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Business Recruitment

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Are you stuck in the wrong role?

If you feel less than energised about going to work, then you might be on the wrong career path. So how do you get your professional future back on track?

By **Niki Chesworth**

WHEN you were interviewed for your current job, you were probably put through some rigorous competency-based interviews and tests.

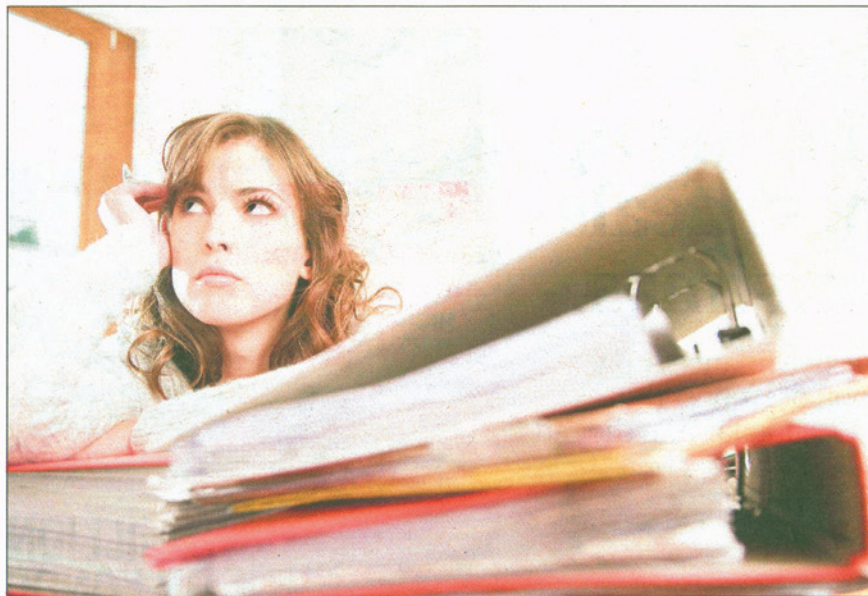
While this may have proved that you are capable of doing the job, this approach would not have revealed whether or not this is the right career choice for you. That is why so many people find they are then stuck in the wrong role.

"Finding the right job is more than being good at it – you should also be energised by it and love it," says Sally Bibb, of Engaging Minds, the strengths-based recruitment consultant.

"If this is the wrong role for you, you will feel more than just dissatisfied. It will drain you. However, the problem is not the job itself. It is about the right fit and this is where the recruitment process often lets both employees and employers down.

"For example, being a sales person in a call centre might not be a job that seems to fit someone who is introverted and quiet. However, if that person is naturally competitive and has a lot of drive, they might find that the role fits with their strengths and as such they would thrive in this environment.

"If the same person applies for a role in a caring profession, because they are quiet and think that is more suitable, their need to be target-driven and competitive may mean they do not fit in well. This is the drawback with competency-based recruitment – it is just that,



Disillusioned: just because you are good at your job, it doesn't mean that you are passionate about it

competent, which also means adequate, which is not good enough."

So how does strengths-based recruitment work?

"The first step is to identify who the great performers in a particular role

are – the people you would clone if you could," adds Bibb.

"Then it is important to identify their natural strengths and drivers by talking to them, observing them and interviewing their colleagues and people who

know them well. Often their strengths are things that they do not even know about themselves.

"You can then advertise the role by describing a real person rather than a wish list. So that could be 'you are the

sort of person who naturally helps other people'. This enables candidates to select themselves based on the description because they see that the profile sums them up.

"In this way you are recruiting for 'will not 'skill'. We know that if the job is the right fit, individuals will be energised by it and that

can help the entire organisation. The difficulty is that this is not a tick-box exercise. It involves getting to know the person who is being interviewed by really listening to them, the words they say, their body language and how they say things."

HOW TO GET OUT OF THE RUT

So what can individuals do if they find that they are stuck in the wrong job? Here are some tips by Sally Bibb, of Engaging Minds, pictured right.

- Think about the things that you love doing that energise you – basically what drives you in your job. These should be a core part of any role.
- List things you cannot "not do" – for example, it may be that you would hate not working with people, so look for roles with plenty of interaction with colleagues or the public.

- Think about the things that always go to the bottom of your to-do list – this may be administration, for example, and should, therefore, not be a big part of any job.
- Also think about the things you avoid doing at work – if that might be giving presentations, then do not take on a role that involves lots of public speaking.
- Often people see things in you that you cannot see in yourself – so talk to other people to gain an insight.

- If you are struggling to identify your strengths and weaknesses, simply look at what energises and de-energises you.
- Then keep a look-out for strengths-based recruiters – many of the big companies have moved over from purely competency-based recruitment. The clue will be in the advertisement, which will describe you as a person, not just your qualifications.

