

## Employment Choices - *Quadrant*

A **goal** is “**a dream, with a deadline**”. In order to set and achieve our goals, we first have to understand what motivates us and become aware of where we are at in our career. We are motivated by different tangible and non-tangible objectives to pursue a certain career path; it may be money, familiarity, developed skill, a variety of less visible factors or a combination of these factors. Tangible and non-tangible factors influence our decision to make certain career choices. To determine for yourself where you are at in your career path, look at the criteria stated and analyze the following quadrant:

Which quadrant best defines your current employment situation?

<b>1</b>	Enjoy: <b>Yes</b> ; Ambition & Skill: <b>Yes</b>	<b>3<sup>1</sup></b>	Enjoy: <b>No</b> ; Ambition: <b>No</b> , Skill: <b>Yes</b>
	a. I <b>enjoy</b> doing this and the majority of the tasks involved b. I <b>do</b> have <b>developed skill</b> in this area and am good at it c. I <b>do</b> have <b>talent</b> in this area and <b>ambition</b> to pursue further development.		a. I <b>don't enjoy</b> doing this or the majority of the tasks involved b. I <b>do</b> have <b>developed skill</b> in this area and am good at it c. I <b>do</b> have <b>talent</b> in this area but <b>lack ambition</b> to pursue development; however I can fall back and rely on the developed skills acquired in the past in regards to employment.
<b>2<sup>2</sup></b>	Enjoy: <b>Yes</b> ; Ambition: <b>Yes</b> Skill: <b>No</b>	<b>4</b>	Enjoy: <b>No</b> ; Ambition & Skill: <b>No</b>
	a. I ( <b>would</b> ) <b>enjoy</b> doing this and the majority of the tasks involved. b. I <b>don't</b> have (official) <b>developed skill</b> in this area and am not professionally good at it at this point in time. c. I am aware that I <b>do</b> have <b>talent</b> in this area but I have not formally explored it to be competitive or to obtain employment in this area at this point in time.		a. I <b>don't enjoy</b> doing this and the majority of the tasks involved b. I <b>don't</b> have <b>developed skill</b> in this area and am <b>not good</b> at it c. I <b>don't</b> have <b>talent</b> in this area and I have <b>no ambition</b> to pursue further development in this area.

If you find yourself back mostly in *quadrant 3 and 4*, you should make a career assessment and redefine your career objectives..... you keep drifting away from who you are if you stay there too long. There is a good chance that your talents are in *quadrant 2*: It is time to focus on developing these (further) and look for a work situation that allows you the opportunity to educate yourself in this area. You don't want to wait until it is too late and miss your deadline!

<sup>1</sup> You may have worked in your parent's business as a child and know a lot about it, but it is not your interest field, or you have pursued a certain job/career because of practical opportunity and money or encouragement from family, but it does not match your real interests and talents.

<sup>2</sup> These are often “innate” abilities: they may have been discouraged at a young age by parents or family or simply never recognized as such. You may also simply not be aware of them and stumbled upon these abilities later in life.