

MATCHING YOUR PRIORITIES

with the Organization's Culture

KNOWING YOUR PRIORITIES

As you begin searching for opportunities, reflect on the list of priorities below. What's important to you? Check your top 5 priorities.

- | | | |
|--|---|---|
| <input type="checkbox"/> Money & Benefits | <input type="checkbox"/> Work/Life Balance | <input type="checkbox"/> Geographic Location |
| <input type="checkbox"/> Help Others/Society | <input type="checkbox"/> Develop Friendships | <input type="checkbox"/> Actively Compete |
| <input type="checkbox"/> Make Decisions | <input type="checkbox"/> Exercise Power/Authority | <input type="checkbox"/> Influence People |
| <input type="checkbox"/> Gain Knowledge | <input type="checkbox"/> Express Creativity | <input type="checkbox"/> Supervise Others |
| <input type="checkbox"/> Experience Change & Variety | <input type="checkbox"/> Find Stability/Security | <input type="checkbox"/> Work at Fast Pace |
| <input type="checkbox"/> Receive Recognition | <input type="checkbox"/> Exercise Independence | <input type="checkbox"/> Moral Fulfillment |
| <input type="checkbox"/> Physical Challenge | <input type="checkbox"/> Time Freedom | <input type="checkbox"/> Excitement/Adventure |

It's important to understand and articulate your top priorities and define your "non-negotiables" (the career related priorities that you really can't live without).

UNDERSTANDING ORGANIZATIONAL CULTURE

Organizational culture shapes every minute of the workday and every decision that is made, so it's important to gauge an organization's culture beforehand to understand if that work environment will bring out the best in you. Use the list below to identify the actions, behaviors and approaches that give clues about the organization's culture.

Based on your organizational research, what have you found to be important to them?

- | | | |
|--|---|---|
| <input type="checkbox"/> Mission Statement | <input type="checkbox"/> Hiring Practices | <input type="checkbox"/> How People Work |
| <input type="checkbox"/> Organizational Structure | <input type="checkbox"/> Inclusion/Diversity | <input type="checkbox"/> Office Space |
| <input type="checkbox"/> History/Heritage | <input type="checkbox"/> Innovations/Creativity | <input type="checkbox"/> Response to Initiative |
| <input type="checkbox"/> Change & Variety | <input type="checkbox"/> Stability/Security | <input type="checkbox"/> Work at Fast Pace |
| <input type="checkbox"/> Team Spirit/Morale | <input type="checkbox"/> Cross Functional Collaboration | |
| <input type="checkbox"/> Professional Growth Opportunities & Flexible Career Paths | | |

MATCHING YOUR PRIORITIES WITH YOUR TARGETED EMPLOYERS

Understanding your thoughts about organization elements like leadership style, work flexibility, employee recognition, office social life, etc., you will have a reference point for what a favorable or unfavorable work environment would be for you. In the space below, spend time journaling about your reflections on what work culture means to you and how your priorities connect with the organizations priorities, especially when you consider your "non-negotiable" priorities.