

What are you looking for in a job?

Know thyself: Please rank each of the following seven items from 1 (least important) to 7 (most important).

Ratings	Philosophy	People	Place	Product	Perks	Pay	Prestige/Power
My rating	■	■	■	■	■	■	■

Each number from 1 to 7 should be used only once.

Please take the Jung Meyer Briggs Personality test at www.humanmetrics.com and complete the table to the right. Through conversations with your parents, family, and friends, try to determine what has consistently motivated your direction in life from early childhood to now. Determine your motivating principles and what work might be consistent with that energetic drive.

Personality metric	Strength of preference
Introvert/Extrovert	
Intuitive/Sensing	
Thinking/Feeling	
Perceptive/Judging	

Resources for investigating your personality and job interests:

http://www.humanmetrics.com	Human relationships and tests
http://keirseych.com	Keirseych Temperament and Character Web Site
http://www.advisorteam.com	Personality, IQ, and career inventories
http://www.enneagram.com	Perfectionist, Giver, Performer, Romantic, Observer, Loyal Skeptic, Epicure, Boss, Mediator

Making choices

- What is yours?²
- What is a good choice for you?³
- Making mistakes.⁴
- Change management
 - Reason and logic are **one** way to make decisions.
 - Dealing with fear and loss (parents, jobs, friends, spouse, life).⁵
 - Butting your head against reality (after 20⁺ years of school, you **have** to graduate).
 - Problems are to be solved. Mysteries are to be lived.

²**My** computer, **my** school, **my** job, **my** day, **my** wife, **my** hand. These really describe your choices, not what is yours. Everything you have has been given to you. Even your hand (which you make choices for) is borrowed – within 100⁺ years to be particles in other objects. Your choices are forever.

³Sometimes, things that are **good** get in the way of things that are **best**.

⁴Life does not come with an instruction book – perfection misses the mark. It can be difficult to forgive yourself (or others). Have humility (the word “humility” shares roots with “human” and “humus”, meaning grounded in Earthly reality). The great “Love” commandment is not easy.

⁵There is good reason why phrases such as “do not worry” and “be not afraid” appears 365 times in bibles.

Have wisdom

Crisis management	Exciting, but least effective way to live your life. Bounce from crisis to crisis. Gets tiring after awhile, and you do not get much done
Time management	Schedule work and pleasure events. Event's duration dictated by the amount of time given to it. Not constantly in a crisis. May have efficient (but less-meaningful) days.
Setting Goals	Goals are things like getting a good grade/pay-check or running a marathon. Goals prioritize your time and help you decide what is important, much can be accomplished. A large majority of people are GOAL-oriented – focused on setting, making, and exceeding challenges. About 10% of people are PROCESS oriented – focused on how life and work unfolds, without too much concern about what is achieved.
Setting Priorities	Priorities are decisions about your health, friends, family, spirituality, education, income – which help you prioritize what you eat & exercise, where you live (e.g., near friends and family), work, and pray. By deciding priorities, goals (and subsequently time) are automatically prioritized.
Knowing your Principles	Having principles means “to thine ownself be true” and starts with “know thyself” (physically, intellectually, socially, spiritually, emotionally). To change these would be to lose part of yourself. Knowing “you” can be difficult. Sometimes parents, siblings, and close friends can help you “sing your song” when you forget and help reconnect you. Principles tend to be abstract words, such as “Love, Freedom, and Learning”.

Resource: 7 Habits of an Effective Person. Who moved my cheese?

Have reasonable expectations

- Work is a *four letter word*.
- By itself, a career will not fulfill your life (live to work or work to live? – human being or human doing?)
- Usually, you are paid to do something that someone else does not:

Want to do	Have time to do	Know how to do
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- Expect to be rejected, unemployed, and/or fired.
- There are always jobs for intelligent industrious people.
- **Some options**

Large corporation	Small business	Start-up	Non-profit
Graduate school	Military, religious life, ...	Win the lottery	Welfare (parents or state)

Choices? Believe in Yourself.

People are often unreasonable, illogical and self-centered;
 Forgive them anyway.

If you are kind, people may accuse you of selfish, ulterior motives;
 Be kind anyway.

If you are successful, you will win some false friends and some true enemies;
 Succeed anyway.

If you are honest and frank, people may cheat you;
 Be honest and frank anyway.

What you spend years building, someone could destroy overnight;
 Build anyway.

If you find serenity and happiness, they may be jealous;
 Be happy anyway.

The good you do today, people will forget tomorrow,
 Do good anyway.

Give the world the best you have, and it may never be enough;
 Give the world the best you've got anyway.

You see, in the final analysis, it is between you and your God,
 It never was between you and them anyway . . .

Written on the home of Mother Theresa of Calcutta

The seven P's in picking a job

1. Principles/Philosophy

- Your Principles, Priorities, Goals, Time Management, Crisis Management
- The H.P. way or the Eastern Airlines way
- Small or large company
- Startup company or mature stable company
- Government research lab, e.g., Sandia, NASA, MIT Lincoln labs, vs. product driven businesses.

