



What To Do When...
You Hate Your Job

by George Dutch

And what you need to know to be passionate and productive, be paid for your natural talents and find a job you love....
Guaranteed!

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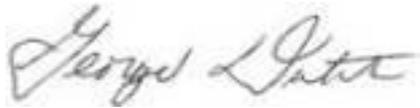


Dear Friend,

You've made a smart decision to send for this information, because with it you will probably be able to find your right work in less time than you thought possible. What you're about to learn could make the difference between thousands of hours of joy in your life or thousands of hours of wasted time working in the wrong job. This report is Part One of a complete career transition system I have developed over the years of working with thousands of individuals to find the best job fit for them.

After you've read this booklet, I'd like you to call me for your free over-the-phone evaluation, and I'll explain Part Two of this special system to start you on your way to making top dollar fast doing what comes naturally and effortlessly to you!

Job Joyfully yours,



George Dutch, MA, CCDP
Career Expert (30 years)

When you call at my office, I will analyze and assess this material from chapter seven to identify and define some of your natural talents and motivating circumstances and correlate them with specific jobs in specific work settings that will recognize and reward you for what you do naturally and effortlessly. I charge \$140 for this session. This information forms the basis for changing your job and your life!

Once I have all the information I need, I can prepare a complete evaluation of your job change and report back to you with a detailed and comprehensive plan that will get you working with passion while you get paid for doing what you love — guaranteed!

Just give me a call at 613-563-0584 or 1-800-798-2696, or select 'Book Appointment Now' button on home page of www.jobjoy.com and schedule a Basic Assessment Session at my Office or by Zoom for a time that suits you. .

**Wake up every morning with
more passion and purpose in your life.**

No more Monday morning blues! No more "working for the weekend" or countless hours of wishing you'd stayed in bed! No more boring days coasting to uneasy retirement and wasting precious years of your life that is leading to an uncertain future!

You are about to learn secrets that not one in a hundred individuals ever put into practice. These will save you hundreds of hours of frustrating job searches and keep thousands of dollars in your pocket. I'm here to help you find your right work and help you navigate your way through the Brave New World of Work to a more satisfying job or career.

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Chapter One

If you hate your job, what is the single most important thing to remember

If you hate your job, what is the single most important thing to remember? YOU ARE NOT ALONE! Eminent organizations, such as the American Management Association, the Menninger Clinic and *Psychology Today* estimate that as much as 90% of North America's working population is not in the right work, resulting in tremendous consequences to employees' personal health and quality of life.

How can this be? The short answer is that surprisingly few of us purposefully chose the work we are doing today and, if we did, we often chose it for all the wrong reasons.

HOW DID YOU CHOOSE YOUR CAREER?

"I wanted to do something important with my life." — the I-spent my-life-trying-to-become-someone-that-others-would-look-up to choice

"I saw an ad in the newspaper, got the job, and here I am 10 years later." — the I-drifted-into-a-job choice

"The division I was in closed down and I had to take a transfer or quit." — the I-gravitated-into-a-job choice

"I took nursing because it seemed like a good idea at the time."

- the I-graduated-into-it choice

"I wanted to be a musician, but my Dad the doctor insisted on accounting." — the I-was-intimidated-into-my-career choice

"All my friends signed up with the insurance company in sales, so I did too." — the I-partied-into-it choice

Instead of making a career choice based on accurate and reliable information about who and what we are in terms of our right work, perhaps we go to college because that is the expected thing to do. We learn early in life to act on what others say, value and expect. What is true for college is true for trade school, the family business or the army. We usually aim at becoming something without ever taking the time to find out who we are already.

Conforming to societal expectations, rather than finding personal meaning, tends to be the norm. The traditional approach assumes that the economy is rational and that an individual is not, unless he or she conforms. But, let's face it; we all know conforming to what is irrational requires a great deal of struggle. Work that is not personally satisfying reflects a basic conflict you have with yourself. You may think your conflict is caused by some external source — by your career, your parents, your boss, capitalism, injustice — and there may be some truth in that. But, you cannot pick the right career for you without first resolving the inner conflict.

