

We are fortunate to have Greg Ranney share his thoughts with us for this and the next newsletter. As a private practice executive coach, Greg inspires his clients to express their self-worth and articulate the value they add and how they add it. He motivates his clients to take control of their careers. Once placed, he guides them through the transition into a new company, a new culture and a new position.

Greg's experience as a senior finance executive provides real-life examples and tested processes that are applied to executive track professionals. Greg is a member of the Association of Career Management Professionals International, the Association of Psychological Type and the Financial Executives Networking Group.

Greg has been a guest speaker at TENG and FENG chapter meetings throughout the NYC metro and tri-state area. His audience always takes away valuable concepts and ideas that they can apply to their personal lives and career transitions. We are very fortunate to have Greg contribute to our newsletter. Please be sure to share your thoughts and feedback on this newsletter with him. You will find his Email address and phone number at the end of this article. Ed Pospesil

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Fit For Success

By: Greg Ranney, President
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A wise man once said that getting fired was nature's way of telling you that you were in the wrong job in the first place. Well, for many of us it doesn't take getting fired to realize that the job we are in is a bad fit. No matter how we try to ignore them, the signs are always there; no desire to go to work, no joy in what we do, and many times, a feeling of being trapped with no way out. So, if this is the wrong job, if this is a bad fit, then how do we find the right job, the right fit?

The right fit is found when what an employer wants done and how they want it done match what you do and how you do it. There are two keys to finding the right fit. The first is to **know yourself** well – what you do and how you do it. This is your legacy. It is the impact you have made, the footprint you have left on the organizations you have been part of. It is found in that moment in any one job when you were doing what you love to do. It may only have been a small piece of your job at that time, but it is there nonetheless.

“The secret to success is making your vocation your vacation.” -Mark Twain

“...if you can't get emotional about what you believe in your heart, then you are in the wrong business.” -Vince Lombardi

Knowing yourself well is more than strengths and weaknesses. Strengths only matter when you can describe how you use them. Pick a strength. Does anyone else have it? Of course they do. So, a strength by itself does not set you apart, it does not differentiate you, and it most certainly does not give a prospective employer enough reason to choose to hire you rather than someone else. But, describe **how you use that strength** and you start to describe what makes you **special**, to **differentiate** yourself to the employer and to become the solution to their problem. You begin to see where you belong to achieve the greatest happiness and the most success for yourself. You start to describe the right fit for yourself.

What do you do? How do you do it? Who are you as a person? What are your values? These are the questions you must answer to know yourself well and be able to communicate it. Then, you will be half way to finding the right fit.

“There is more in us than we know. If we can be made to see it, perhaps, for the rest of our lives, we will be unwilling to settle for less.” -Kurt Hahn (Founder, Outward Bound)

The second key to finding the right fit is **knowing the job** – what they want done and how they want it done. Here there are two aspects to consider. The first is being able to describe your ideal job. If you could do anything, what would it be? Have you even considered it? If not, now is the time. You cannot expect to find the right fit, if you cannot describe what you are looking for. Even if you cannot get to your ideal job in your next move, by setting your sights on that objective you can get closer to it in your next move. You create the path that will lead you to the happiness and success in your career that you are seeking.

“In the long run, you only hit what you aim at. Therefore, though you should fail immediately, you had better aim at something high.” -Henry David Thoreau

“Your imagination is your preview to life's coming attractions.” -Albert Einstein

“The difference is knowing what you want, knowing what the end is supposed to look like.” -Vince Lombardi

The second aspect of knowing the job is understanding what the employer really wants done. This is usually not found in the job specs. This is their pain. This is their most urgent need. This is what they really want done. It is unlikely that they will divulge it publicly in a job spec. But, it is critical to your success and happiness that you get them to tell you. Only then can you decide whether this

job is really something you want to do, would love to do and is the right fit. It is your choice, and you must make as informed a choice as possible if you are going to find the right fit.

Remember: When you can articulate what you do, how you do it and who you are and you can describe the ideal job for you, then you have the criteria against which you can measure any potential job to determine if you have found the right fit for yourself. When you **find the right fit**, you will **connect to your success**.

In each life there comes at least one moment which if recognized and seized transforms the course of that life forever. This is one of those moments.

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