one is the [Highlands Ability Battery](#), this contains 19 separate validated objective tests.

The HAB isolates natural abilities and analyses combinations of aptitudes in addition to individual aptitudes. It is an objective measure of your relative ability to do specific things from solving problems to remembering what you read. It tells

you what you'll find easy, what will be difficult and is the foundation to effective career choice.

This type of assessment is very thorough, taking 3 hours to complete and comes with an extensive report (30 pages), in-depth discussion (90 minutes), and I also offer a recording of the discussion and additional reference material.

It can appear expensive but once measured the results remain valid and my clients refer to their report for years afterwards.

### Interest Inventories

An interest inventory will provide suggestions of careers to explore based on your interests. I recommend the [Strong Interest Inventory](#)® which helps you identify your pattern of vocational interests and is based on the work of John Holland. Holland defined six basic occupational themes (called Holland Codes) that can be used to categorise occupations as well as individuals.

The Strong measures your interests using 291 different questions to explore your likes and dislikes with regard to careers, leisure activities, school subjects and other categories. Your responses are compared to a representative sample of occupations followed by:

- People who enjoy their work
- Have worked in that area for at least three years
- Who do typical work for the field

People tend to search out those environments that match their interests, and an environment attracts people who share similar interests. There are different reports available, including those focused for young people choosing post GCSE options or university courses. The iStartStrong option is very interactive with many links to explore further.

This is a low cost way of identifying options but we need to remember that just because we have an interest in something it doesn't mean we have the ability or can learn the skill to earn a living following a particular path.

### Personality Questionnaires

There are many options available, including the personality questionnaires used in recruitment like Saville's Wave. For careers guidance the [Myers Briggs Type Indicator \(MBTI\)](#) is a good choice as it enables you to identify jobs which match a particular profile. Of course not every ENFP is going to want to work in a similar job but it offers ideas for people to explore.

Looking at assessments individually is helpful, but combining them becomes much more valuable. I offer programmes combining 2 or all 3 of these assessments.

#### 10 steps to a job you love eProgramme

3,183 people have gone through this programme, amazing! I get emails from people telling me how helpful it is. Sometimes it has been all somebody needs and that makes me happy, my mission is for everyone to find a job they love.

**I'd love to get your feedback - would you 'Like' my [Facebook page](#) and make a comment on what you got out of it, would make me happy 😊**

### The Bronze Career Programme by Phone/Skype

Take the MBTI step 1 to understand your personality. You can use this information to help enhance relationships and also to understand more about how you gather information, make decisions and preferred lifestyle. We then use this information to identify possible careers that match with your

personality. Take the Strong Interest Inventory to find out what sorts of courses and career people with similar interests to you choose, thus widening out your options. Receive 2 individual reports plus a third which combines the results of both assessments. Both assessments are discussed in session of 90 minutes to 2 hours to include creating a plan for jobs to explore, and how to do this through the Next Steps Booklet.

Purchased individually costs are £305, buy [The Bronze Programme](#) by Phone/Skype for £280. You can read about different career programmes using this link.

**If this may be helpful for you or someone you know, do [get in touch](#) with Denise to explore further.**

### Interactive Brochure

To help you find your way around my website I've created an interactive brochure and you can access it [here](#).



**I'd love to know what you think and it would be brilliant to hear your views on my facebook page – I think it is so much more interactive than on a blog. **If you aren't already linked to me on FaceBook here is the link: <http://www.facebook.com/amazingpeopleUK>****

### How to get a job in a recession

The 2<sup>nd</sup> edition is not going to be changed by a few minor tweaks but a radical update sharing new thoughts and ideas. It will be multimedia too with downloads linked to the book. Revising chapters is taking up all my spare time, plus days have been diarised to work on it. I'm now getting there!

We anticipate it coming out in November, more details in the next issue.

