



INTRODUCTION

The next three chapters delve into the core of what makes you tick. In order to be successful in today's economy, someone with an entrepreneurial mind-set needs to be clear about who they are, what their personal styles are, what their interest are, and how can they best ensure that what they do is in line with their personality.

Chapter 2 is all about self-assessment. As an individual who is pursuing your own career aspirations, it is critical that you have a solid understanding of your personality, preferences, strengths, and weaknesses in order to know how to pursue opportunities that are most in line with your interests. We will explore several different tools as well as give you a framework in which to operate to help you deepen your personal understanding of yourself.

Chapter 3 expands on the whole idea of thinking like an entrepreneur. Again, it is not about starting your own company but more about embracing the idea that you are in charge of your career. There is a concept called self-efficacy, whereby people who are strong in this construct are confident that regardless of what they confront, they will persevere. That is the fundamental idea of Chapter 3. Learn to think in such a way so that when they world gives you a lemon, you make lemonade.

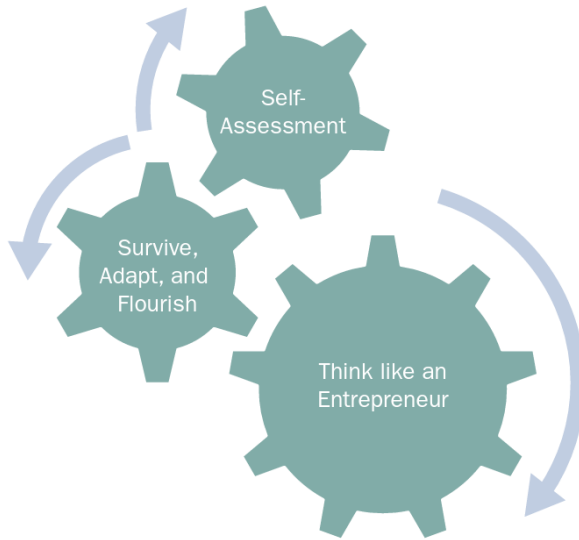


FIGURE 2.0. MAKING YOUR PASSION WORK FOR YOU.

Chapter 4 delves into the idea of surviving, adapting, and flourishing. Throughout life, you will find yourself in situations that require you to survive while you look for ways to adapt and ultimately flourish. We will help you develop a deeper understanding of that concept, along with some tools that can help you throughout the journey.

The next section will shift the focus to be more externally driven, but for now, let's zero in on how you think, the types of preferences you have in order to maximize your potential for success and ultimately, how you tackle adversity.

2

Self-Assessment

KNOW YOURSELF

The first step in our entrepreneurial context development helps you understand how you fit into the overall scheme. What are the priorities that pull you in different directions? What do you love to do? What do you find yourself doing when you lose track of time? In essence, what do you bring to the market that is valuable, consistent with your personal goals and aspirations, and something you literally want to get up each morning and do, potentially for a very long time?

The concepts we discuss in this book are important to high school students trying to decide which field of study they want to pursue, to people in midcareer looking for more meaningful opportunities, all the way to individuals who have “retired” from a former career and are now looking for something to pursue in the final chapter of their professional lives. It is important to take the time to truly know yourself, and to learn to deal with the challenges that we are constantly bombarded by and the external stimuli that cause us to take different approaches.

We may have family members who encourage us to take a certain approach, or peers or even the entertainment industry will help drive our decisions. It has been argued that different TV shows can

influence the number of students who decide to pursue a specific career, based on the popularity of the show.

We all want guidance. We want to be fulfilled and enjoy our work, but part of the problem comes from the fact that we do not have sufficient information to make an informed decision. In the absence of that information, we are swayed by external influencers who are trying to help but can often push us in a direction that might not be best for us. The following sections will give you a context and some specific steps that you can take to help you with this challenge.

