

Finding the Right-Fit Job

Even in tough job markets, the jobs are out there. It takes a little more work to find them, but you may discover your right-fit job in a place that surprises you. If you're wondering how and where to find the job that's right for you, read on.

What is "Right Fit?"

Getting hired and your success on the job can depend on your "fit" in the job just as much as your technical skills. Are you well-suited to the company's culture and work environment? Do you have traits and values that will make it easy to form good working relationships with other employees at that company? The hiring manager will be examining these questions, and you should, too. Finding a job that fits will greatly contribute to your satisfaction with your work.

Defining Your "Right-Fit"

Before you start looking for specific job openings, take some time to define what is right for you. There are many career planning and self-assessment tools online, in bookstores and libraries that can help. In *The Right Job, Right Now*, H.R. professional Susan Strayer recommends organizing your thoughts into four areas: what matters to you, (i.e. family, hobbies, etc.), boundaries such as location, time, job requirements; your skills; and what you want in return, (i.e. benefits and compensation).

Narrowing Your Search

Narrow your search to a specific industry or profession using your right-fit criteria. Use resources like associations, trade journals, and sites like www.wetfeet.com and www.vault.com to explore industries and professions. Ask people you know who work in areas of interest to sit down with you for an informational interview. Finally, start narrowing your search to specific job titles and positions.

Where to Look

Look for job openings that are compatible with your research through:

- **Employers.** If there are companies that interest you, consider visiting the company with resume in hand or directly calling the company. Ask to speak to a hiring manager or Human Resources representative if you don't have a contact name.
- **Your network.** Ask every friend, relative, teacher, former co-worker and casual acquaintance you have about job vacancies they may know about. Tell everyone that you are job hunting. The more people you have trying to find you a job opportunity, the better your chances for success.
- **Online:** Check job boards with diverse listings or a focus on specific professions, job aggregators like www.indeed.com which pull together a comprehensive list of jobs from many sites, and local newspaper sites.

- Staffing agencies: “Test-drive” a position or company while building valuable experience, contacts and references. Some temporary jobs turn into permanent opportunities.
- Federal and local government sources. Visit or call your local employment office.

When you find openings of interest, do some research on the company and its culture. Your network of contacts, social media like LinkedIn and Facebook, and sites like www.glassdoor.com, can all give you insight into what it's like to work at a specific company.

Finally, during interviews, take note of the company's work environment and atmosphere. What you observe can help you pick the job and company that are best-suited to you.

Use on-the-job experience with Manpower to decide if a position or company is right for you. Apply at manpowerjobs.com.