

# TOP 3 & BOTTOM 3 EXERCISE

We often have a lot of thoughts and feelings about our work history, but to make those thoughts and feelings usable we need to look at the big picture. Single data points may be idiosyncratic rather than meaningful, but trends/patterns/themes are stronger indicators of what fits for us over the long term.

Use the chart below to identify at least 3 things that you liked the most and the least about each of your jobs. These may be tasks/responsibilities, skills used, working conditions, organizational culture, the kinds of people you worked with, or even the physical environment.

Depending on the current stage of your career, you may want to go back to your undergrad or even high-school jobs. Since people’s interests and values tend not to change dramatically over time, even those early experiences can tell us important things about what might make us tick personally and professionally.

| **Job | Company** | **3 Things You Liked the Most** | **3 Things You Liked the Least** |
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* What themes, trends, or patterns can you identify from your Top 3 column?
* Similarly, what themes emerge from your Bottom 3 column?
* How well does your current job express or allow for your favorite items?
* How many of your least-favorite items are you experiencing in your current job?
* What ideas does the above give you about different roles, cultures, companies, etc. that might offer the best fit for your next career move?