IDENTIFY YOUR CAREER OBJECTIVES

Take a little time and think about what your career objectives truly are related to your college pursuits. Are you after the grade, an education, experience, a degree or what? I have been teaching at a university for over 10 years and there is one phenomenon that continues to baffle me.

If you bought a cup of coffee, and the barista only filled the cup half-full, you would be very unhappy. If you went to a movie and the theater manager announced half way through the movie that he was going to let you leave and not spend the next 60 minutes watching the end of the movie, you would go ballistic.

And yet, it seems that for many of my classes, if I did that with my students, I have this feeling that they would gladly accept it. I could give them half a cup of the lesson plan, or only run the class for half of the scheduled time, and I think that many of them would be satisfied, and probably give me smiley faces on “Rate my Professor.”

What is it with that? Am I wrong? Would there be an uprising, or have we created a system whereby the outcome of a grade is all that really matters?

I know that this is an example in the extreme, but I still feel that that sentiment exists to a fairly large extent.

Now, I do not think this is the students’ fault. The blame lies with those who have created, and continue to reinforce the system, and I am one of them. We just need to change it, but that task is extremely daunting, and I am somewhat perplexed at where to begin.

I mention this simply to challenge your way of thinking if you are looking at a college education in terms of earning a grade and ultimately getting the diploma, with the belief, that the diploma will magically open career opportunities to you.

It is imperative that you do not allow yourself to be following the minimalist grade plan but rather demand from yourself, and your professors, the highest level of developmental experience that you can handle. Learning how to relate to people, to understand their needs and wants and then gaining a better understanding of how you can market your abilities will truly set you apart from the competition.

Another way to approach this idea is covered in the question our parents and relatives have consistently asked us over the years. What do you want to do when you grow up? I am sure most everyone heard that question over and over as a child. Unfortunately, our responses at the time were limited to what our parents or family members did or maybe what we saw on TV. Or maybe there were some ideas that we felt were heroic callings, like being a jet pilot or a fireman. There is nothing wrong with those aspirations. They are certainly worth considering, but the world is way too big to be limited to just what we have observed when we try to answer this question.

How do we go about figuring this out in a thoughtful, reflective manner when we are only exposed to a small set of potential opportunities? It might be a good idea to let that entrepreneurial mind-set kick in again. Instead of choosing from a finite list of potential opportunities of which we are currently aware, maybe we should start with a much broader approach in terms of the general values we want to explore.

The key is not to allow your thinking to be limited by prior experiences. Treat the situation as one of abundance, not of scarcity. When we see the world from a place of scarcity, we immediately begin to zero in on those things we know we can accomplish. However, when we approach it from a place of abundance, anything is possible!

Read on. We will continue to develop these concepts as you learn more about yourself through further self-assessment processes.

CAREER DILEMMA

To begin your journey, take a little time and get explicit about anything that is causing conflict in your career aspirations. We use the term *career dilemma* to help nail those conflicts down.

A career dilemma is something that we possess throughout our working lives and into retirement. It basically describes the dilemma we face when we are pulled in different directions. Diane Ducat, in her book *Turning Points*, notes: “A career dilemma arises from a tangled set of interrelated career and education issues that you face.” Your career dilemma is made up of the doubts and questions you have about the direction of your career or education; we all have career dilemmas through our lives.

It is pretty simple to understand the idea of a career dilemma, but it can be quite confusing when you try to work through the different trade-offs for yourself. Some other drivers of your personal career dilemma might be:

- Fearing that your job is going away but not being sure what to do about it,
- Feeling dissatisfied with your current job but feeling trapped,
- Pursuing a career that your family wants for you but you know is not what you want,
- Being in a job that does not capitalize on your true abilities,
- Being inexperienced in your new role,
- Being in a role that frequently fluctuates from high pressure to low motivation, or
- Feeling trapped but not being able to take action.

Any of these sound familiar? Like I said earlier, we are constantly affected by our career dilemmas. It is hard to imagine a day going by that at least one of these items doesn't float across your consciousness. They are constantly there, pulling us in different directions and challenging us to respond accordingly.