This inner conflict traps you in the roller-coaster ride of frustration that you feel every day. It causes you to think that you have no choice. "It's hopeless! All these ideas might work for others but not for me." "It's no use! I'll just put in time until I die." The conflict caused you to pick the wrong career to begin with and now causes your work dissatisfaction. Changing careers starts with resolving self-conflict. If you do not,

dissatisfaction grows and shows up again in whatever work you choose to do next. Then you will have another reason to be upset with yourself.

In the words of the philosopher Spinoza: "Do not weep; do not wax indignant. Understand." You have choices!

Chapter Two

The key principle that can unlock the secret to why you hate your job

We tend to think that success is a product of a variety of factors that include gender, class, race, nationality, politics, economic opportunity, education, hard work and good luck. If we simply apply ourselves, so the reasoning goes, we can get ahead on the basis of sheer will and determination. If we fail, we tend to see our problems as imposed, and solved, by external means. Explanations may range, for example, from environmental (“bad job market”) to circumstantial (“bad boss”). Often, these unfortunate circumstances often trigger a career crisis in our lives around age 30.

That is why I call this “the 30 principle.” A more contemplative attitude toward life is not usually attained before the age of “30-something.” This is a well-known phenomenon widely studied and documented by sociologists of adult development. If, by age 30, we haven’t found our right work, we begin to question our decisions up to that point.

THE JOB DISSATISFACTION CHECKLIST

Do you feel like you have PLATEAUED in your present position?

Do you DREAD getting up in the morning to face another workday?

Are you BURNED OUT, wondering if your work really counts?

Are you SEARCHING for meaningful work that gives a sense of purpose?

Do you feel UNDEREMPLOYED?

Are you are on SICK leave?

Do you want to change jobs but feel STUCK?

Do you FEAR you don’t know what else you could do for a living?

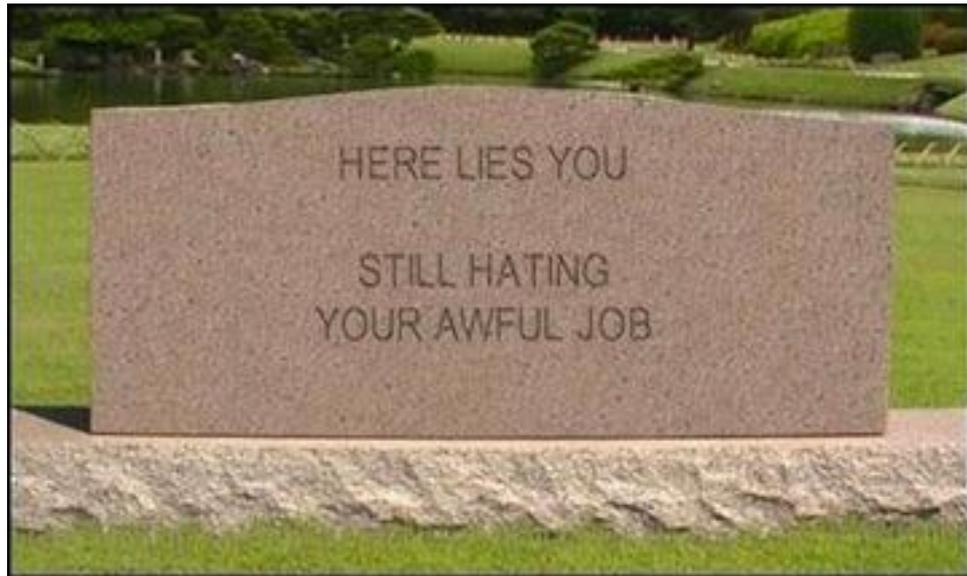
Do you push your passions to the PERIPHERY of your life?

Do you feel like a SLAVE to mediocrity?

Are you just COASTING until retirement, death or you win the lottery— whichever comes first?

Coincidentally, another strange thing starts to happen between the ages of 30 to 35: our bodies change. The change is sometimes subtle because it occurs at an energetic level. Physiologists tell us that we peak biologically, that is, our bodies stop the process of growth and begin the process of aging or decay.

