

YOUR CRITERIA WORKSHEET

List at least 3 things that are important to you in the categories below. For each item circle "fact" if it's something you've experienced or "test" if it's a hypothesis. Work with a coach to find ways to test your hypotheses and discuss how your criteria may influence your career choices.

ROLE FIT

How well do the role's required capabilities (skills, knowledge and experience) fit what *you want* to do or learn? Is this role positioned and valued in a way that appeals to you? What tasks take away your energy?

1		fact test
2		fact test
3		fact test

CULTURE FIT

What about the organization's culture is important *to you*? What do *you need* from the environment, your colleagues and your leaders to be able to do your best work? What behaviors? What attitudes, values and beliefs?

1		fact test
2		fact test
3		fact test

PURPOSE ALIGNMENT

What about the organization's mission or purpose is important *to you*? It can be as specific or broad as *you want*. Eg, the org. needs to serve population "x" or the org needs to not do any harm.

1		fact test
2		fact test
3		fact test

Tip: Remember, ‘meaningful impact’ is personal. It’s not an intellectual argument, otherwise “more” would always be better. Helping 25 students a day in class might be meaningful to one person; for another, helping each individual will be more meaningful; and yet another might seek meaning in fixing the whole education system - impacting thousands of students.

IMPACT ATTRIBUTES



This scale is designed to help provoke your thinking about what Impact means to you by highlighting factors you may not have thought of. First, identify which of the attributes matter to you. Then for each attribute mark on the scale you know, (ie., have experienced it), where impact is meaningful for you. (Could be a range of values or a minimum threshold point) On other attributes mark where you hypothesize it is (you can test if these matter to you or not).

