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00:16

Hello graduates, and welcome to matching your talents and values with the right company. We designed this presentation to be helpful to you and your career search. I'm Cheryl McGee. Welcome to the presentation once again. And what's important to know about me is that I'm a mother, I'm a coach. I'm an author, I'm a speaker and facilitator for synergy at work. First of all, let me say congratulations, you're starting another part of your life's journey, and you are ready for it. No matter what the world looks like at this point, you will create it for this time and this season. So one of the first key things before you start your career search is getting to know who you are. And I have some resources here that will help you and identify your talents and strengths. What's an optimal organizational culture and fit for you, as well as identify your personal values. The greatest information in starting any journey is not just knowing where you're going, but actually starting out knowing where you are. And we'll go into more details as we continue the video presentation about these different resources. First of all, I'd like to talk to talk about the sectors available that you may be going into work or seeking employment. You first we have our traditional private business for profit sector, which includes for profit corporations and small businesses. Then we have the public sector, which is your governmental entities, federal, state, and local municipality agencies, which are sources for employment. Then we have our non profitable charitable section section, sector rather, which includes the educational colleges, universities and schools, medical facilities, houses of worship, nonprofit, organization organizations, social service agencies. And then our third and fourth sector, which are the social entrepreneurs sectors, which are low profit organizations that are formed entities are formed to address social issues are problem. And those are core B structures, and LC three structures. And LC three stands for low, low, low profit corporations, as well as core be our corporate benefits corporations. But no matter the sector, you have to be prepared. every sector has its organizing, and its

tenements and rules that govern its operations in our society. Now let's talk about what we started out in first, knowing who you are one of the resources that we'll be exploring today, or our strengths, what our talents and strengths, what are you talented that one of the things that we really need to be aware of. So let's first talk about talents and strengths. Remember, we say first, we have to know who you are in order to find a match with the right company that you wish to work for. So first, let's talk about what our talents talents are raw. innate is something that you are born with, think about things that you do that just come naturally, with no effort or very little effort at all. Those are talents. talents, become strengths when they're develop. So one of the things that you have to do to develop your talents into strengths is to become aware of them. First of all to claim them. And then three, aim them. And strengths are used strategically to make you the best at what you do.



05:16

And one two that is useful for helping you identify your talents is the Gallup Strengths Finder. 2.0. No, many universities and colleges are aware of the share finders, 2.0. So you may have already encountered this information. But if you haven't, we have we recommend that you visit Gallup strength center calm. And you are able to take the assessment and get your talents and an action plan for developing them into strengths. Another piece that I would like to talk about and finding your purpose, your purposeful performance, as well as finding the comp, the company that you wish to work for is go after your passion, I want to encourage you to do that, and the money will follow. Yes, I will agree that we all need money, we need to take care of very crucial and basic necessities. So earning income is a very important part. And we don't need to feel guilty about recognizing that money has purposes in why we should use our talents to earn money. But we want to be careful to remind ourselves that our talents that our gifts and talents are not just for human aid money, but also for making the world a better place. And when we fully operate in our talents, and our strengths, we truly become more engaged and we're happier. Our talents can help us earn money with the proper development in us, they can even help us gain that richness beyond imagination in all aspects of our life. So finding the company that is the right fit for you. One of the things is you want to locate a company that you would want to own someday do her historical research, talk with current employees. But I want to caution to you caution you that if you're talking with employees, make sure you talk with more than one employee of that particular company. Don't let us let others bad experience, experiences become your experience. That's the important factor. So you want to get to talk to at least three employees, if you can, from your from the company that you're seeking to work for are you applying to research the company company's compensation standards and other benefits and develop a working knowledge of its mission, vision and values, if available, and most

of the times most large companies do have this information listed on their website, review their code of ethics, that can give you a peek inside into the values of the organization and how they do business. It's not just about doing business, but you want to make sure you're working for a company that has a good vision that has good values that match your own. And so it's important to remove those code of ethics statements and how they do business with not only with their employees, but also other businesses and as well as community. What are they doing to better the community? Another quick key question to ask when you're looking at a company is asked about their turnover rate. You know, if they have a high turnover rate that may indicate a problem with the company's culture. And also I want to encourage you to not just look at company look at companies of all sizes, not just large corporations. There are many small small companies and small companies are considered to be those who have less than 5 million in revenue per year, or have less than 500 employees depending on what definition you use. Those small companies are just as viable and can grow. Think about some of our major corporations today like Google and Amazon and Microsoft Have, they started off as small companies. So don't be scared to jump on board with a smaller company,