There is a point where our bodies no longer produce that boundless energy that helped us get things done in our twenties. We don’t bounce back as quickly from our setbacks. In fact, with each passing year after age 30, our bodies produce less and less energy. At the same time, if we are in a job that doesn’t suit us, it takes more and more energy to get up every morning, go to work and perform our job duties.



These realities must inevitably break us down. And, if you seek to resolve the conflicts outside yourself, you can be certain you only confirm the conflicts within yourself. What is the solution?

When I visited the Acropolis in Athens, I was awed and inspired by the simple evocation that is written clearly and boldly above the portal gates to this ancient wonder: "Know Thyself." It is ancient wisdom, true today as it was in ancient Greece. At some point in life's journey you must begin the quest to find your true self. Otherwise, you are destined to live with a false sense of self, interpersonal conflicts and career dissatisfaction. To understand this principle you must become more insightful and introspective.

A meaningful career choice arises from the resource of your own mind/ experience and from nowhere else. All the skills and knowledge necessary to enact your life purpose are directly and fully inherent within you right now. Neither diet nutrition nor exercises, and neither intelligence nor genes will be the number one determinant of how long you will live. According to a recent study conducted by the British Medical Association, the greatest deciding factor in how long you will live is job satisfaction!

Chapter Three

How to avoid the most expensive mistake when making a career change

Prevailing wisdom about career choice and change sees it exclusively as a logical problem of how to gather job market data and adapt your aptitudes and personality to corporate structures and needs. In other words: this is where the jobs are in the economy today, so I will train myself to fit in.

This approach appeals to people who try to live in a rational, material world, using only their goal-oriented left-brain. The short route to a job (as the logic goes) is to acquire more training or education. I wish I had a dollar for everyone I've met who went this route, only to find themselves suffering once again from serious job dissatisfaction. How does this happen? Some individuals will pursue computer programming as a career even though they have no natural talent for mathematics, in developing procedures or with problem solving. Through sheer will and determination, they may land a job and even win promotions.

They can function for a long time doing what they have learned as opposed to what they do naturally and effortlessly. But as they grow older, they look across their workstations and see certain stars in the company becoming increasingly effective, performing work faster, doing it better and having more time to spend on other things. But a mid-career adult who is operating through training rather than natural talent has to spend as much time as they ever did, or more, to get results because the energy and determination of youth is not there to carry them through. Their career goals, acquired by skill and knowledge, can contradict use of their natural talents.

Increasingly, these individuals will rely on self-discipline to compensate for a lack of talent. Invariably, they survive but don't thrive in a job. Inevitably, they lead work lives of futility instead of fulfillment. They often express hate for their jobs. This fact remains: individuals who have not identified and developed their natural talents will grow frustrated with their lot in life.

Too often we try to excel in areas for which we lack natural talent. Our unrealistic ambitions lead us into a frenzy of high-energy activity that tries to fill our work with more experience and more education. Beware of the training trap! And here's a secret that could save you thousands of dollars on training. **Training does not guarantee a job.** People fall victim to the prevailing formula for career success: good grades + good test scores + good school = good job!

Why does this happen? It's the old Catch 22: "I couldn't get a job because I didn't have the qualifications, but now that I have the training and I can't get the job because I don't have experience! How do I get experience if I can't get a job?" The end result of training qualifies you for an entry-level job!

Business is risk adverse by nature. It doesn't gamble on unknown quantities. As a recent graduate of a training program, you are an unknown quantity. There are only a limited number of entry-level jobs in any organization. They tend to go to people who have an inside connection. There are thousands of people competing for those limited number of entry-level jobs. Therefore, most recent graduates will not get jobs in a field related to their training.

Chapter Four

How to avoid the second most expensive mistake when making a career change

As I said earlier, the pressure to conform to societal expectations rather than find personal meaning tends to be the norm. If the economy is stable and you can't find a job that suits you, then there must be something wrong with you. This is the underlying assumption of this norm.

