

# VOCATIONAL DISCERNMENT QUESTIONS

1. What are my essential hard skills? Soft skills?
2. Am I willing to get further training?
3. If so, how much? Am I willing to go into debt for more training or education? Am I willing to move to get it?
4. Am I willing to move to take a job? If so, what places would I consider moving to?
5. How far am I willing to travel on a daily basis?
6. What's my ideal arrangement re: hybrid/remote/in-person?
7. Am I interested or willing to be self-employed? If yes, what are the pros and cons of that?
8. What does "flexibility" mean to me, and how important is that to me?
9. What's the maximum number of hours I'm willing to work per week on average?
10. What are my ideal start and end times for shifts/daily schedule?
11. Am I willing to work weekends/evenings/irregular schedules and hours?
12. How important are aesthetics to me? For instance, if my "dream job" required me to work in a small, windowless cubicle, how would I feel about that?
13. How important is it that I be able to express my personal style or stances at work? (i.e. clothing, tattoos, workspace decorations, etc.)
14. If I had to choose between an office job and "field work," what would I choose? Why?
15. What's the minimum amount of yearly vacation I'd accept?
16. What's the minimum salary and health/benefits package I'd accept?
17. How physical do I want my work to be? What physical limitations do I need to consider?
18. What balance of individual versus team work would be ideal for me?
19. How important is it that the mission of the organization I work for align with my own values?
20. If I had to choose between a job where I interact mostly with other employees or mostly with external customers or clients, which would I choose? Why?
21. If I were to describe the kind of job that would be the exact WRONG fit for me, what would it look/feel like?
22. What parts of my identity have I had to leave out at previous jobs? What are my hopes for how I could bring my whole self to work in my next career move?