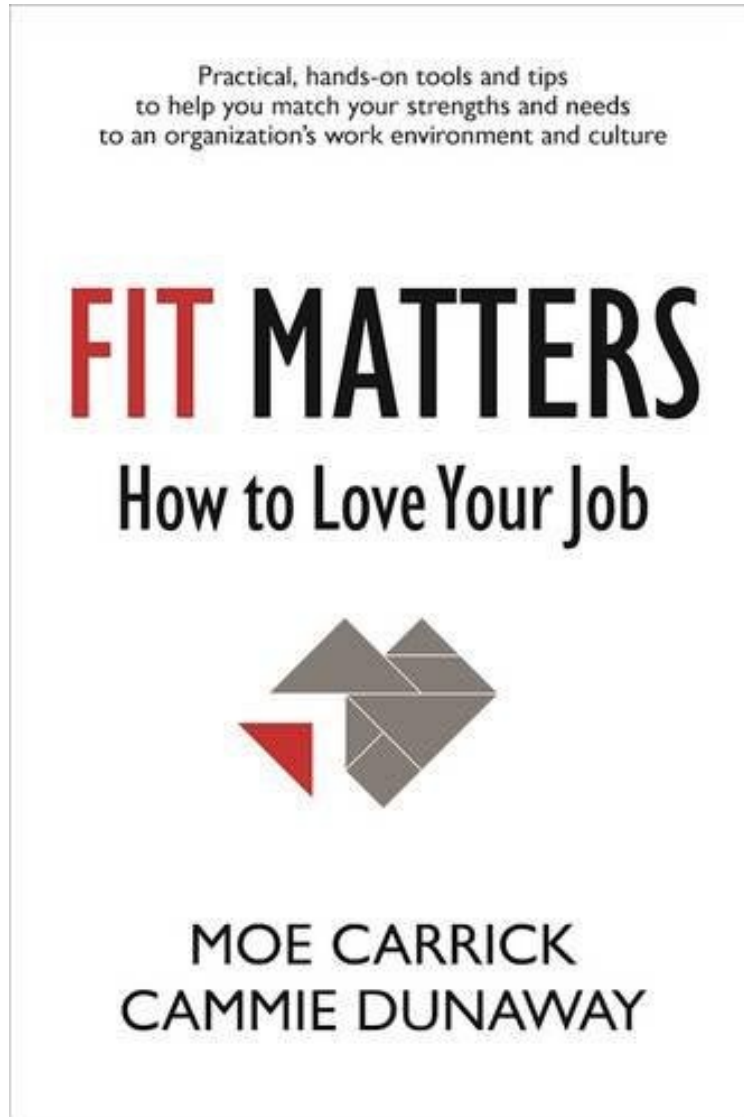


## Fit Matters: How to Love Your Job

*Moe Carrick, Cammie Dunaway*

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**Moe Carrick, Cammie Dunaway : Fit Matters: How to Love Your Job** before purchasing it in order to gage whether or not it would be worth my time, and all praised Fit Matters: How to Love Your Job:

4 of 4 people found the following review helpful. Excellent workBy pv4meThis simplifies some of the great mysteries of the corporate world. No longer should work be looked at as a four letter word. Avoid the "Work Circle of Doom".2 of 2 people found the following review helpful. Tremendous Insight, Very HelpfulBy Len and DebI found the insights shared in this book to be presented in a structured and practical manner that make the book very helpful. I found it to be so directly applicable and useful that my staff and I have decided to read it and discuss it together.0 of 0 people

found the following review helpful. A great approach to such an important aspect of our lives. By John Carrick and Dunaway When I ordered *Fit Matters*, I could not have anticipated the depth, substance and quality of the content contained in the book. With a subtitle such as *How to Love Your Job*, one might think of a feel-good kind of self-help book. The reality is that the book is loaded with tangible, real-world scenarios and realistic, valuable methods to get the most out of these situations. The self-assessments and templates are meaningful and really compliment the material well. Perhaps my personal favorite aspect of the book was the Ask Yourself sections that are presented consistently in the material to prod the reader, from a personal and experiential perspective, to really reflect on the ideas presented in the book. The fact that these questions take place in real-time not at the end of sections or the book allows for fresh, contextual personal insights. If a reader were to dive into this book with a creative mind and an openness to put in some work, there is no way they would not emerge from the experience infinitely better prepared to create a path to love their job. A great gift for a graduate or someone with decades of experience who is trying to determine their next path.