As a result, aptitude and personality "testing" are the dominant methodologies in career counseling today. Testing especially appeals to people who reside in an imaginary emotional world of self-doubt, using only the right sides of their brains. Beware of the testing trap! Not all the factors are in the bundle of psychological characteristics that make up an individual, whether a person is hardworking, imaginative, persevering, intuitive or emotionally stable. "Imaginative" at what? "Hardworking" at what? "Persevering" at what?

We are never imaginative, hardworking or persevering in all circumstances under all conditions. Only certain factors trigger these qualities in us. The key is to find and develop the right factors. That is why it is important to unravel the details of a person's life story.

Some people realize their potential at an early age, others later in life. Thomas Edison was thrown out of public school and described as mentally addled and unteachable. Albert Einstein had difficulties in school, especially with math. Michael Jordan didn't make his high school basketball team. Civilizations aren't built by those who pass ability and aptitude tests, but by those who find their passion and pursue it persistently.

Test scores tell us about only limited areas of human performance. By some estimates, a typical IQ test measures only 10 to 15 of the many abilities that have been identified and can be described with some degree of accuracy. IQ tests are a good measure of short-term memory, vocabulary and spatial reasoning. But the tests miss creative imagination, leadership, social sensibility, interpersonal ability, artistic or musical ability, mechanical aptitude and practical abilities ("street smarts"). Some career counselors may charge you hundreds of dollars for a battery of tests to identify your work profile, supposedly to predict future performance. **They assume that test scores reflect your motivational dynamics.** This assumption is false.

Such testing makes sense when you have identified a particular skill or capability as absolutely critical to success on the job. Then you are tested to prove skill but not the motivation. A high level of capability can be important if the job involves the repetitive use of a certain skill, like the kind we find on many manufacturing assembly lines, or in banks and insurance companies. Even here the problem remains of how to determine whether the possessor of that skill will be able to produce it on the job. Employee response to any test is always limited by the instrument or exercise and so does not reveal how the employee would perform in the actual job given all other factors.

Each individual is a unique combination of talent, aptitudes, education, experience and character. The truth is that each individual performs a job in accordance with a complex and unique pattern of personal motivations. The key word here is "pattern." It means that each person is greater than the sum total of his or her parts, but when all the parts come together they create something unique and special, even powerful.

THE POWER OF YOUR PERSONAL STORY

None of us can see ourselves accurately without a mirror. I put a lot of emphasis on the details and elements of an individual's story the facts, people and events of their lives. If you don't understand your own story and its meaning, you will value information over wisdom and turn to the test doctors to find the answers instead of looking to yourself, where all the answers already are.

Chapter Five

Why sending out a resume will almost never land you a good job...and what to do about it

What is the biggest obstacle to getting hired for any job searcher? The answer: you are an unknown quantity. Or, more accurately, the biggest obstacle to getting hired for most individuals is their denial of the fact that they are an unknown quantity to a prospective employer. They ignore this simple fact and continue to follow the conventional (and ineffective) wisdom of sending out dozens of resumes to strangers. They do this with the mistaken belief that they will be hired because of what they know or what they can do. They believe in the formula of good school + good grades + good test scores = good job!

Most of the time, this is simply not true, in spite of all the advice you hear from friends and professionals alike. Why? What this formula fails to acknowledge is the prevalence of HUMAN NATURE in the hiring process.

Please read on. **The following information could save your career.** As human beings, we fear what we don't know. I'm not saying it's right or equitable or fair; it simply is! When you approach potential employers as a stranger, their automatic fear response kicks in because they don't know you, and they fear what they don't know. This is why the old adage, "People hire who they know" is so true.

Recently, a client told me that he knew someone who was hired by a high-tech company even though this person had no computer skills whatsoever. This person was hired by a cousin! This is the reality confronting every job searcher: an employer prefers to her cousin than hire you! Why? Because she knows her cousin! Don't get me wrong, what you can do for a potential employer is important: experience, education, qualifications and credentials all count. But first, you have to break through the number one barrier to getting hired: getting known! Your top priority as a job searcher is to make yourself a known quantity to a prospective employer. Resumes do not make you known to anybody.