## Blog

With working on my book I've had less time to write blog posts, but I did manage 9, see the links to read more

1. [Hate Mondays](#)
2. [Get a job offer or your money back – too good to be true?](#)
3. [The 8 things to consider when writing a CV](#)
4. [How to survive life after graduation](#)
5. [Is your CV a selling document?](#)
6. [Body Language](#)
7. [Stop dwelling on things](#)
8. [What motivates you?](#)
9. [Fear of Networking](#)

I do urge you to come over and look at the articles I post on my blog, often short, often relevant to what's happening in the news. You can even subscribe and get them brought to your inbox each time.

**You can subscribe to my blog using this link:**  
<http://feeds.feedburner.com/AmazingPeopleBlog>

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## Twitter

Here are a few of my recent tweets - why not 'follow me' on twitter or book mark this link so you can keep up to date with interesting short links. <http://twitter.com/amazingpeople>

- RT @psychcentral: How to Put Positivity into Your Morning Routine [psych.ly/qgG1Yp](http://psych.ly/qgG1Yp)
- RT @psychcentral: How to Improve Your Self-Image [psych.ly/pSGeAz](http://psych.ly/pSGeAz)
- Terence Blacker: Time for us all to de-clutter our brains <http://ind.pn/okIsnJ>
- Watching the cows at the bottom of our garden. Very therapeutic
- You were once wild, don't let them tame you! - Isadora Duncan

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## Supporting Young People

Young people need help - both in ensuring they make the right choice at 18+; university or a job, what job, what course? Too many young people take the wrong course and drop out, or graduate and then realise they are on the wrong career path. As they graduate they need help in getting a job, how to create an effective application.

This past month I've helped 2 young men who made the wrong choice for university and dropped out, another who is very unhappy in his first job after gaining a 1st class honours degree, and a 4<sup>th</sup> who I've helped plan his career and he still has 1 year to go before he graduates.

Read more on my services to young people [here](#)

## Need help with interviews?

I have extensive experience as an interviewer and assessor, and can provide comprehensive interview coaching, I also offer a just in time service for a short reminder of what you need to do to get you into peak state just before your interview.

Read more about my [interview coaching services](#) here.

## Denise in the media:

\* **Will be quoted/featured in the September issue of Glamour** - 'How to fall in love with your job all over again.'

\* **Five signs you're in the wrong job**, my article on [Jobsite Insider](#), 6th August 2011.

\* **Contributed to research for article in Elle Magazine**, September 2011. No direct quotes but a recommendation for my book [How to Get a Job In a recession](#).

\* Expert on [Guardian Career Forum](#) answering questions on Assessment Centres on Friday 22nd July.

\* Featured twice in [The Guardian G2](#) on Monday 18th July in the 'How to Survive after Graduation' special edition.

\* Featured in [Chemistry World](#), Managing Change a helping hand, July 2011.

\* Quoted in **The Sunday Express** 'Fury over cruel BBC game show offering job as prizes and (misquoted) **Mail on Sunday**, 'You've been hired! Fury at BBC for offering jobs as prizes to unemployed in cruel gam show', both on 3rd July 2011.

## What Denise did last month

- Went to Wireless and 2000 Trees Festivals
- 21 client sessions
- Helped lots of journalists, see above
- Revised 40,000 words for 2<sup>nd</sup> edition of my book

## Ask Denise a Question

Sometimes you need some advice, but you don't need to book a full session so why not take advantage of the Ask a question by email service. **Pay £20, send Denise a question of up to 100 words and get a reply within 24 hours Monday to Friday.** You can use the £2 x 10 links at the bottom of the [payment page](#).

**Unless you try to do something beyond what you have mastered you will never grow. C R Lawton**

**Want to get this newsletter each month? Sign up from my website and you can also get my highly acclaimed '10 Steps to A Job you Love eProgramme at no charge! <http://www.amazingpeople.co.uk>**

**Get in touch:** For a confidential chat about how we could work together [email](#) or call me on 01684 772 888

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I only send e-mail to those who are interested in hearing from me. If you would prefer not to receive e-mail from me in the future, please use the link in the email that came with this newsletter to unsubscribe.