This practical guide for job hunters or employees at any career stage offers useful advice, tools, and exercises to help you find the job you'll love. How can you discover a job that really matches your needs? A job that provides meaning to your life? *Fit Matters* shows you how. Odds are that you want to bring your best self to work. You want a job that feeds your spirit, your mind, and your heart. *Fit Matters* it's crucial if you're to perform at your best. Thought-provoking and practical, the book offers tools and exercises designed to help you evaluate the fit between your needs and the culture of your current or prospective employer, assess and articulate what you really need to thrive at work, and develop options if you find yourself in a company or job where you are misfit. You'll learn that self-knowledge, combined with an understanding of six elements of work fit, will help you make decisions that will lead to better job satisfaction and improved performance over the entire course of your career.

"In their book *Fit Matters: How to Love your Job*, Carrick and Dunaway make a formidable female duo of networkers, professionals and go-getters, discussing a holistic approach to employment. The pair astutely recognizes a trend more common than perhaps most would like." -Abigail Tetzloff, book review [stephendupont.co/fitting-in-at-work-is-more-important-to-our-careers-than-we-think/](http://stephendupont.co/fitting-in-at-work-is-more-important-to-our-careers-than-we-think/) Using testimonials, poll data, and other research, Carrick and Dunaway delve into the many aspects that lead to discontent in the workplace. We've all had that job, whether right out of college or well into our professional careers, where we've used every fiber of our consciousness to make it through the day without tearing our hair out. Their logic echoes that of Dr. Mihaly Csikszentmihalyi, distinguished psychologist and author of *Flow: The Psychology of Optimal Experience*, who also determined points that lead a person's fulfillment in their work environment. A mixture of challenge, control, and drive propels employees to succeed over anxiety, worry and apathy. Carrick and Dunaway's six elements for "good fit," also provides a structure for employers in developing a healthy, productive workplace. Workers who do not feel comfortable or confident in their workplaces, due to any number of stressors, are at the risk of developing or worsening mental and physical ailments due to their distress - and possibly affecting those around them. It's the responsibility of organizations to wisely seek and hire team members who are the best fit for a company's mission and culture based on interviews and, more importantly, honest communication. "Employees want to be in an environment where their values and beliefs are aligned with the organization and where they feel support to do their best work," note Carrick and Dunaway. In other words, without proper support, an employee cannot produce to their highest level, nor give an organization at large the most valuable product the employee can yield. Combating the idea that work misfit just exists without any solution, the authors' voices act as an assuring counselor who speaks directly to experience, constantly validating and informing the reader. Continually, Carrick and Dunaway express that while "misfit" in a workplace can be critical to a person or a company's well being, such feelings are altogether preventable through a proactive focus on good fit. Praise for *Fit Matters* *Fit Matters* offers hope, inspiration, and practical tools for finding joy, meaning, and engagement at work. Daniel H. Pink, New York Times bestselling author of *Drive* and *To Sell Is Human* A must-read for anyone looking for their next amazing opportunity or who wants to tweak their current situation to make the fit just a bit better. Pat Wadors, SVP, Global Talent Organization, LinkedIn Carrick and Dunaway's book powerfully illustrates the importance of getting in where you fit in if you want to flourish at work. While many people think they understand opportunity-fit, this book will reveal surprising categories of job-fit that must all be taken into account. Read this book if you want to find the career of your dreams, not the bane of your existence. Tim Sanders, New York Times bestselling author of *Love is the Killer App: How To Win Business and Influence Friends* We should all love our jobs and what Carrick and Dunaway prove is that we all can. This isn't a soft option it means everyone has to bring their A game to work every day. But when they do, work fulfills its great ambition: the fulfillment of human life. Margaret Heffernan, author of *Beyond Measure* and *A Bigger Prize* You can be happy, even joyous, in your job if it's the right fit. By showing you how to tap in to your core professional and personal values, *Fit Matters* is your can't-miss guide to great career satisfaction! Marshall Goldsmith, New York Times bestselling author of *Triggers* Finding the right fit at work can be truly life changing opening up a path to greater joy, impact, and success. Carrick and Dunaway have developed an excellent guide to identifying that right fit and making it happen, with practical tips to help each step of the way. If you