Put yourself in the shoes of prospective employers. Why should they hire you, based on what they read on your resume? The resume simply states a few facts about you. And those facts are suspect.

For example, employers may be thinking, "People misrepresent their accomplishments on their resumes. People just want to make themselves look good on a resume. People don't tell me what I really need to know. And who is this person anyway? And nudge-nudge, wink-wink, we all know that everybody lies on their resume anyway."

THE JOB SEARCH FRUSTRATION CHECKLIST

Do you feel there are NO JOBS out there?

Are you trying to get into a certain field with NO LUCK?

Have you sent out tons of resumes, got a few interviews, but NO JOB OFFERS?

Are you running OUT OF MONEY?

Are you up against TOO MUCH COMPETITION for the few that do exist?

Do you feel NOBODY WANTS YOU?

Do you feel you have to swallow your intelligence, education credentials, skills and experience and GO BACK TO SQUARE ONE?

Do you feel FORCED TO SETTLE for a job for which you are over-qualified?

According to the U.S. Department of Labor, only 5% of people in the workforce are hired by submitting resumes to vacancy ads posted in newspapers, on bulletin boards or on the Internet. It is a very ineffective way to get hired. That is why people send out dozens, even hundreds, of resumes with no positive results. I'm not saying you shouldn't send out resumes; I'm saying you should send them out in proportion to 5 to 10% of your time and energy, and then hope for the best. As a job searcher, you are a risk to a potential employer. That is why you must focus all your energies on minimizing that risk in the minds of employers.

Chapter Six

How to find job joy and get paid in as few as 30 days

The quick way out of the resume trap is to give a hiring manager a motivation to get to know you. In short, you must be able to communicate with clarity and confidence how you can help them solve a problem.

You may not be able to do this unless you go through a career assessment process that clearly identifies and defines the kinds of problems you solve most naturally. By doing so, you build confidence and a vocabulary that will help you communicate your way into your next job. A prospective employer usually has a particular problem that needs solving. Since you don't know the specific problem, you haven't customized your resume to the employer's primary interest.

Few employers are going to spend the time and energy to read between the lines on your resume and figure out what you can do to solve their problem. Remember, most jobs do not exist as clearly defined job vacancies posted by HR managers on a bulletin board, on the Internet or in the newspaper. Most jobs exist in the minds of hiring managers as PROBLEMS! Hiring managers are the men and women who work on the frontlines of any organization managing people, resources, equipment, schedule and budgets. Their lives are characterized by one fundamental fact of life: problems! These problems keep hiring managers awake at night, cause them indigestion and constipation, turn their hair prematurely white and leave them shaking with performance anxiety.

You get the picture: Their problems represent job opportunities for you. Encouraging a hiring manager to talk about his or her work-related problems is the quickest route to a good job. The whole trick is to get in front of the hiring manager. Face-to-face contact increases the chances of a hiring manager opening up the can of job opportunities. Misery loves company and every hiring manager is looking to share the misery! Why? Because YOU might just represent the SOLUTION. What do they have to lose by simply talking to you?

Chapter Seven

What you do next to find work you love and get paid for it

Before you change jobs, the next step is to identify those times in your life when you were doing what you enjoyed most and doing it well (according to your criteria).

Take your resume and a color pen and highlight on your resume only the specific parts of jobs you've had that you enjoyed: specific job duties projects and assignments. The more specific you are the better. You may not have liked your job but if you think about it there may be specific parts of the job you found satisfying.

Highlight on your resume with a colored pen any particular courses you took in college or university that you found fascinating, or any particular subject matter you have read, researched, wrote about or talked about that fascinated or excited you for a certain duration of time. Write down four or five things that you've enjoyed doing over the years outside of work — anything related, for example, to sports, hobbies, interests, volunteer activities, church activities, family outings or social gatherings. If you enjoyed making anything, writing something, drawing, painting or illustrating anything, put it in with your collection of material.

