

## **Career Depression? Herald Sun Career One – March 31 2007**

Feeling drained and dreading going to work. Lacking the enjoyment you once had. Having trouble thinking about your future job and feeling trapped. These are some of the symptoms of Career Depression. Just living for the weekend means probably everything else is great except for the job.

So how do you get out of the rut?

A leading vocational tool called The Birkman Method at a high level defines people into four basic types. Actually based on Hippocrates concepts 2500 years ago. You are either a Doer, Talker, Thinker or Counter. The Birkman Method uncovers your underlying and hidden needs in these domains. Most people do not know their own hidden motivational requirements.

Working in the wrong job for your motivational needs could lead to burnout.

For example many Doers can have a high need for daylight. So put them in a dark office and watch their productivity drop and then watch them burst outdoors every lunchtime. Find a job that allows for some outdoor time.

Thinkers will go nuts in an open plan office situation, unable to focus, productivity waning. Put them in a quiet spot where they can think clearly and come out on their terms to mix with co-workers and watch their productivity explode. Thinkers tell management what you need, it might just make all the difference.

If you want to de-motivate a Talker make them follow lots of bureaucratic system and procedure. Many sales people are talkers, yet many companies try to systematise them. Talkers you need to find a way to create systems to do the detail with minimum effort or delegate detail work. Otherwise find a job that values your big picture style.

Counters can get de-motivated by constant change, and interruption. They like the Thinkers need a quiet place to work. In this work world of constant change, counters need a career plan that is independent of their job. Overall security and predictability of their career is of high importance.

Simple strategies can alleviate what seems like a mountain of stress. According to the Birkman method the Hippocratic grid system is dynamic push and pull. This means we are all Thinkers, Talkers, Doers and Counters at times, but we have a preference for one of the styles. So to avoid Career Depression you need a job that mainly wants to use your most preferential style.

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