want to make a change to increase your happiness and achieve your full potential, then *Fit Matters* is the book for you. Jen Dulski, CEO, Change.org Whether you are mid-career, retired and contemplating what's next, or just starting out, this guidebook is a great choice to help find a role that brings you true joy. Full of practical, pivotal, and pithy advice and actionable assessments to discover your path from purpose to fulfillment. Denny Post, CEO and President, Red Robin Finding a good match is just as important for the employee as it is for the employer. As an employee, when you find your fit you deliver the best results and create attractive growth and career opportunities. For organizations, finding the right employees is key to accomplishing the company's mission, vision, values, and giving you your best business performance. *Fit Matters* shows you how. Xavier Lopez Ancona, President Founder, KidZania *Fit matters*. When the fit isn't there it impacts many factors, one of the most important is centered around inclusion. When you don't feel like a true member of the team due to fit you are often made to feel like an outsider. When one feels like an outsider it can impact our self-esteem, self-confidence, and, over time, can impact our performance impact. Before taking on a new job, do your homework. Don't take the job if there is a mis-alignment to what is important to you. *Fit Matters* offers inspiration and ideas for ensuring that you find positive work fit. Michelle Clements, Vice President, Human Resources, Seattle University Few decisions in life are more important than finding a great fit for your professional life. It should be no surprise that the most effective leaders I find are the ones who truly love what they do. Your team, your customers and even your family will know when you find a great match and are passionate about your work. Why wait? This timely book offers wonderful advice on how to thrive at work. A must read! Greg Welch, Sr. Partner at the executive search firm Spencer Stuart Our happiness as humans is what drives our desire to achieve more which makes it crucial to find the right fit in any career. Cammie and Moe did a superb job in breaking this down into more than just a book, but a handbook you can keep with you to create a meaningful approach to loving what you do. Bryan Kramer, TED Speaker, author of *Shareology* and *Human to Human: #H2HI* believe that fit is one of the most important and least understood aspects of work. It can make the difference between extraordinary success and satisfaction, or unexpected derailment and discontent. Today, when we expect employees to own their careers, recognizing what you personally need in order to thrive is essential. This book helps unlock some of the mystery and provides practical advice that will help people make better, more informed decisions about the opportunities they choose to pursue. Sekhar Ramaswamy, Chief Talent Officer, Prudential Financial Being demoralized at work is one of the most life sapping experiences people can face we spend inordinate amounts of time and mental energy doing our work and if the fit isn't right, our lives often don't work well overall. Understanding what a great fit looks like and how to find yourself in that place will undoubtedly energize, revitalize, and make you a happier and more empowered person. This book will be the guide for your journey. Shannon Stowell, President and CEO of the Adventure Travel Trade Association It is unfortunate how many people are disengaged at work. We live in a time where you can work a company that aligns with your values and sense of purpose and your work is no longer a job but rather a calling. This is a profound difference, which authors Carrick and Dunaway understand completely. *Fit Matters* provides the road map for your great work fit! Scott Allan, General Manager Hydroflask *Fit Matters* is a must-read for anyone trying to build out a values-based and culture-laden team, as well as those seeking out a job with personal and professional purpose and meaning. Scott M. Davis, Chief Growth Officer, Prophet Consulting I learned while leading the People Department at Southwest Airlines the power of working where your personality and values fit the company culture. When that happens, work feels more like life versus drudgery. Following the inspirational advice of Carrick and Dunaway will lead to a more purposeful life and a fulfilling career. Libby Sartain, author *HR from the Heart and Brand from the Inside* Moe Carrick and Cammie Dunaway are masterful in offering practical and inspiring guidance on what it takes to thrive at work in a role that fits. Their recipe of six essential elements is a time-tested resource you can turn to again and again. Virginia Klamon, Ph.D., Executive Leadership Coach and Business Owner About the Author Moe Carrick is Principal and Founder of Moementum, Inc., a Certified B Corp and consulting firm. Her clients include Prudential Financial, REI, Nike, The Nature Conservancy, and others. She's spoken at many conferences including South by Southwest (SXSW) and several TEDx events. She holds an MS in Organizational Management (Antioch University) and lives in Bend, Oregon. Cammie Dunaway was most recently U.S. President and Global Chief Marketing Officer of KidZania. Previously she was EVP of Sales and Marketing at Nintendo, Chief Marketing Officer at Yahoo!, and Chief Customer Officer at Frito Lay. She's on the Board of Directors of Nordstrom Bank, Red Robin, and Marketo. She's spoken at many events, including The Conference Boards Corporate Brand and Reputation Summit, TEDxHarkerSchool, and South by Southwest (SXSW). She holds an MBA (Harvard Business School) and lives in San Francisco, California.