2. People/Personal

- Do employees like their co-workers and managers and vice-versa?
- Your boss - benevolent manager or tyrant?
(**Most employees leave due to their managers - not their companies!**)
- Leadership IQ and executive management decisions. (Facilitate work or more work with less results?)
- Management mentality: Big Stick? Big Carrot? Big Daddy?
- Young/old. Single/married/with children
- Socialize together vs. just work together

3. Place

- Proximity to family and friends
- Are the locals (neighbors) friendly and easy to get to know (culture and people)
- Weather, e.g., Detroit or West Palm Beach
- Proximity to cultural/sporting events, shopping, restaurants, hiking, skiing, water sports
- Traffic, congestion, commute time, commuting options e.g., biking, public transit, ...
- Cost of living

4. Product

- Research and development, e.g., engineer, programmer
- Technical services, e.g, training, quality assurance, technical writing, phone support
- Marketing, e.g., web sites, graphics, advertising, trade shows
- Administration, e.g., accounting, financial analyst, shipping and receiving
- Sales, e.g., carrying a quota, making money this quarter
- Management, people are the product

5. Perks

- Flexible work hours, travel, dress code, working from home
- Facilities, e.g., kitchen, showers, warm neat work environment, ping-pong table
- Friday bagels, free coke, coffee, candy, ...
- Office space, windows, sun
- Time for attending classes or getting advanced degree
- Sabbaticals

6. Pay

- Salary (or hourly wage), stock options, stock purchase plan, commissions, profit sharing, bonuses
- How many hours/week is expected, overtime pay
- Paid holidays, vacation time, maternity leave
- Pension and/or 401K plans, matching funds.
- Health benefits, e.g., medical HMO/PPO, dental, vision, FSA, gym, co-pay and prescriptions
- Moving costs. Reimbursement for school, advanced training, or classes
- Technical publications: time, publication cost, airfare, hotel, registration fees
- Total **post-tax** compensation: \$ _____

7. Prestige/Power

- Title, e.g., Senior consulting engineer. Chief Yahoo, ...
- Professionalism and desire to be a CEO or President
- Notoriety - rock star, NBA basketball player, politician, criminal

Stanford median salaries and other salary information⁶

Degree	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06
BSME.	\$44,100	\$46,800	no data	\$54,250	no data	no data	no data	\$52,594	\$55,643	\$58,000
MSME.	\$50,000	\$55,000	\$60,000	\$60,000	\$65,250	\$69,373	\$66,844	\$63,250	\$67,571	\$76,717
Ph.D.	\$58,500	\$65,000	\$68,000	\$83,000	\$77,500	\$85,778	\$73,800	\$72,500	\$69,400	\$102,875

Degree	2006-07	2009-10	2010-11	2011-12
BSME.	\$67,333	\$65,627	no data	no data
MSME.	\$72,141	\$80,964	\$82,648	\$83,075
Ph.D.	no data	no data	no data	\$99,590

- <http://studentaffairs.stanford.edu/cdc/jobs/salary-grads>
- <http://salarycenter.monster.com/index.asp>
- <http://www.salary.com>
- <http://www.careerperfect.com/CareerPerfect/relocationFS.htm> (regional comparison of salaries)

The cost of staying in school⁷

Item	Cost in 2008-2009
Stanford Undergraduate Education	\$47,212. Tuition: \$36,030. Room and board: \$11,182
Stanford Undergraduate Course/Lecture	\$16K/quarter; \$3K-4K/course; \$150-200/lecture
Stanford Medical School	\$68K (tuition \$43,389)
Average graduating debt for medical school	National average \$150K , Stanford \$78K.
Stanford Business School (MBA)	\$70K. (tuition \$45,921)
Stanford Law School	\$65K. (tuition \$40,880)
Stanford MS Engineering	\$50K. (tuition \$38,400)
Stanford Graduate Humanities	\$50K. (tuition \$36,030)

Statistics from the American Society of Engineering Education (1999-2000)

Category	1999-2000
Total enrolled undergraduate engineers	360,000
Total enrolled Ph.D. engineers	39,000 (50% are foreigners)
Bachelor's degrees awarded in engineering	63,700
Ph.D. degrees awarded in engineering	5,915 (873 in ME, 208 in Aerospace)
Enrolled EE	20,000
Enrolled ME	13,000
Enrolled Civil	13,000
Enrolled Chemical	6,000
Enrolled Industrial	3,500
Enrolled Aerospace	1,230
Enrolled Biomedical	1,000
Enrolled Metals	800
Enrolled Agricultural	400
Enrolled Petroleum	250
Enrolled Mining	150
Enrolled Nuclear	100
Enrolled percentage women	21% (14% of ME and EE, 39% of biomedical)
Enrolled Ph.D. percentage women	16%

⁶Remaining in school to get a Ph.D. is not usually a good financial investment. In addition to losing wages for an average of six years, a seasoned bachelors or master's students will have had six pay raises while you are in school. Get a Ph.D. because you love to learn and want to do something that requires a Ph.D.

⁷According to InflationData.com, overall inflation 1986-2008 was 92% while tuition increased 344%.