

FaxForumResults

SEPTEMBER'S QUESTION:

What's Your Dream Job?

Are trainers happy in their work? The respondents to September's "FaxForum" seem to be. Most say they'd choose to stay in training or a related field, even if the sky were the limit. At the same time, they aspire to different kinds of training-related work.

We asked the following question, "If you could have any job at all, in any field, would it be related to training or HR?" Eighty percent of respondents said yes, they would remain in the field.

Twenty percent said they would remain with their current companies, if they could choose to work in HR or training for any organization in the world. Other choices included Disney, the United Nations, the Children's Defense Fund, Girl Scouts of America, National Geographic Association, Federal Express, and Southwest Airlines.

Respondents' dream jobs in areas related to training and HR include "innovation director," "people developer," independent consultant, "Cultural Effectiveness Advocate," and Director of Human Resources for Holistic Healthcare of America.

Tad Kallini, a customer-service trainer with a cable company in Maryland, says his choice would be to remain with his current organization. But his dream job, he says, would be called "Director of Corporate Self-Esteem." He describes the job as requiring two to three days a week of domestic travel. Responsibilities would include "analyzing divisional attitudes, and developing and implementing training designed to make employees feel good about themselves."

Several respondents also listed alternative jobs they'd like to have outside of the training field.

Sheri Willoughby-Ray is currently a training coordinator with Emery

Worldwide. No offense to Emery, but if Willoughby-Ray had her wish, she says she would be a photographer/writer, and "travel to remote locations to record life patterns of people and animals." Her hypothetical help-wanted ad for that job includes the qualifications: "must be able to assimilate easily, value/not judge; adventurer."

Other job titles she says she'd like to try outside of HR include actress ("strong character roles only!"), travel writer, and politician at the local or state level.

Susan Skalleberg, a CAD drafter in Richmond, Virginia, lists "watercolorist" and "writer of practical articles" as two non-HR jobs she'd like to have.

Olli Juuti, a managing director with TMI Finland, in Helsinki, fantasizes about being a movie director.

And Nancy E. Sillers, a training manager in North York, Ontario, would like to be a child-care worker, a chef, or the owner and operator of a bed-and-breakfast inn. Running a B&B is a popular dream among trainers; two other respondents would like to do so, as well.

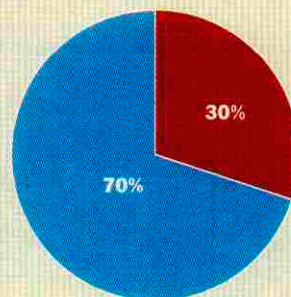
We asked readers to list three characteristics of the perfect job. This was an open-ended question, allowing respondents to fill in their own responses. But some answers came up again and again. Among the more popular responses:

- people contact
- travel
- flexible hours
- the opportunity to be creative or innovative
- the opportunity to synthesize new information, to learn, or to "stretch"

One-time responses included the following:

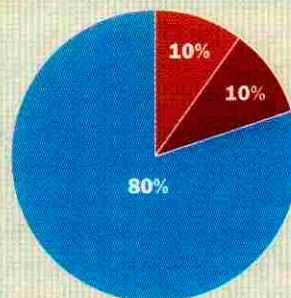
- responsibility and initiative
- a free budget
- humor

Are You Currently in Your Dream Job?



■ NO
■ YES

If You Could Have Any Job, Would It Be in Training?



■ YES
■ NO
■ NO ANSWER

- project-based, far-reaching results
 - opportunity to create training
 - contact with all levels of the organization
 - "complete autonomy" (this was from the person who wants to be—and is—an independent consultant).
- Seventy percent of respondents say they are currently taking practical steps toward achieving their dream jobs. They list activities including taking or teaching courses, earning advanced degrees, doing volunteer work, networking, making lateral career moves to gain experience in different areas, and "describing my dream to the CEO of our company." ■