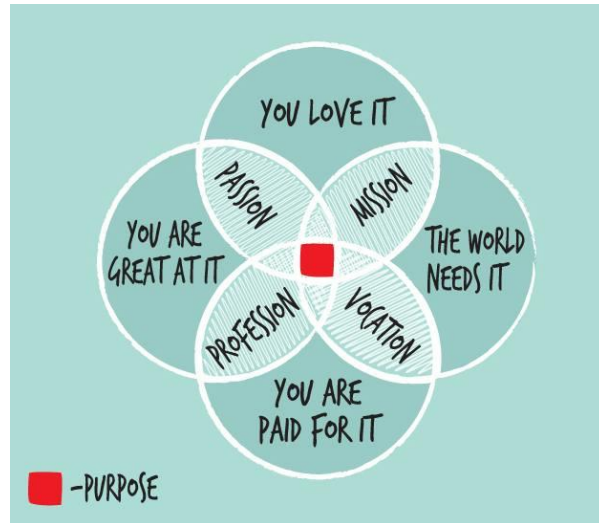


Career Data Sheet

Part of career work is moving toward what you determine to be your purpose in life. Unlike the Personal Hedgehog concept below, this adds "cause." Approaching the middle of these four circles is a real gift.



This is the Personal Hedgehog illustration, by Jim Collins (author, Good to Great). It is an extrapolation of the corporate counterpart. Please see his explanation below.

To quickly grasp the three circles, consider the following personal analogy. Suppose you were able to construct a work life that meets the following three tests. First, you are doing work for which you have a genetic or God-given talent, and perhaps you could become one of the best in the world in applying that talent. ("I feel I was just born to be doing this.") Second, you are well paid for what you do. ("I get paid to do this? Am I dreaming?") Third, you are doing work you are passionate about and absolutely love to do, enjoying the actual process for its own sake. ("I look forward to getting up and throwing myself into my daily work, and I really believe in what I'm doing.")

If you could drive toward the intersection of these three circles and translate that intersection into a simple, crystalline concept that guided your life choices, then you'd have a Hedgehog Concept for yourself.

To have a fully developed Hedgehog Concept, you need *all three* circles. If you make a lot of money doing things at which you could never be the best, you'll only build a successful company, not a great one. If you become the best at something, you'll never remain on top if you don't have intrinsic passion for what you are doing. Finally, you can be passionate all you want, but if you can't be the best at it or it doesn't make economic sense, then you might have a lot of fun, but you won't produce great results.

<http://www.jimcollins.com/lab/hedgehog/p2.html>

Talents

Things That Come Easily/Effortlessly	Things That I Have To Work Really Hard At

Passions/Interests: What Captivates Your Attention?

Informal Education (Books, Mags., Online Communities)	Things at work that you want to know more about, conversations or meetings you wish you were invited to, etc.	Fascinations? Curiosities?	Causes?	If you could ask an expert to lunch to tell you what they know, in what would they be an expert?

Knowledge

Formal Education/Training	On the Job	Specialized

Values

Highest	Lowest
Values That Are Truly Mine	
Values that are supposed to be important, but I'm not sure they are for me.	

Preferences

What kind of people do you want to work with?	
What kind of people (person) do you want to work for?	
Who do you want to serve with your work?	
What is your first choice for company culture?	

How much money do you want right now?	
What income range do you eventually like to have?	
How many hours/wk do you want to work?	
What time of day do you wish to work?	
What dress code is your first choice?	
What dress code would be really hard for you?	
How long of a commute do you want?	
Where do you want to work? (indoors, outdoors, car, home, office, store, etc.)	

Variable Preferences

Work Alone	1	2	3	4	5	6	7	Work With Others
Learn By Doing	1	2	3	4	5	6	7	Learn By Words
No Leadership Desire	1	2	3	4	5	6	7	Prefers Leadership Roles
Risk Averse	1	2	3	4	5	6	7	Likes Risks
Individual Contribution	1	2	3	4	5	6	7	Collaborative Work
Face to Face With Cost	1	2	3	4	5	6	7	Virtual Contact
Non-Relational, Short-term Interactions	1	2	3	4	5	6	7	Relational, Long-term Interactions
Being the Delivery Arm	1	2	3	4	5	6	7	Supporting the Delivery Arm

Tool Results

MBTI	Strong GOT: OC:	Emotional Intelligence	Other:	Other:
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Heart/Intuition

What does your gut tell you at this point?	
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Exploration

Tasks	
What I have an affinity for.	I would die if I did a lot of this.
Industries That Match My Passions/Interests	
Passion	Industries
Passion	Industries
Passion	Industries
Research Findings	
Source	Findings
O*NET	
Linked In	
Business Journal	
People	
Who is in your posse? (closest family, friends, champions, etc.)	
Who are people my posse can do a warm introduction to?	
Whose career do I admire? (can be anyone) What makes it appealing? Do I have access to any of these people?	
Who can I invite for an advice chat?	
Who are people I want to keep in my professional circle with periodic contacts?	
Economic Engine	
What are the skills, talents, and knowledge I have that other people value to the point of paying for?	

Where can I find out how much they are worth?	
What can I add to my skills and knowledge that will be value-adds for customers/organizations to raise my value?	
What types of organizations value my skills, talents, and knowledge?	

How I Want to Make Money

Short-Term Plan	Long-Term Plan
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Transition Plan

Short-Term Transition	Long-Term Transition
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