



Your Ideal Job Exercise

Take an entire week to complete this exercise. The outcome is to visualize your ideal job and **what you want** and **do not want** in your next career position. The process will assist in creating a Development Commitment plan. You may want to print out this sheet to refer to the results.

Directions: Complete the Chart using the following nine steps.

Step 1. In the first column answer the following question:
“What do you have in this job or that you had in past jobs that you do not want in your next career position? (Work tasks, environment, types of people, etc)

Step 2: In the second column, answer the following question:
What do you have in this job, or had in past jobs, that you want in your next career position.

Step 3: In the third column, answer the following question-
What was missing in a job that you want as part of your next career position?

Step 4: During the week, add or delete items in either column.

Step 5: Highlight those items in each column that speak to you loudly.

Step 6: When preparing your goals, do not have any goals related to column one.

Step 7. Do include in your Development Commitment plan those things that must be included in your next career position.

Step 8: Identify those items in column three by placing a (+) that require development activities. These activities can become part of your commitment plan.

Step 9: Commit five items that are “**non-negotiables**” in any position- core values or beliefs that are salient to your career fulfillment. Place an * next to these items.

Column One	Column Two	Column Three
"What are the things you have in this job, or had in past jobs, that you don't want as part of your next job?"	What are the things you have in this job, or had in past jobs, that you do want as part of your next job?"	"What was missing in a job that you want as part of your next job?"