



It's About the Fit!

A program to help Millennials identify and get the job that is the right fit for who they are.

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PURPOSE PASSION VALUES STRENGTHS

Millennials are more engaged with their work when their purpose and values are aligned with those of their organization and job.





Purpose and values are key to fit



“Those millennials most likely to remain the longest share their organization’s values, and are more satisfied with its sense of purpose and support of professional development.”

“Corporate values that are shared with and believed by Millennials also promote loyalty – particularly when employers demonstrate a strong sense of company purpose beyond financial success.”



Job-Organization Fit Challenges for Millennials

(Deloitte Study 2016, Gallup 2016)

66%
want to
leave

- Turnover costs the millennial financially and in career growth

55%
are not
engaged

- Low engagement means low job satisfaction and low passion to grow

72%
feel
under-
utilized

- Can negatively impact self worth and confidence

So, what if....

*...each Millennial's personal **purpose, passion, strengths** and **values** were aligned to their job and the purpose, values of the organization?*





It's About the Fit Workshop

Through a series of experiential exercises, Millennials come to clarify who they are and what really matters to them. They clarify their authentic self.

With this new insight, millennials then assess potential organizations and jobs within the context of their authentic self. They can now make a conscious, wiser choice of the right organization and job.

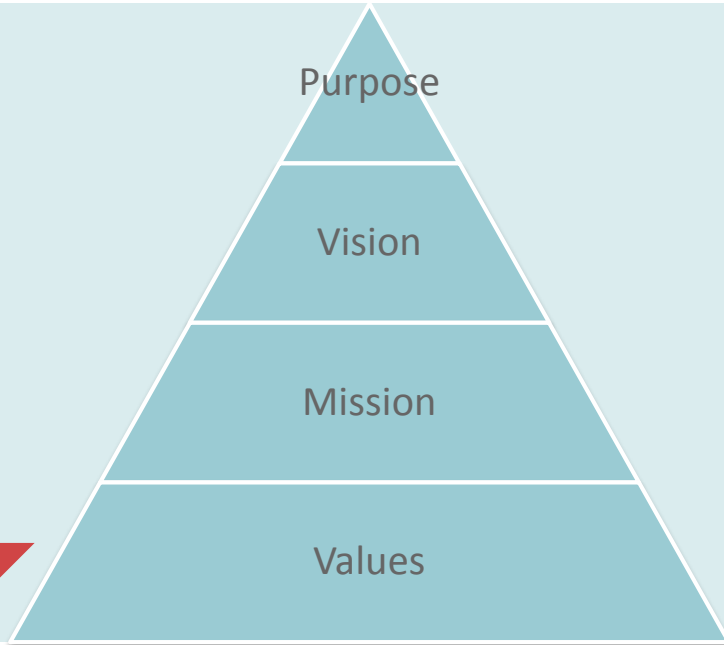


The Benefit of Fit to the Millennial

What Millennials want	Can alignment fit help get what millennials want?	Can this help the Millennial...		
		Reduce their job Turnover?	Increase their engagement?	Reduce Under-performing?
Meaningful purpose	Yes	Yes	Yes	Yes
Values they believe in	Yes	Yes	yes	Yes
Team and collaboration	Yes	Yes	Yes	Yes
Interesting work	?	?	?	?
Work-life balance	?	?	?	?
Leader support	Yes	Yes	Yes	Yes
Emotional connection	Yes	Yes	Yes	Yes
Personal, professional growth	Yes	Yes	Yes	Yes
Making a difference	Yes	Yes	Yes	Yes

