

## REINVENTING WORK PROFILE

How prepared are you to face the changes occurring in the workplace today and over the coming decade? What are your preferences in work style? How do you define retirement? Would you make a great entrepreneur or would starting a business be the wrong move?

The following profile will help clarify your strengths and challenges with regard to managing change, and help you to determine your comfort level with risk.

Check the column which corresponds most closely with your answer, indicating whether you Agree, Somewhat Agree, Somewhat Disagree, or Disagree.

	Question	Agree	Somewhat Agree	Somewhat Disagree	Disagree
1.	If I find a job with the right company they will take care of me.				
2.	In order to have a steady paycheck, I need a job.				
3.	I can either get a permanent job or start my own business.				
4.	Retirement means I will stop working.				
5.	Age discrimination has not lessened in recent years.				
6.	If I use a wide open objective on my resume, I increase my chances of getting a job.				
7.	Most people find their jobs through the wants ads.				
8.	Networking is helpful only if you are in sales.				
9.	Running a household efficiently is nothing like running a business.				
10.	Most hiring managers know exactly what they want when they post a job ad.				
11.	My corporate pension will amply cover my retirement needs.				
12.	A job in a big company is the best job security.				
13.	It is important to include personal data, such as hobbies and marital status, on your resume.				
14.	The hiring manager in a company is usually well equipped to conduct objective interviews.				
15.	If I work really hard my efforts will be noticed and rewarded.				
16.	The most important thing is a job that pays well.				
17.	Starting my own business is probably the most risky career move I could make.				
18.	A job layoff is the worst thing that could happen in my career.				
19.	It is important to pick a field and stay with it throughout my career.				
20.	A good company is one that takes care of its employees.				
<b>Totals</b>					

## SCORING THE PROFILE

- When you have completed the survey, add up the total number of check marks in each column.
  - Multiply each column total as follows:
 

“Agree” Column x 1 point	_____
“Somewhat Agree” Column x 2 points	_____
“Somewhat Disagree” Column x 3 points	_____
“Disagree” Column x 4 points score	_____
Your Total Score	_____
- Find the Corresponding Score below

## UNDERSTANDING THE 4 WORK MODELS

Points Scored	Strengths	Challenges
20 – 35	<b>TRADITIONAL EMPLOYEE</b> Loyal, reliable, committed. Makes decisions based on rational input. Places a high priority on security.	Difficulty with change. Helpful to gradually expand comfort zones and increase the range of options. Must keep skills current, network regularly and stay on top of job market changes to remain competitive.
36 – 49	<b>TRANSITIONING EMPLOYEE</b> Practical, balanced in pursuits. Work may or may not be fulfilling, but they often have a hobby or outside dream job. Seeks work/life balance. Open to ideas.	May be stretched thin or over-committed. Helpful to create manageable long-term plans for exit strategies, and a specific plan for developing avocation into a paid vocation.
50 – 65	<b>CONTRACTOR/CONSULTANT</b> Enterprising and idea driven. Finds better ways to do things. Values variety. Relishes independence.	Can have difficulty getting from one assignment or project to the next. Must develop and implement a continuous marketing plan. If introverted, must find natural and comfortable ways to build networks and strategic alliances.
66 – 80	<b>INVENTIVE ENTREPRENEUR</b> Raises standards, innovates and invents. Often visionary. Values constructive change. Seeks an “in charge” role.	Difficulty admitting “I can’t do it all.” Helpful to form a Personal Board of Directors to identify areas of challenge and opportunities to delegate. A good strategy is to mentor others who can share in the tasks and serve as trusted lieutenants.

Why call this survey “Reinventing Work?” Based on many years of observation of individuals in transition, I have realized that we all make many assumptions about work and what work has to look like. Those assumptions include:

- having a job is the only way to a steady paycheck
- a bad experience working in corporate America means that large companies are “bad”
- having good ideas about how to do things better means you’ll make a great entrepreneur
- employers should “take care of us”
- once we find a career we have to stay with it
- it’s okay if work is not satisfying as long as we get paid
- sales is a bad but necessary thing
- the politics will go away if I work for a smaller company
- non-profits don’t have to make money

I hope that reading these assumptions brings a smile to your face. Beyond the smile, I hope to bring the recognition that you may be operating under assumptions that don't support your career or business growth. Those assumptions may be entirely wrong and could limit your success. Raising awareness of those assumptions and defining your level of comfort with risk and change can point you in the right direction, and assist in your decision-making. So, be honest with yourself on the survey and after you add up your scores, read the summary for insight on where you best fit in the world of work.