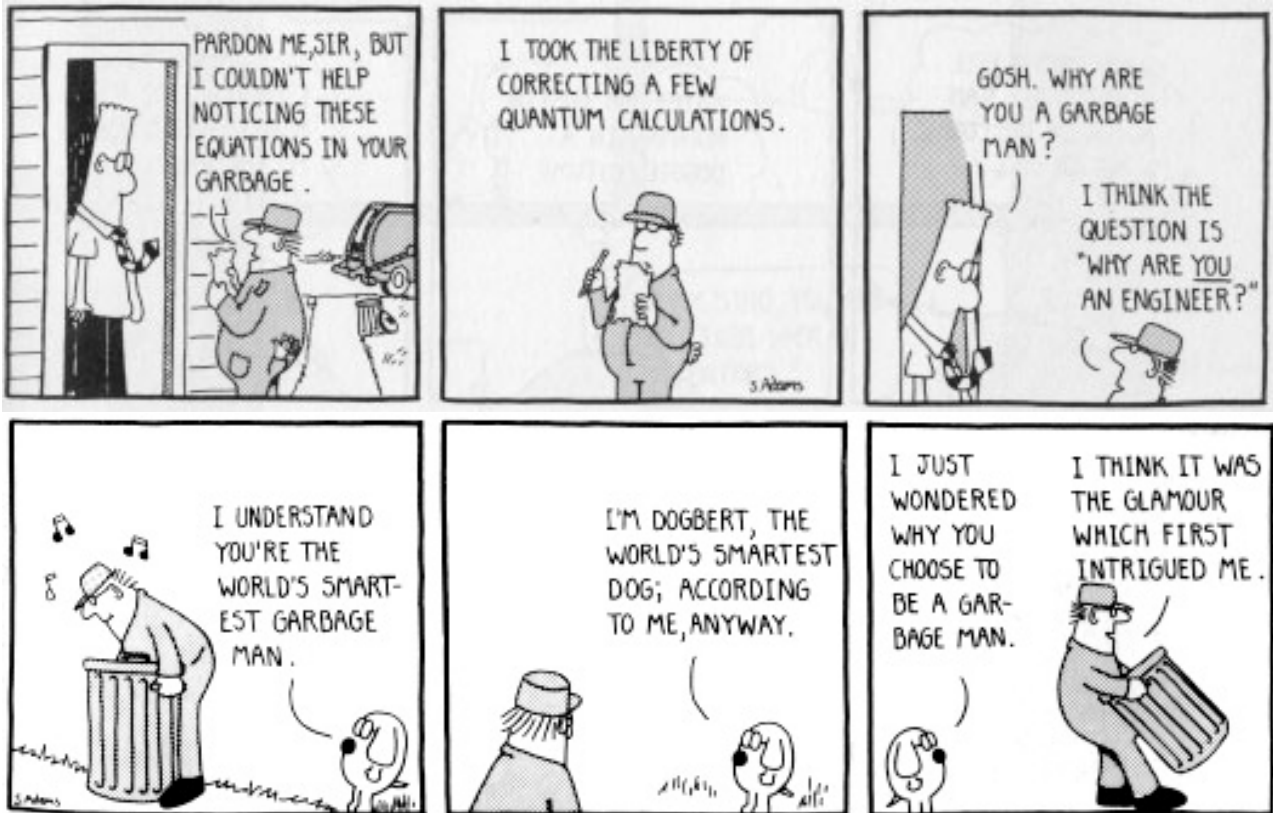


What are you looking for in a job?



Please rank each of the seven items on the following chart on the scale of 1 (least important) to 7 (most important). Each number should be used only once.

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

Picking a vocation: job, graduate school, business, military, Peace Corps, religious, ...

Please take the Jung Meyer Briggs Personality test at www.humanmetrics.com and complete the table to the right. Next, try to determine through conversations with your parents, family, and friends, what has consistently motivated your direction in life from early childhood to present. Write about 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	

Other resources for investigating your personality and job interests:

- <http://www.humanmetrics.com>
- <http://keirsey.com>
- <http://www.advisorsteam.com>
- <http://www.enneagram.com>

- Human relationships and tests
- Keirsey Temperament and Character Web Site
- Personality, IQ, and career inventories
- Perfectionist, Giver, Performer, Romantic, Observer, Loyal Skeptic, Epicure, Boss, Mediator

Making choices

- What is yours?
- What is a good choice for you?
- Making mistakes
- Change management
 - Problems are to be solved. Mysteries are to be lived.
 - Reason and logic are *one* way to make decisions.
 - Denial is not a river in Africa

Have some wisdom

- Crisis management
- Time management
- Setting Goals
- Setting Priorities
- Knowing your Principles

Have reasonable expectations

- Work is a *four letter word*.
- By itself, a career will not fulfill your life.
- You are paid to do something that:
 1. Someone else cannot do (physically, intellectually, socially, spiritually, emotionally)
 2. Someone else does not want to do
 3. Someone else does not have time to do
- There are always jobs for intelligent industrious people
- Expect to be rejected, unemployed, and/or fired⁸

Other options

- Graduate school
- Military, religious life, ...
- Win the lottery
- Welfare (parents or state)

⁸One of the author's jobs was a start-up company. During the first three years, 35 people were fired and 32 people quit (and there were only a total of 30 employees). Three years after acquisition by a large, established company, the company went through the dot-com implosion and 5 rounds of layoffs in 1 year. The author's division shrunk from 35 to 9 employees. After three more years (13 years total), the author was asked to license the software to a third-party, close the office, lay off his group, and self-terminate.

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 information⁹

Degree	1996-97	1997-98	1998-99	1999-00	2000-01	2001-02	2002-03	2003-04	2004-05	2005-06	2006-07	2009-10	2010-11
BSME.	\$44,100	\$46,800	no data	\$54,250	no data	no data	no data	\$52,594	\$55,643	\$58,000	\$67,333	\$65,627	no data
MSME.	\$50,000	\$55,000	\$60,000	\$60,000	\$65,250	\$69,373	\$66,844	\$63,250	\$67,571	\$76,717	\$72,141	\$80,964	\$82,648
Ph.D.	\$58,500	\$65,000	\$68,000	\$83,000	\$77,500	\$85,778	\$73,800	\$72,500	\$69,400	\$102,875	no data	no data	no data

- <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 school¹⁰

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%

⁹Remaining 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.

¹⁰According to InflationData.com, overall inflation since 1986 was 92% while tuition increased 344%.