WAYS TO RESOLVE YOUR CAREER DILEMMAS

The key to resolve these dilemmas has to do with how we choose to handle these pressures and how we can make the changes that will help us further along the path of our career aspirations.

The basic question to answer is: How do I choose to resolve my career dilemmas in a way that will serve me, bring value into my life, ensure I have a secure future, and provide me with a constant source of challenge and inspiration? Again, it may sound a bit overwhelming, but if you go back, take a page from the previous chapter, and approach this with an entrepreneurial mind-set, the answer may be easier than you think.

First, take it one step at a time. Your career dilemmas will continue to evolve, but you can only work on the current one at this time. Take a moment to write it down and begin to identify the advantages and disadvantages of choosing different options. As you work through this chapter, you will have many opportunities to explore different strategies that can help you with that dilemma.

It may be a dilemma over which major to pursue in college or whether you should move to a new location. Or it may be a dilemma over taking a new position that would offer less compensation but potentially better experience. It may even be that you know you do not like what you are currently doing, but you do not know how to proceed to the next step in your professional career.

Once you take the time to write it down, along with the pros and cons of different choices, take a moment and allow yourself to enter into the entrepreneurial mind-set. Ask yourself how an entrepreneur would decide which option to take. Would he or she seek out more information from customer surveys (informational interviews, research via the internet, and so on)? How about taking “baby steps” and trying one of the options on a limited basis in a test market? Or maybe trying to get into the mind-set of a potential buyer and seeing how it would feel to purchase this product?

The key is that once you enter the entrepreneurial mind-set, you can be much more objective about the decision, and it begins to open up potential options that you might not have otherwise considered. When you think about it from your

personal mind-set, you are caught up in the emotion and trying to make a decision that is best for your psyche. However, when you are in the entrepreneurial mind-set, your focus shifts to one of maximizing the value of the decision. You can be much more objective when you look at the dilemma from this perspective.

For instance, if the dilemma were to consider taking a new position at less money but more opportunity, the personal mind-set may focus more on the financial loss and possibly a loss in personal prestige, whereas the entrepreneurial mind-set will be able to see it as an investment for the future and might be more open to the option of going with a new opportunity.

The key is the mind-set with which you approach the dilemma. You must still do your research, evaluate different options, get input from family and friends and carefully weigh the different outcomes. However, if you think like an entrepreneur, you will make decisions that help you move your career-acceleration plan along a path that is much more akin to creating a business plan than simply getting stuck and trying to wade through different emotionally laden options.

Remember, you are dealing with a logical and fair but infinitely objective free market. In order to function most effectively in this market, you too must be objective. An entrepreneurial mind-set will give you the greatest chance at achieving that level of objectivity in your decisions.

We have further identified eight different ways to help you be better able to cope with your personal dilemma. However, they are all based on a couple of key concepts. The first is that you feel open to exploring new options. If you are convinced that you know what you want to do for the rest of your life, then this approach might not work well for you. The second prerequisite is that you are open to the idea of abundance and not scarcity. If you believe that you have unlimited potential, then you do. If you believe that you are constrained, then you are. Whatever you believe in will become true in your life, so strive to believe in an abundance mind-set. The third constraint is that you are willing to let go of your current assumptions and work on exploring new assumptions. You will never discover a new place if you are afraid to lose sight of the current shore. It takes risk and courage, but the rewards will be worth the effort. Assuming that you are able to accept these prerequisites, let's explore the different options available to you.

MEDITATION

We are often so caught up in our daily activities that we do not take time to get into a quiet moment and let our mind explore possibilities. This is not a book on effective meditation, but I do know enough about the concept to be able to use it effectively from time to time. The idea is to simply commit to a period of time on a regular basis in which you give yourself permission to let go of the daily pressures and allow yourself to be at peace. It is amazing how much can become clear to you if you just take the time to let it become manifest in your life. Get into a secluded physical place, give yourself permission to relax, take some steps to quiet your mind, and allow yourself the pure relaxation that comes with meditation.

