

Career Advice

BY LUDVIG SIMONSEN, SHRM-SCP,
PRESIDENT, SOCIETY FOR HUMAN RESOURCE MANAGEMENT (SHRM) HAWAII
CHAPTER AND DIRECTOR OF HUMAN RESOURCES, FOUR SEASONS RESORTS LANAI

Land your dream job by utilizing your passion



Connecting your passion with your professional career is important, because your love (or dislike) for your job will be clearly reflected in your actions, especially with the significant amount of time you spend at work. Finding a career that highlights your passion helps everyone around you in the long run, as your interactions with the world will be more positive, productive and inspiring.

Q. How do I know if a job isn't aligned with my passion?

A. There's a bit of introspection involved in the process of aligning your passion with your career. If your current job discourages you from being yourself, you should take that as a red flag. Also check to see if your personal and professional goals align with the company's mission and vision. The job that is right for you should motivate and inspire you, not drain or stress you. If you find yourself bored, feeling that your accomplishments are not recognized or complaining a lot about your job to your peers, it may be time to move on.

Q. Where do I even start in figuring out what career works best for me?

A. Some questions can start you off in the right direction. If money was no object, what job would you be doing right now? What excites you? What unique skills do you have, and does your current job allow you to use them? Take detailed notes from your past experiences — what did you like about your previous jobs? As you start to formulate responses to these questions, you'll also begin to carve out a path that's well-suited for your career. Some research has shown that when individuals find a fit between what motivates them and what they do for a living, they are highly effective, and find their jobs more engaging and valuable.

Q. Once I've started the process of finding a job that's right for me, where do I go from there?

A. Work on developing your personal brand. This means brushing up your LinkedIn profile and being more mindful of what you post on social media accounts so they're representative of who you are and what you are looking for. Build your network of trusted people who know you well that can give you honest and useful feedback, career advice and possible introductions to individuals/industries that may benefit from your skills. Polish your "elevator pitch" — a 30-second statement of what you can offer as a professional. Lastly, don't compromise (or be aware of what you can compromise on) — you've already gone through the process of what does and doesn't work with your interests, skills and motivation. With a little patience and a lot of perseverance, you can land your dream job.