10:08

as well. Also, when you're looking for organization that is the right fit, I would like to share with you that every company may not have everything that you're looking for. But if they have most of those things, then you can reasonably grow within that company. So don't be discouraged if they don't meet all of your standards. But make sure you prioritize your standards which are most important to you. It's not going to be a one size fits all situation. And to help you determine what organizational culture and fit is best for you, I have a resource called candidate tips, please visit [candidate tips.com](https://candidate-tips.com). I have the link here. In the video, you can even pause it so you can jot it down. Take the assessment is free. And they have a lot of other resources and resources at candidate tips as well, that you can utilize. So you can determine the culture that fit that's best for you. The importance of your values. That's our next topic. And one of the things that I want to impressively your values and matching what the company values makes it a good fit for you. We have different types of values, we have the individual values. And that's how you reflect that you show up in life. And your specific needs. We have relationship values and news reflect how you relate to other people in your life, your friends, families, colleagues, or the organization that you're going to work for. Our relationship values include openness, trust, generosity, and caring. And then you have the organizational values, which reflects how organization that you work for any organizations that you're affiliated with, which shows up and operates in the world. And you want to look at their growth, financial growth, teamwork, product productivity, and strategic alliances are some of those values. And then we have society values, society values reflect how you or your organization relates to society. And

they can include future generations environmental awareness, ecology, may be important to you and sustainability. One of the things that we all grow up we have certain values that we learn from our family, family life, that we've learned through our college experience, all of those things, take into account and develop our values. So one of the things, the resources that we have here is the candidate tips, again, where there's assessment and self assessment that evaluates your personal values, you can visit the site here and take the assessment. So just a recap, what we have gone over and finding the right organization for you. And one of the things is finding the organization that you would want to own, I would want to work just giving you examples of, of individuals that I've coached on one of the things is with college students who were coming out of college, who was seeking employment opportunities in their field of study, one of the things that we can boast about is that our our college students actually got the jobs that they want, and wanted. And they will always offer one or two things that we use was one, identifying their values and the organizational fit, and to having them identify and do the Gallup strengths finders 2.0 assessment and really coaching them on their talents and having them recognize their talents, which they use in their interview processes, interview process with the companies that they were looking at wood that they were interviewing with and wanting to work for. So and this is in the public sector, working for a government or agency as well as working for Or a private sector, a major hotel industry chain.



15:07

So we, we actually encourage everyone to become aware of their talents, become aware of themselves. The first thing is self aware awareness. When you go into companies, we want to encourage you to work in your passion, making sure that the work that you're doing is, is going to make you happy, you're going to enjoy it. Now, you may not enjoy every task that you have to do, but overall, that you enjoy the organization, or company that you're working for, that you're seeking to work for, as well as enjoying most of the tasks that you have to commit to, for example, you know, I've been in the career in my career with different organizations for the last 27 years. And I have thoroughly I have always found followed my passion, some of the things that I've had to do to earn income from for my family is even though I was working in in passion, I also had to actually, you know, take on some retail work, but I didn't let that discourage me. Before, you know, I found that perfect fit organization. Also, another thing is that you've gone to school, you spend a lot of resources to earn your degrees, and you want to put that degree to us. think outside of the box. Think about all of the venues don't just think you're limited to working. For example, if you've gone into nursing, don't think you just have to go work in the hospital, you can work for dialysis companies, you can work for senior care facilities, things like that. So that's not limited to what the mainstream has to say. Also, don't forget

about remote work. There are a lot of telecommuting jobs out there that you can look, look into to use your talents to use your skills and your education available. If you're a person who likes a lot of flexibility. open yourself up to that as well. Don't just get discouraged. knowing yourself awareness, receiving coaching, being properly prepared, having a your resume or your curriculum vt prepared. There are many, I always suggest to having someone else look at your resume. Don't use a resume just for every position you apply for. Make sure you tailor it to the company, you're seeking employment. I know social media is big as well as there are many online platforms for job search. You have nd you have usa.gov if you want to go to work to the federal government, most of the government's have their own website. And mostly all applications are submitted online. Make sure you're prepared for making sure whatever the petition, the position is that you're using key words and key terminology that they would use or that they have used in their announcements. So I want to thank you for watching my presentation. On synergy I work we do offer strengths development, coaching, career coaching, and business and organizational development, consulting because I don't want to limit those who may be interested in starting their own business. As a career choice, I'm in whatever field we can be of help to you. Reach out our contact information is here. And we thank you so much, and all the best in your career search. Don't get discouraged and as as early as possible. Start and looking for your specific new job when you are in your last semester of employment.