



DETERMINE ENVIRONMENTAL FIT

Your motivations are optimized and your contributions are maximized in the right environment, and thereby the right career role. Consider how your motivation may be affected by the environment where you work and the type of career roles you might be considering. Environmental fit requires identifying your motivations and values and how the culture and structure of an organization align to support the way your motivations connect with the work environment.

1

YOUR MOTIVATIONS

Review your motivations and identify in your stories when you've felt most satisfaction and engagement. Using the motivations that most resonate with you, think about the opportunity you will have to work within your motivations. Will you have the opportunity to take the lead on projects, collaborate with others, bring original ideas, or other actions that relate to your motivations?

2

YOUR ENVIRONMENTS

Next, use your report for each motivation to identify the ideal work environments that set the stage for your motivations to thrive. List the environments that motivate you and stimulate your productivity. Does your ideal work environment allow for a flow of interaction and ideas, is there a lot of teamwork, does the culture have a highly developed set of values that are lived, or other company environments that support your motivations?

3

COMPANY RESEARCH

Research the company to learn about the culture and values lived and expressed. Start by reviewing their website including mission statements and company values. Pay attention to language such as creative, collaborative, innovative or other descriptions that align to your motivations. Visit sites like Glassdoor or your college job posting system to see if employer profile descriptions or if there are student experience reviews. Ask your career office for employer insight or connect with your school alumni office to inquire of about networking with current or previous alumni that worked at that employer. Connect with the alumni to ask them questions and expand your network.

4

ASK QUESTIONS

Prepare and ask questions to the recruiter or during your interview. Use your list of ideal work environments that enable your motivations to flourish and ask questions to learn about the company.

Examples of questions to consider:

- How often does the team have opportunities to spend collaborating on projects?
- What kinds of projects would this role be able to own from beginning to end?
- How does the structure of work allow for ideas and innovation to be generated?

Use your ideal work environments and your company research to thoughtfully generate questions to ask.

Use this space to generate more questions.