

FINDING FIT within EMPLOYER RESEARCH

While it is certainly exciting to be offered a job, the acceptance of a job offer can bring anxiety as you decide if it's the RIGHT position. In job searching & career exploration, it is important to determine if your potential employer's culture, goals and ethics align with your own. Here are a few questions to ask yourself during the interview process.

1

Do you feel like you will be utilizing your skills sets? Most individuals like to believe that they are contributing to the mission of the organization. Will the position align with your strongest skill sets? Will the opportunity allow you to use more than entry level skills?

2

What type of work environment are you best suited? Preferred work environments change overtime, as your life and career develop. Will you thrive best working on a team or independently? Remote/virtual or face-to-face? Rural or urban environments? Established or emerging landscapes? 9 to 5 hours or flexible contracted roles? Understanding your needs and desires for your first post-graduate position can be pivotal.

3

What are your non-negotiables? Social work organizations often like to rock the boat or push a societal norm, others find comfort in providing consistent client resources. What side of the continuum would you like to be on? What do you need personally to feel valued & comfortable within an organization?

4

What are your NEXT career goals? Some of you want to gain your license, others do not. Some of you want to work on a macro or mezzo level, so prefer micro practice. Some crave a good mixture! Will this position cater to your preferred area of work? Sometimes as you re-enter the field after your master's program, you need to "start at the bottom". However, will this position spring board quickly into your coveted position? If not, consider passing on it...

5

What skills will you grow within the position? Will you be challenged? There's a reason why you were motivated to gain a higher degree, similarly your position should challenge you in a formal way!

6

Will the position accommodate your lifestyle? You can't provide adequate care to clients if your basic needs are not met. Know what you need to be able to thrive financially!