

Step 7 Needs and Wants

Aim of Step 7:
To identify your basic occupational needs and wants

Introduction:

In Stage 1 - your exploration process - you have identified careers that you feel might suit you. However some of your choices may not fit with your basic needs and wants. You may like the idea of International truck driving but are you happy to sacrifice time at home with your family for long hours on the road? Landscaping may seem nice if you like a bit of gardening, but are you prepared to work outside in all sorts of weather doing physically demanding work? Working at a charity animal shelter may fit in well with your love for animals, but what if you are only paid the minimum wage and the work is only part time? If you like you're your weekends off, will you be happy working where you are on call, and may be called at any time?

Awareness of our needs and wants will allow us to sift through those occupations to determine how well they are suited to these basics.

Our basic needs and wants can be divided into the following areas:

- Pay and compensation
- Environment
- Lifestyle preferences
- Work content
- Structure
- Location

In this section you can clarify what basic needs and wants you will need to satisfy in your chosen occupation.

It is especially important to identify those needs and wants that you really must have satisfied.

One of our main motivations in life is to satisfy our basic needs and wants, therefore the more of them you can satisfy in an occupation the better.

An occupation or workplace that does not allow you to meet your needs and wants will de-motivate you and may cause you to be unhappy.

Aim of Step 7: To identify your basic occupational needs and wants

Objectives:

At the end of this step you should:

- Have listed those needs and wants that are essential to your happiness
- Transfer your basic needs and wants to your career development plan

Continue to Needs and Wants Tool





In this tool you are asked to indicate how important each item is to satisfying a need or want in the categories

- **Compensation**
- **Environment**
- **Lifestyle preferences**
- **Work content**
- **Structure (Job Structure)**
- **Location**

Instructions



- There is a template for each of the categories above in the following pages. Print them off.
- For each description in the left hand column indicate your preference in one of the 4 right hand columns.
- Please add your own needs and wants if they are not listed.

Prioritise your basic needs and wants and transfer the most important ones to your career development plan

Compensation

		I must have it	I'd prefer it	Not important	I don't want it
State your minimum acceptable wage	€				
How much would you like to be paid?	€				
Bonus scheme					
Commission					
Commission only					
Subsidised health insurance					
Paid overtime					
Expenses: <i>Please list</i>					
Ongoing training and development opportunities					
Promotional opportunities					
Share options (Some companies offer shares in the company to employees)					
Holidays over and above national minimum					
Paid sick leave					
Pension fund					
Performance based pay					
Job security					
Recognition					
Others					

Next Template Set





Environment

I must have it
I'd prefer it
Not important
I don't want it

Indoors				
Outdoors				
Shared office or workspace				
Open plan office				
Quiet				
Clean				
Very good facilities – canteen, showers, lockers etc.				
Work wear supplied				
Working equipment, tools and machinery of good standard				
Others				

Lifestyle Preferences

I must have it
I'd prefer it
Not important
I don't want it

Available for callout				
Travel				
Holidays only at specified times with no choice				
Opportunities to work extra hours (Paid)				
Obligatory overtime				
Flexible working hours				
Contract only				
Full time				
Part time				
Anti social hours –Evenings, weekends, and public holidays				
Shift work				
Night shift only				
Weekends and bank holidays off				
Work from home				
Others:				





Work Content

	<i>I must have it</i>	<i>I'd prefer it</i>	<i>Not important</i>	<i>I don't want it</i>
Responsibility				
Routine and predictable clearly structured work				
Variety of tasks				
High levels of improvising				
Clearly structured work				
Dealing with clients				
Authority over others				
Pressurised				
Others:				

Job Structure

	<i>I must have it</i>	<i>I'd prefer it</i>	<i>Not important</i>	<i>I don't want it</i>
Teamwork				
Fast paced				
Processes and procedures well defined and structured				
Clear chain of command				
Large teams				
Small teams				
Work alone				
Status				
Professional business image				
Encouraged to work on own initiative				
Others:				





I must have it

I'd prefer it

Not important

I don't want it

Location

Home based				
Less than 30 min. commute				
30 min. commute				
Commuter of an hour or more				
Public transport available				
Travel expenses covered				
Compensation for travel time				
Can walk or cycle to work				
Necessitates a car				
Access to parking				
Involves some business travel				
Always on the road				
Others:				