



# The Company-Dedicated Careerist

## How Diverse Career Motivations Affect Career Decisions

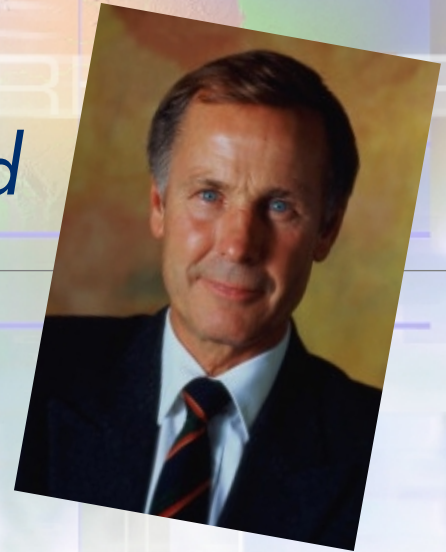
Deep down, we all approach our work in different ways, depending on our history, personality type and the many decisions that we have made during our lives. Our behaviors at work might look very much like those of others, but only we know the reasons why we perform the tasks and responsibilities of our jobs. And these reasons affect our work satisfaction most deeply, causing us to draw energy from our work or—if our motivations are not being met—to find disappointment at work.

The FutureWork Institute has researched and developed a series of categories to help explain these deep-seated motivations. We call them “career archetypes,” because research shows they are constant among many individuals.

**There are five career archetypes and, it seems, one is almost always dominant in individuals, possibly from an early age:**

- **The Fast Tracker** — a person who values individual contributions above all else
- **The Experimenter** — a person whose deepest motivation is to build a portfolio of skills to enable that person to discover the job or company that “fits.”
- **The Fast Tracker** — a person who sees tangible career success as a gauge of personal success in life
- **The Company-dedicated Careerist** — a person comfortable in his or her job and company because it enables that person to “dig in” and understand how “this place really works”
- **The Balanced Careerist** — a person who values life outside work as much as time spent on the job.

Each archetype is “normal,” a valid way of approaching work and career, but each is very different. Read more now to discover what motivates the Company-Dedicated Careerist.



## What the Company-Dedicated Careerists Are All About

Company-Dedicated Careerists are the backbone of companies, the people in this enterprise for the long haul. They are not “traditional” employees in any sense—there are probably very few “traditional employees” left anymore—rather they are people who enjoy being part of a single enterprise where they can have a long-term effect on results.

Company-Dedicated Careerists are fascinated by the intricate web of personal relationships that make a company work. They work hard to understand the personal motives and special peculiarities of the players, and devise ways to ensure that their ideas and suggestions receive a hearing.

Company-Dedicated Careerists have an excellent sense of history; they know what worked and did not work in the past, and why. They are dedicated to the companies’ success because they have, in some way, identified their careers with the company they work for.

To truly understand the Company-dedicated Careerist mentality, we have to look at their sense of time. Company-Dedicated Careerists have an historical view of time; they like innovations that fit in neatly with what has gone before. They hate rapid and discontinuous changes, since these upset their carefully crafted ways of accomplishing results.

Most have a difficult time with mergers where the players change. Careerists then have to jettison what they have learned and begin learning the players and their interconnections all over again.

## Managing the Company-Dedicated Careerist

Company-Dedicated Careerists spend a great deal of effort making the enterprise go and this work is often unnoticed and unrewarded by others. They tend to gravitate to the less glamorous tasks. A good manager will take the time to notice how important a Company-dedicated Careerist's contributions are and discuss these efforts openly.

Company-Dedicated Careerists complain of how often their contributions are taken for granted. Managing them effectively means tapping into their institutional memory and their extensive contacts within the company to get things accomplished. It also means testing sensitive new ideas with Careerists, since they can most easily, of all the archetypes, point out potential roadblocks.

## Working on Teams with Company-Dedicated Careerists

Company-Dedicated Careerists are excellent team players, as one would expect. They are willing to do the hard and unglamorous work of implementing others' ideas, and maintaining systems once put in place.

Sometimes other career archetypes see Company-Dedicated Careerists as obstacles to progress because they often advise caution in implementing new ideas. In this, however, they act as a necessary brake on untested ideas.

Company-Dedicated Careerists have identified sufficiently with the company they serve that their opinions are important to listen to.

A full 28% of American workers identify as Company-Dedicated Careerists. More men so identify than women. They are the workers whose talents are focused on the success of the enterprise.

## Questions and Answers on Company-Dedicated Careerists

**Q.** *Are Company-Dedicated Careerists team players?*

**A.** Excellent team players, although they sometimes use their place on teams to temper the enthusiasm of others' untested ideas.

**Q.** *Will Company-Dedicated Careerists stay with the company?*

**A.** Company-dedicated Careerists have invested so much of themselves in a company that changing jobs is difficult for them.

**Q.** *Do Company-Dedicated Careerists want to be promoted?*

**A.** Yes. They see promotions as the reward for dedication and hard work.

**Q.** *What is the main contribution of Company-Dedicated Careerists?*

**A.** These workers act as the continuous memory of the organization, giving those around them a taste of the depth of the company's experience over years. They make an invaluable contribution.