



WHAT IS YOUR Career Transition Work Style?



People have diverse work styles that impact their approach to a career transition. This guide offers examples of five different job search approaches that reflect commonly seen job search styles and tips on how to tailor your strategy around it. This is not an exhaustive list of examples, just a composite of many clients I have worked with. Your approach may be a combination of these or include other strengths and methods that are not listed here. Compare your quiz results with these examples.



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QUIZ RESULT GUIDE

JNelson Coaching & Consulting LLC.

The Self-Starter

Energetic | Ambitious | Proactive

(Key job search strengths)

Job Search Behavior: Jumps right into the transition process, actively seeking out opportunities, applies to numerous positions, attends networking events, and takes initiative in following up. Enjoys challenges and views job searching as a competitive process.

SWIPE FOR TIP



TIP 1

The Self-Starter

Challenge: With all of your enthusiasm and energy, it is easy jump into your search without a plan of action and a process.

Tip: Instead, use your proactivity to create a plan and your ambition to set aspirational, yet realistic, job goals. You might also funnel down your targeted jobs to positions that are most relevant to your skillset/experience and weed out the rest of the noise found in the labor market. You may also enjoy the challenge of finding out as much as you can about an employer and their top initiatives when choosing who to apply to or to identify affinities in preparation for interviewing. You may also enjoy the challenge of upskilling or focusing on non-linear career options. Demonstrate your energetic problem solving and proactive nature when you network. Use your enthusiasm to stay positive and persistent - keeping your eye on the prize.

'THE STRATEGIST'



The Strategist

Analytical | Strategic
Detail-Oriented

(Key job search strengths)

Job Search Behavior: Develops a well-thought-out plan before starting the job search. Researches industries, analyzes job market trends, customizes resumes for specific positions, and strategically targets companies aligned with long-term goals.

SWIPE FOR TIPS



TIP 2

The Strategist

Challenge: While you excel at situational analysis, try to avoid analysis paralysis. Examples of this are getting lost in the details of your resume development or creating too rigid of a transition plan. Some 'Strategists' tend to avoid formal in-person networking events.

Tip: Instead, use your strategic sense to make an adjustable plan. Give yourself a planning time limit and strategize your process flow. If you are uncomfortable with formal networking, then use your attention to detail and strategic nature to assess what you dislike about it. Then seek resources that help you develop a more comfortable networking approach. Participate in unconventional activities that still facilitate networking like a community group in an area of interest, master classes, improv groups, or a speaker's group like Toastmasters. Also, explore professional associations to find events and opportunities.

'RELATIONSHIP ARCHITECT' ▶

The Relationship Architect

Outgoing | Sociable
Relationship-Oriented
(Key job search strengths)

Job Search Behavior: Focuses on building and leveraging professional networks. Easily attends networking events, engages on social media platforms like LinkedIn, and relies on referrals. Values personal connections and informational interviews.

SWIPE FOR TIPS



TIP 3

The Relationship Architect

Challenge: Many in this category may avoid tasked-focused activities in lieu of connecting with people. Tasks like tailoring the resume to jobs, exploring transferrable skills, and exploring the details of their labor market may feel tedious. But all of these things need to be part of your process in preparation for your personal interactions.

Tip: These transitioners are the mostly likely to find the hidden job market, and this is largely due to your ability to connect with the right people. If this is you, then you might focus on exploring companies and people to add to your network and accesses interviews through new and current connections with ease. However, your process benefits most from exploring information to tailor your resume or interview preparation. In fact, make sure that you have a process. Of these transitioner styles, you seem the least likely to have a plan and process, because of your ability to be more spontaneous than other types...after all networking relies on thinking on your feet. Just make sure you are armed with relevant and updated information that builds credibility.

'THE INNOVATOR'



The Innovator

Creative | Adaptable | Risk-Taking
(Key job search strengths)

Job Search Behavior: Thinks outside the box during the job search. Explores unconventional job opportunities, creates a standout online presence, and may consider entrepreneurial ventures. Enjoys showcasing unique skills and projects.

SWIPE FOR TIPS



TIP 4

The Innovator

Challenge: Some transitioners in this category may prefer non-conventional work environments, yet may or may not know where to find them. Some may struggle with rejection. Many find it hard to plan out the details of a job search strategy but are great at envisioning a bigger picture of what they seek.

Tip: Start with your bigger vision and work backward to create a detailed strategy and milestones. If you seek unconventional work settings, brainstorm with your network of innovators for suggestions and build new innovator contacts. Seek resources that list these types of employers (think 'best places to work' lists, and why they are selected as such). Maybe explore leveraging an idea or expertise into a business. Also, rejection can be difficult, so consider adding a rejection goal into your transition plan to create a realistic view that accounts for disappointments, yet helps you to bounce back.

'THE PLANNER'



The Planner

Organized | Methodical | Cautious

(Key job search strengths)

Job Search Behavior: Approaches job searching systematically. Develops a step-by-step plan, sets realistic goals, and methodically follows application processes. Values stability and thoroughly researches companies before applying.

SWIPE FOR TIPS



TIP 5

The Planner

Challenge: Many planners struggle with stretching transition goals into more ambitious opportunities that exceed their comfort zones. Another challenge may be overplanning and at the cost of execution. Some planners also find it uncomfortable to network or are so task-focused during this process that people don't get to see their fabulous personalities!

Tip: Similar to the Strategist, Planners are most likely to have a clear goal, plan, and strategy; plus a structured weekly or daily agenda. This is key to staying on track with your process. Planners can apply their methodical approach to create a robust transition plan by exploring ways that their knowledge/skills/abilities can fit into a role not previously considered. Planners may appreciate this transition time to take short upskilling opportunities that will support a more aspirational transition plan. And when focusing on tasks, never underestimate the value of creating a personal connection.

FINAL THOUGHTS



Tip Final Thought

It's essential to note that people may exhibit a combination of these (and other) transition work styles and strengths. Your approach to job searching can and should evolve. Successful job searching often involves a mix of strategies tailored to individual strengths, needs, and the specific demands of the job market.

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