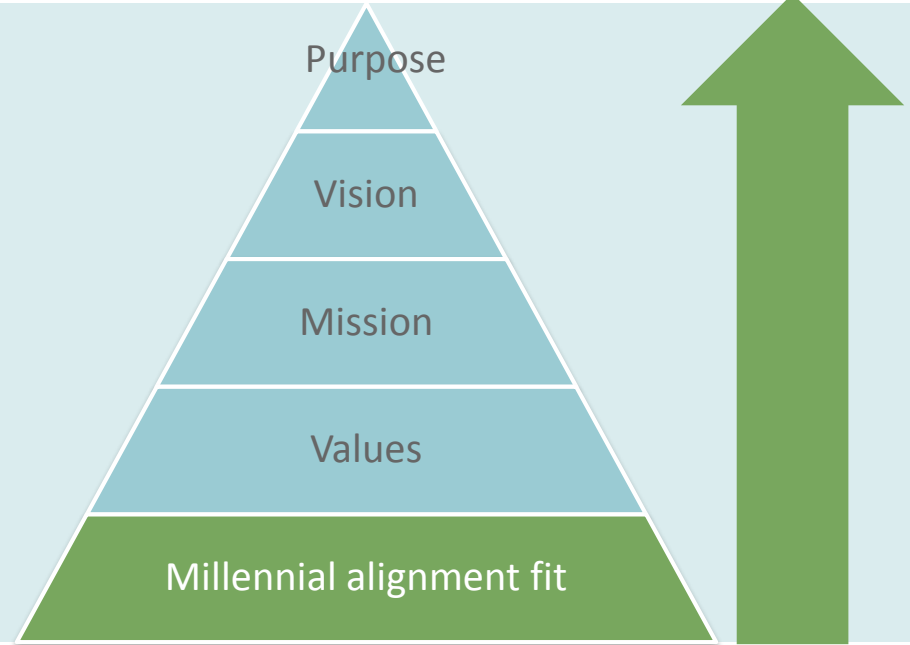
Work is first, a relationship

A dated top-down model



Result: *This is who we are. We hope you will fit in.*

A better bottom-up model



Result: *I know who you are; you know who I am. We get each other. Lets work together.*



A 3-part process

1.
Millennials take
the “Its About the
Fit” workshop

2.
Millennials apply Fit
as part of their job
search

3.
Provide support to
help Millennials to
get the right fit job



The 3-part process in detail

STEP

ACTIVITY and ACTIONS

1.

Millennials take the “Its About the Fit” workshop

Millennials take the one day workshop to:

- Clarify who they are and what really matters to them;
- Explore their passion, calling, values and strengths all captured in a one sentence statement that defines their authentic self
- Learn how to identify those organizations and jobs that are fit for you
- Learn how to create a one page unique fit alignment for job applications
- Learn how to present your fit alignment in a job interview

2.

Millennials apply Fit Alignment as part of their job search

Millennials follow a step by step process to apply fit alignment in their job search:

- An easy to follow process is offered for millennials to identify organizations and jobs that are in fit alignment
- Tips and techniques for how to communicate your fit alignment on all of the stages of job search including personal interviews
- A FAQ that provides the information you need to be confident and succeed in getting the job that is the right fit for you.

3.

Provide support to help Millennials to get the right fit job

Peer Coaching and ongoing community support

- Participants work in pairs and provide partner support on an ongoing basis
- Weekly email coaching support with success stories, what is working, not working
- “A Recruiters' Tips” where active, professional recruiters familiar with fit alignment will offer suggestions and tips on how to make this really work for you.



Millennials Speak....

Here are some comments from college graduate millennial's after completing the **It's About the Fit** program:

- *"This program made me more open to my career options. I was too fixated on my possible career paths as a business graduate. However, with this activity, I have come to realize that there are other companies aside from banks that will allow me to have a fulfilling career."*
- *"This program truly allows you to find the best fit in terms of a prospective company to work for, the job, and your true self. If this is accurately done, then the chances of being happy with your job will increase by 100%. This will result in higher job productivity and long-term job security. It is not only about career success but also happiness in life."*
- *"This process allows you not only to understand prospective employers and companies, but yourself and who you are. I think this is the most important aspect of it: being able to truly know who you are. The process of coming up with a personal purpose and vision helps you identify your passion, calling, strengths and values, which we tend to overlook and is what makes us unique."*
- *"I think this process could make a material difference for me as it will give me the authenticity that most other applicants will not have. It will help me stand out in a job interview as not many people have a clear understanding of who they are and how they will add value to the company. This will help employers remember who I am."*



Peter Bouffard, MBA, CPA

Workshop Developer and Facilitator

- 25 years of executive and entrepreneurial business experience
- A skilled teacher, facilitator and coach of millennials
- Designer of custom curriculums grounded in experiential learning and intrinsic motivation
- Professor of Leadership and Applied Creativity at The Pilon School of Business, Sheridan College
- Passionate about making a difference in the lives of millennials