When you are in this state, pay attention to what your mind is telling you. Listen for clues about how certain things make you feel. Essentially, listen to your inner voice. We tend to crowd it out with all the activities in our lives, so take some time to let it be heard. And listen to what it is saying.

MINDFULNESS

It is so easy to get caught up in the daily activities that occupy our time and our thoughts. We spend so much time thinking about the next class, or the person I just met, or what I am going to be doing tonight that we often lose sight of what is truly important in our lives.

Being mindful is nothing more than being completely present in the moment. Take a time out. Listen to your feelings and thoughts and allow them to guide you instead of trying to do something based on your perception of what someone else may want for you. Give yourself permission to truly be quiet, to listen and then be guided by what your mind is telling you.

PERSONAL REFLECTION

The following is a brief exercise that will help you begin to explore possible values that are important to you. Go through the following list and circle the ten items that are most important to you in your life. Then, after you have done that, eliminate five of those ten. Lastly, get it down to three.

Accountability	Fame	Personal development
Action	Family	Personal liberties
Activity	Fast paced Freedom	Physical challenge
Artistic	Friendships	Power
Authenticity	Fortune	Privacy
Authority	Happiness	Public service
Challenge	Help people	Quality
Change	Honesty	Recognition
Collaboration	Independence	Relationships
Community	Influence	Religion
Competence	Integrity	Reputation
Competition	Intelligence	Respect
Constructive criticism	Involvement	Responsibility
Country	Job satisfaction	Security
Creativity	Knowledge	Self-respect
Decisiveness	Leadership	Service
Democracy	Location	Stability
Ecology	Love	Status
Effectiveness	Loyalty	Structure
Efficiency	Merit	Teamwork
Ethics	Money	Truth
Excellence	Nature	Wealth
Excitement	Order	Wisdom
Expertise	Peace	

These three items represent your current personal starting point. They will evolve over time, so you might want to repeat the process from time to time. However, they do represent what is important to you at this time and, as such, should be given due consideration in your ongoing development of a career strategy.

We will refer to these as the three key values in subsequent activities. By the way, do not worry if you are not sure if these really are the top three values you want to pursue at this time. They simply represent a starting point. As you work with them, either it will become clear that they represent what you want out of

life, or doubt will creep in and you will want to change. Either of these outcomes is acceptable. You should treat these key values as a work in progress and either continue to refine them or tweak the list and identify other items. The key is to get started and also to allow yourself to think beyond what you have currently experienced.

Actually, a lot of people struggle with this concept. They say this is all well and good, but they need a job and cannot just pursue their dreams. It is unfortunate if you look at it from that perspective, because you can pursue your dreams, and you deserve to do so! Your dreams may be realized in a way you have not yet even begun to comprehend, but don't quit before you have given them a chance. Your career aspirations will manifest themselves with you in ways you cannot even imagine at this time. Allow yourself the opportunity to dream, to embrace values worthy of your efforts and begin the journey to a much more fulfilled and challenging life.

Another way to approach this concept is to simply take out a blank sheet of paper and write down everything that you would associated with a possible career outcome. It might be things like: travel a lot, or work close to home, or make a lot of money, or even be a manager, or the alternative is to be an individual performer. The key is that you want to make the list as exhaustive as possible and think about all of the different options that could be associated with a potential career. Do not try to edit any of them at this time. Just use free association and come up with a comprehensive list.

Once you have the list completed, then go back through it and identify those elements that are most important. Place a 1 by those. Place a 2 by those that have some importance and then a 3 by those that are irrelevant in your career aspirations.

After you have done that, then go back, review the #1 priorities and think about what you have been doing regarding your career. See if you have been doing things that are consistently with those priorities or possibly doing somethings that might be in conflict with them.

