

# DEFINING CAREER SUCCESS

## **Beyond Skills and Experience**

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# suc·cess (per dictionary.com)

noun

1. the favorable or prosperous termination of attempts or endeavors; the accomplishment of goals.
2. the attainment of wealth, position, honors, or the like.

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1. the favorable or prosperous termination of attempts or endeavors; *the accomplishment of goals.* - Employer's perspective
  2. *the attainment of wealth, position, honors, or the like.* - Employee's perspective
- ∴ This is how employment generally works**

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Success = ...or the like

An example – the man from Ingine Tech...

- What was(n't) success for this man?
- What motivated him?
- How could this become part of the hiring process?

## Success = ...or the like

“You want to be in a job where you’re motivated. ...there’s a big difference between motivation and incentives. An incentive is, ‘I will pay you to keep working in order to want what I want.’ Motivation means that you’ve got an engine *inside of you* that drives you to keep working in order to feel successful and to help the organization be successful. It causes you to keep at it through thick and thin.”

- Money magazine interview with Harvard Business Management professor Clayton Christensen

Success = ...or the like

## Top 5 Very Important Aspects of Employee Job Satisfaction

1. Opportunities to use skills and abilities (63%\*)
2. Job security (61%)
3. Compensation/pay (60%)
4. Communication between employees and Sr. Mgmt. (57%)
5. Relationship with immediate supervisor (54%)

- SHRM 2012 Employee Job and Engagement Report

\* Percentages are based on a scale where 1 = "very unimportant" and 4 = "very important"



## Success = ...or the like

per Steve Jobs:

**My favorite things in life don't cost any money. It's really clear that the most precious resource we all have is time.**

Your time is limited, so don't waste it living someone else's life. Don't be trapped by dogma — which is living with the results of other people's thinking. Don't let the noise of others' opinions drown out your own inner voice. And most important, have the courage to follow your heart and intuition. They somehow already know what you truly want to become. Everything else is secondary.

Being the richest man in the cemetery doesn't mean much to me. Going to bed at night saying we've done something wonderful... that's what matters to me.

Your work is going to fill a large part of your life, and the only way to be truly satisfied is to do what you believe is great work. And the only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it.

**You know, my main reaction to this money thing is that it's humorous, all the attention to it, because it's hardly the most insightful or valuable thing that's happened to me in the past ten years.**



## Success = ...or the like

“The way I ought to measure my life is in terms of the of the others I helped to become better and happier people. That’s the biggest thing to think about if you’re not happy.”

- Professor Clayton Christensen

Steve Job’s version...

**“Technology is nothing. What's important is that you have a faith in people, that they're basically good and smart, and if you give them tools, they'll do wonderful things with them.”**

Success = ...or the like

What would Steve say about these?

Top 5 Very Important Aspects of Employee Job Satisfaction

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What do *you* say? What is your definition of

**suc·cess ?**

Success = *...or the like*

A black and white close-up portrait of Steve Jobs. He is wearing his signature round glasses and has a slight smile. His hand is resting against his face, with his fingers near his eye. The background is dark, making his face the central focus.

“The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle. As with all matters of the heart, you'll know when you find it.”

- Steve Jobs

<http://www.kayvanaj.org/Thoughts.blogspot.in>

Success = ...or the like

## Practical Application:

- 1. Know what you love – what success is for *you*.**

Success = ...or the like

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- 2. Manage your career by *networking* (b.k.a. information interviewing).**

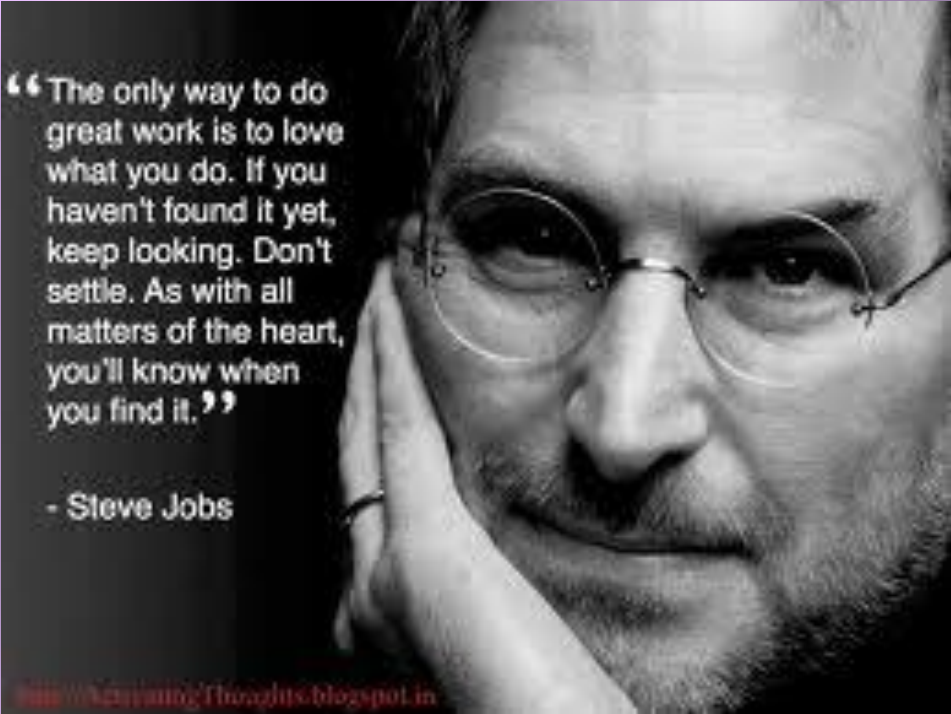
Success = ...or the like

## Practical Application:

- 1. Know what you love – what success is for *you*.**
- 2. Manage your career by *networking* (b.k.a. information interviewing).**
- 3. Manage the interview process – sell your motivators.**

Success = ...or the like

# What might the man from Engine Tech do?



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