Career success is not about pinpointing weaknesses and overcoming them. According to The Gallup Organization (<http://www.gallup.com>), you will need to become an expert at finding, describing, applying, practicing and refining your strengths.

Gallup delivers in-depth insights on public opinion polling, societal issues, education, management and human talent. It found that focusing on strengths brings about real business results. To attain career mastery and job security, Gallup says you need to understand your unique patterns.

At JobJoy, we specialize in identifying and defining your unique work pattern and matching it up with specific jobs in specific work settings, then helping you leverage your strengths into a job search process that results in an excellent job fit!

“There’s always a greater return on investment when people focus on strengths —when they focus on what’s right instead of what’s wrong.” Gallup explains that individuals have the greatest opportunity for success doing what they do best rather than focusing on areas where they need improvement. “We found that when people report that they have the opportunity to do what they do best, they are more likely to stay with their company.” This doesn’t mean, of course, that professionals should ignore their weaknesses completely. But it does mean that they can bring more value to organizations by learning how to identify and use their strengths.

How can you do this? The quickest and easiest way is sit down with three or four individuals who know you well, perhaps a spouse, sibling, long-time friend or close co-worker. Tell them your stories. Focus on those times in your life when you are doing what you enjoy most and doing it well ... at work and especially outside of work.

Go through each stage of your life, from childhood, through your teen and young adult years, college or university years, early career experiences right up to your current age. Talk about all of your hobbies, sports, interests or volunteer activities you have enjoyed throughout your life. Tell those stories in detail. Use the following format: how you got involved in the activity or achievement; the step-by-step details of what you did; what was particularly enjoyable or consistently satisfying in that activity; and why you stopped doing it, if you did.

Then ask your support team to analyze your stories to identify and define your **key success factors**. What are the natural talents you use and consistently bring satisfaction to you when you are doing what you enjoy most and doing it well? What is the subject matter that you gravitate to without even trying? What circumstances or conditions have to exist in the job environment to bring out the best in you? How do you naturally build relationships with others? What is the essence of who and what you are in terms of your right work?

As I put it in my **JobJoy Report**, you want to get a clear and accurate picture of your right work based on the following:

KEY SUCCESS FACTORS

NATURAL TALENTS: the skills and abilities that energize you

PREFERRED SUBJECT MATTER: the interest areas that you found particularly stimulating or satisfying in your childhood, young adult years, and now during the discretionary time of adulthood

MOTIVATING SITUATIONS: what needs to be in place in your work setting or job conditions to release your natural talents

NATURAL RELATING STYLE: how you build rapport with others effortlessly and what is your natural role in work settings

ESSENTIAL MOTIVATION: what it is that you seek to achieve when you are doing what you enjoy most and doing it well (the purpose of your passion, if you will). This is the factor most associated with a sense of work satisfaction. If this is denied, a work situation will lack fulfillment for you.

ACTION PLAN: suggestions to help you validate your passion and a motivational pattern that moves you from career pain to job joy through genuine employment opportunities

From this analysis, you can generate an Ideal Job Description and match it with specific opportunities in the real world of work. Once you have defined your strengths, you need to make sure you are in a position that utilizes them and gives you the opportunity to put them into practice. "If you're in a job that's not a fit for your natural talents, you're not going to achieve greatness," says Gallup.

When explaining this process at my seminars, I often draw a picture of a cart in front of a horse. During our careers, the cart piles up with tools (credentials, skills, contacts, etc.). The horse is stuck behind the cart and dragged along until it collapses from exhaustion or is simply cut loose and abandoned. But that horse represents the power, strength, vitality and energy that come from natural talent and motivations.

As Gallup says, you are unlikely to have a satisfying or successful career by neglecting that horse. I focus on helping my clients put the horse where it belongs— in front of the cart.

NEXT STEP

Call me at 613-563-0584 or 1-800-798-2696, or select 'Book Appointment Now' button on my home page at www.jobjoy.com and schedule a Basic Assessment Session at my Office or by Zoom for a time that suits you. I look forward to working with you!