Use it as a tool to review what you are currently doing but also, you can review it frequently to see if you are on track or if things are evolving the way you desire.

I used this approach several years ago and built my list, thought about it for a while and then filed it away and thought that I had forgotten about it. I pulled it out several years later, and everything that I had identified as a #1 priority was in my current role, and all of the 2s and 3s were not. The process works for me, and I would hope it would work for you. Take some time, think about all of the possible options available to you, prioritize them and then let them flow into your life.

Regardless of which technique you use, either off of the long list provided or you building your own list, I believe it can go a long way in helping you achieve what is truly important in your life.

TAKE SOME ASSESSMENTS

There are many different types of personality assessments that might be of benefit to you. Some of the most common ones are listed below:

Myers-Briggs

Myers-Briggs focuses on helping you better understand your personality preferences. It will help you understand how you choose to gain energy. It will give you insight into how you prefer to gather information as well as how you prefer to make decisions. It will also give you some further insight into how you prefer to relate to the outside world. Taking this assessment helps you better understand your preferences but also can give you some further insight into how other people prefer to achieve these outcomes. There is no right or wrong approach. It can be very helpful if you are working in a team with others have taken the assessment. We are all different, and this assessment acknowledges the differences but also gives you some valuable guidance in terms of how to use it to guide your decisions going forward.

Other Assessment Tools

Strong Interest Inventory uses John Holland's taxonomy of Realistic, Investigative, Artistic, Social, Enterprising, and Conventional psychological interests. Using this

inventory can help someone understand the type of environment, and ultimately the type of career, to which they might be best suited.

FOCUS 2, which may be available through your college's career center, combines self-assessment, career and major exploration, decision making, and action planning in one tool.

Strengths Finder, a tool developed by Marcus Buckingham and Donald O. Clifton, is explained in their book called *Now, Discover Your Strengths* and helps you identify your specific strengths and how you might be able to better capitalize on them.

All these tools, and many others, can provide you with additional insight into your personality, your interests, and your skills. (You can find more resources in the "Additional Resources" section of this chapter.)

They will also provide you with suggestions or ideas about the kinds of careers in which people with a similar propensity have been successful. It is a good idea to use one or two of these tools, but do not become so obsessed that you try to use all of them in the hope of having complete clarity about what you should be doing with your life.

These assessments are well developed and have significant research to back them, so do use them. But keep in mind that they cannot tell you what to do. Use them to better complete your self-assessment; but also tap into the other suggestions that we offer to help you develop a comprehensive sense of who you are and what makes you special.

DO SOME NETWORKING

We will go into much more detail in both chapters 7 and 11 regarding networking and ways to do it more effectively, but for now just give some thought to talking with people to better understand what they do. The broader your reference base is, the easier it is to think about different roles that you could perform. We said earlier that we are often limited by our friends, our parents, or maybe even watching a few shows on TV to get ideas about potential careers. Networking is a way to exponentially expand that reference base.

Seek out opportunities to network with either local chambers of commerce or professional organizations that might be of interest to you personally. Go to the events and feel free both to introduce yourself and to ask the other attendees what they do for a living. People go to networking events to network, and people like to talk about themselves. If you choose to take advantage of these opportunities, you will significantly expand your potential options to consider.

SEEK OUT SOME INFORMATIONAL INTERVIEWS

Another option that we will explore more fully in chapter 7 is called an informational interview, which is an effective way to learn about different options by asking people in your area of interest about what they do for a living. However, using this type of interview is not the same as looking for a job. Its sole purpose is to give you a chance to gain some information about a potential career, industry, location, or anything else you want to explore. Feel free to reach out to different people in jobs that might be of interest to you and ask them for an informational interview.

Be clear that you are not asking for a job but simply the opportunity to inquire about what it takes to be successful in their career, industry, or location. Again, people like to talk about themselves and what they do, and this too can provide you with some invaluable information about potential career paths.

