Career Decision Making

At 3P Career Consulting we utilize an identity-based WHO before DO™ approach to selecting colleges, majors, and careers. This means we help you figure out WHO you are in order to make wise decisions about what you DO or where you go. This is based out of Ephesians 2:10 which says "For we are His workmanship, created in Christ Jesus, for god works, which God prepared in advance for us to do." Your WHO comes before your DO™!

In order to help you with all of this, we use our proprietary 5P Process© to identify your Passion, Purpose, Personality, Proficiencies, and Profit centers. Figuring out these 5P's for yourself will help you to better understand what you value. We know that selecting a university to attend is a big decision, so we've designed this exercise to help you discover what is most important to you (part of P #5) in the school you attend, which will make the university selection process much easier.

Step 1: Brainstorm and write down the Values Important to you in a Job/Career" or use the list provided.

Step 2: Narrow your list down to a top 10.

Step 3: Go to the "Careers I Am Considering" table. For each of the 10 values you selected, you will assign it a numeric value between 1 and 10 where 1 = not very important and 10 = very important. You are **not** ranking them in order, but deciding for each respectively on a scale of 1 to 10 how important each is to you. This means multiple qualities may have the same number, but be honest with yourself: not every quality is really a 10.

Step 4: Move to the top column and list all the jobs/careers you are considering or applying to.

Step 5. For each job/career, decide how congruent each of your values is against each option. The Congruence Scale goes from +3 (very congruent) to -1 (very incongruent). Write that number in the white column for each option.

Step 6: It's time to do a little math. Relax, it's just multiplication and addition. First, multiply the Value Ranking x Congruence. See the example below.

Step 7: After you have multiplied each Value Ranking x Congruency, it is time to total the shaded columns for each option. The option with the highest total is the one that most closely aligns with your values.

Jobs/Careers I am Considering (EXAMPLE)

Values	Rank Each Individual Value (1 to 10)	Career 1		Career 2		Career 3		Career 4		Career 5		Career 6	
		C	CxVR	C	CxVR	C	CxVR	C	CxVR	C	CxVR	C	CxVR
Salary $85,000	8	+3	24	-1	-8	0	0	-1	-8	2	16	0	0
Flex Time	4	-1	-4	+2	8	+3	12	+2	8	0	0	1	4
Commute 30 min or less	8	+3	24	+3	24	1	8	-1	-8	+2	16	1	4
Totals		44		24		20		-8		32		8	

+3 (Very Congruent) | +2 (Congruent) | +1 (Maybe Congruent) | 0 (Incongruent) | -1 (Very Incongruent)

In the example above, Career 1 comes out as the clear winner, since its overall total is 44. But why do this? Well, because pro/con lists aren't as helpful as you think. You don't value everything equally. This model allows you to compare job/career options you are considering based on what you value and how important those values are to you.

+3 (Very Congruent) | +2 (Congruent) | +1 (Maybe Congruent) | 0 (Incongruent) | -1 (Very Incongruent)

Values	Rank Each Individual Value (1 to 10)	Career 1		Career 2		Career 3		Career 4		Career 5		Career 6	
		C	CxVR	C	CxVR	C	CxVR	C	CxVR	C	CxVR	C	CxVR
Totals													

Career Values

Salary (ideal range)	Autonomy	Setting Own Hours
Benefits	Mentorship	Time Off
Commute Time	Coaching	Advancement
Benefits	Organizational Culture	Professional
Signing Bonus	Casual Work	Development
Commission	Environment	Routine
Travel Percentage	Professional Work	Pressure
Flex Time	Environment	Risk
Telecommute/Virtual	Fast Paced	Stability
On-site Workplace	Stress Level	Status
Hybrid Work	High People Contact	Competition
Health Insurance	Limited People Contact	Company Loyalty
Geographic Location	Helping Others	Parking
Stress Level	Variety	