

# Career Interests and Passions



The following assessment is designed to help you explore the level of interest and passion in your current job. But why is having career passion even important? Additionally, what is the state of passion in most people's careers? There is overwhelming evidence that a majority of workers globally including those in Canada are actively disengaged from their work.

In a Global Survey completed by Gallup and published on the website of the Harvard Business Review confirms that only 16% of Canadians are engaged in their work. Gallup defined engagement as "Those who work with passion and feel a profound connection to their company." This idea of engagement and passion for work versus monetary rewards is seen by people as being mutually exclusive. If you choose money, then you will not be able to find passion in your work but can earn good living. Where as, choosing passion will lead to happier work, but result in decreased income. However, it is strongly recommended that passion never be completely sacrificed at the expense of money and any other additional financial benefits. It would be wise

to do things that make you happy at work, as having passion can reawaken and reconnect you to what is most meaningful. There are many reasons for having passion at work and following are just a few of them.

### **PASSION ENHANCES YOUR DESIRE TO PURSUE EXCELLENCE**

When you find passion, there is a greater commitment to doing your work well. I am sure that we all know people that lack dedication, loyalty and devotion. In the end, these individuals have settled on producing average or even mediocre results in their work. Having passion leads to putting forward your very best, achieving your highest potential and results. It also follows that producing excellent performance outcomes results in higher career income.

### **PASSION BUILDS ENERGY**

Try to remember the feeling when you had to accomplish a task where you were completely unenthusiastic and indifferent? Did this task make you feel highly invigorated and energized? I would probably guess not. Individuals that are passionate about their



work experience greater feelings of vitality, motivation and strength. Passion enhances these qualities and will heighten energy levels for work.

### **YOU WILL FEEL MORE SATISFIED AND LESS STRESSED**

Passionate work is extremely satisfying. Research has demonstrated that employees with low levels of job satisfaction are more likely to experience emotional burn-out, along with elevated levels of anxiety and depression. Having passion for your work is an excellent way to reduce work stress. Passion can bring you greater relaxation, joy and satisfaction.

### **WITH PASSION, WORK DOES NOT BECOME A 'WORKLOAD'**

A very famous quote by Confucius states, "Choose a job you love, and you will never have to work a day in your life." In the end, work will always be work. Work can be routine and regular having many deadlines, stresses and expectations. There is no escaping these facets of work. However, there are many people in careers with lighter burdens because they have passion. There are many

ways to love what you do, while still working hard. However, there is a dramatic difference between work being challenging, purposeful and meaningful, as opposed burdensome, monotonous and life draining.

### **PASSION HELPS FOSTER A POSITIVE WORK ATTITUDE**

Some of you might know someone in your life who cannot wait for the day to retire. Maybe, this person who cannot wait to retire is you. However, on the contrary, there has been research confirming that those who are satisfied with their work tend to retire later in life. Studies also demonstrate that employee satisfaction is one of the strongest predictors of long-term positive performance, and even career accomplishments. In the end, passion can enhance your attitude towards work, leading to greater satisfaction and a successful long-term career.



# INTEREST AND PASSION EXERCISE

1. Think of all the tasks, duties and/or responsibilities that are part of your regular work (routine) on a weekly basis. List them down on a piece of paper or record them (e.g. Word). Examples of these tasks would include completing reports, supervising staff, attending meetings, delegating responsibility or talking with customers. Complete a comprehensive and detailed list of these tasks.
2. Identify each one of the tasks with a LIKE (L) or DISLIKE (D). Then, generate a separate list into LIKES and DISLIKES
3. Using the "LIKE" list, summarize all of the tasks and rank them on a scale of 1 -10 in terms of three aspects. (10 being the highest level of each aspect). Also include another aspect, which is measure of time percentage. The aspects are as follows:

**Fulfilment (F)** - The level to which you enjoy or value the process of accomplishing the task.  
Rating: 10 - 8 (Passion) 8-6 (Interest) 6-4 (Slightly Interested) <4 (Minimal Interest)

**Value (V)** - The worth that each specific task has to the organization and job position.  
(10 - Extremely Important) (1 - Minimal Importance)

**Proficiency (P)** - The level of skill and aptitude that you currently possess to complete each of the given tasks successfully.  
(10 - Superior Proficiency) (8 - 6 Extremely Competent) (6-4 Average) <4 (Minimal Competency)

**Percentage (PER)** - The estimated percentage of time that you would spend on each of the given tasks on a weekly basis. Identify a percentage for each task

4. Form a comprehensive list under the following categories:

Tasks (Liked)	Fulfilment (F) (1 -10)	Value (V) (1 -10)	Proficiency (P) (1 -10)	Percentage (%) of Time Spent on Task (Weekly)
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# Important Questions

1) Analyzing your current position, do you spend significant time performing activities that are enjoyable and fulfilling, or do you spend a majority of time on activities that you dislike?

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2) Does your current position employ many critical skills that you find interesting? Does your work engage a full scope of your interests?

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3) What percentage of time are you spending on activities that are important to the company versus the level of time spent on activities that are interesting to you?

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4) Are there certain common threads to your interests? Are there any common themes that you can recognize or identify that you find enjoyable and satisfying?

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5) List any new interesting activities/interests that you would like to develop within your future career that you do not currently perform?

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6) If there are interests/activities that you have determined that you are not good at, would you find it satisfying to continue to develop these proficiencies enabling you to enjoy them?

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