This is not an attempt to get into a meeting with someone and then spring your resume on them. That is not what you asked for when you requested an informational interview, and it is not what they are expecting. It actually violates the integrity of your request. You can certainly bring a copy of your resume to the interview, and if they ask you for it, that is wonderful. But you cannot use the interview as an opportunity to ask for a job.

In an informational interview, you are asking for help. You are asking the individual to help you understand what is valued in the industry. If the individual is involved in hiring decisions, he or she can be a great source of information about what companies are looking for in terms of skills and abilities, as well as what kinds of experiences are important.

There are many ways that you can secure an informational interview. If you are on LinkedIn, you can identify contacts through it. You might find someone

who is a second-level contact, but you could still reach out to him or her, mention that you are both associates of the first-level contact, and ask for an informational interview.

If you want to dive deeper into the whole process, there is a great book called *The 2-Hour Job Search* by Steve Dalton. This book will give you a ton of processes and procedures to pursue informational interviews and expand your network. This book is good for an individual who knows what he or she wants to do and is looking for specific contacts. If you are not there yet, do not worry. This book might not be what you want right now, but when you are ready, it is a great resource.

In the meantime, find people in decision-making roles in firms who do the kind of work you think you would like to do and seek out informational interviews with these people. Keep track of your contacts, send them a thank-you message after they meet with you, and keep them in your personal network going forward.

RESEARCH OCCUPATIONAL OUTLOOK

You can make the quest much more effective if you are open to exploring options that allow you to see how you can bring value to the marketplace. Remember, the key is that you want to do things that are consistent with your personal values, but you also want to do things that are valuable to the external world. Therefore, as you review the different databases, always keep in mind how a specific role is able to deliver, or not deliver, value to its respective clients. The more you do that, the easier it will be for you to discuss that value when you are engaged in subsequent conversations with recruiters.

Let's get into some of the sources of data. I recommend a great starting point: the *Occupational Outlook Handbook* (<http://www.bls.gov/OCO>.) It is published by the US government and has a wealth of information you can use to explore different careers, skill sets, training programs, education requirements, compensation expectations, and projected job growth in various fields. Also, as you peruse the information, be sure to look at the O*NET database referenced on

this website; you can also explore the database online via a search engine such as Google.

Between these two sources and the subsequent searches, you will be able to find almost anything you need to match your current skill sets with potential job opportunities. Also, you may find you are missing the kinds of experience that would qualify you for a certain role. That is great information! If the role is something consistent with your values and you possess some of the skills but not all of them, this is a great starting point for the further development of your career-acceleration plan.

VOLUNTEER TO GET YOUR HANDS DIRTY

The eighth option is to look for ways to actually experience some of the work that you might wind up doing. You might job shadow someone for a day or two to observe what they do. Another possibility is to actually volunteer to get into the environment and perform some of the work, or some element of it, for which you are currently qualified to perform. The idea is that we can read or hear about different options, but getting into the middle of it and actually experiencing some of the real work will help you decide how interested you are in that arena.

Try not to dismiss this option without giving it some serious consideration. You can learn a lot about doing some of the work that you are considering for your career. It is one thing to think about something and talk with others about doing it, but it is an entirely different thing when you actually do it. And the beauty of volunteering is that it is easy for you to get experience, especially if you reach out to professional organizations or other groups who rely on volunteers to pursue their mission. You will get the chance to try it before you buy it and even build some solid relationships with others in your area of interest.

ADDITIONAL RESOURCES

If any of the above suggestions resonate with you, I would hope that you would consider doing some further research on the internet. To help get that started, here are some resources for self-assessment tools:

<http://www.halogensoftware.com/blog/self-appraisal-examples-to-use-as-guidance-or-inspiration>

<http://www.capterra.com/sem-compare/performance-appraisal-software?headline=Top%2010%20Self%20Appraisal%20Software&gclid=CJOC2cbgnNECFRCQaQodHAYICQ>

And here are some regarding informational interviews:

<https://www.livecareer.com/quintessential/informational-interview-questions>

<http://bestcareermatch.com/interview-questions>

And lastly, some potential volunteer opportunities that can help you get your hands dirty.

<http://www.volunteermatch.org/>

<https://www.volunteer.gov/>

Self-assessment is clearly a contact sport. It requires you to take the initiative but also follow through on the assessments. Simply saying that you think you understand yourself may not be enough. Take advantage of these opportunities and do a deeper dive into understanding who you really are, what is important to you, what are your personal values and what will you aspire to become regardless of the obstacles that face you along the way. As you explore these suggestions, you can rely on a myriad of tools on the internet to help you prepare for a meeting or do further research after you have connected with someone. However, before you begin the quest, revisit the idea of an entrepreneurial mind-set and remind yourself of what that means to you.

One of the tools we will discuss more in chapter 10 is an electronic portfolio, along with other ways to tell your story using social media. The reason I mention it now is to reinforce one more idea. As you pursue any of these suggestions, be sure to keep good notes of what you discover. That information will help inform you regarding future career decisions, and it will provide a great basis for you to use when you are developing your personal story for potential recruiters. Remember, you are always in the selling mode, so even if you are researching and reflecting about what is important to you, it is highly possible that you will also be communicating some of those elements to future employers.

Explore the online information. It is vast and continues to expand on a daily basis. Keep in mind that you want to explore options you have had some experience with and that are consistent with your values, build on your current skills and abilities, and offer you a chance to build your track record within that specific domain.

NOW WHAT?

The idea in this chapter is to take the time to understand not only your passions but also where you do not shine. Therefore, there are two types of action steps to consider: identifying your passions and identifying areas where you may not flourish. Let's start with the former and work to the latter.

It is important to do a survey of where you currently stand, so take some time to answer the following questions:

1. Do I truly love my current job?
2. If I am in college, do I believe that my current major will lead me to what I want to be doing?
3. Do my activities outside of work and school contribute to my personal happiness and self-satisfaction?

If you are not sure about your answer to any of these questions, then you have a great place to start. Keep them in mind as you pursue some of the following suggestions.

1. Commit to a regular process of meditation or some other way to give you the chance to let your mind become quiet and to prepare you to be open to possible alternatives.
2. Do some personal reflection. Use the list of traits mentioned earlier in the chapter to identify the top three or four values that are important to you. Commit to an ongoing process of reviewing the list every six to twelve months.
3. Take some assessments. Look for opportunities to take a few of the assessments that serve you, and give some focused thought to what they are telling you.

4. Attend some networking events. Figure out a schedule that works for you and become a regular attendee at events that will help you learn more about possible options for your career.
5. Commit to a regular process of participating in informational interviews. Pay attention to what you are learning and keep good records.
6. Get your hands dirty. Look for opportunities to experiment and do some of the work that you might have an interest in pursuing. Even things like student organizations or other volunteer operations will give you the chance to try some things out and see if they fit your interests.
7. Learn to use the internet and research the pages we discussed in the book as well as your own topics. The wealth of information that is available to you for the asking will provide you with significant insight into potential options to consider.
8. Ask a close friend to give you feedback on how he or she perceives you and your key strengths and interests. This can be difficult, but a true friend can give you an honest perspective that is priceless. If you have this option, I strongly recommend that you take advantage of it.
9. Take some time to write down what you love, what you want your life to be about, and what your vision for a full and happy life is.

It is important for an entrepreneur to periodically review what his or her company is all about, and it is equally important for you to do the same. Take some time, write it down, give yourself the chance to reflect and adjust based on what you learn, and make the commitment to continue to do this on an ongoing basis.

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Volunteer.gov *America's Natural and Cultural Resources Volunteer Portal* <https://www.volunteer.gov/>