

North Star

Polaris sits directly above Earth's north pole along our planet's rotational axis. As the earth rotates, the stars around the pole appear to rotate as well. Except for Polaris which is so close to the celestial pole that it only ever moves in a small arc. Therefore, regardless of the time or day of the year, Polaris remains visible to those in the Northern Hemisphere. Always pointing north, it's our reliable compass in the sky.

Many times I've stared into the dark atmosphere anxiously hoping to find my 'North Star.' Not Polaris, but rather, my purpose and meaning in life. My personal mission statement, if you will. Having graduated high school over a decade ago, I expected to have a considerable understanding of my values, skills, and abilities. However, at 30 years young, it appears that I am just barely beginning to head in the right direction.

My Myers-Briggs personality type is ISFJ or 'protector.' After years of working various jobs in customer service and childcare, I see now that my personality type makes perfect sense. There have been multiple times throughout my life where I've felt the drawbacks of my ISFJ qualities. When it came to relationships, my altruism was taken advantage of. When it came to careers, I was constantly passed over for promotion. Being humble and shy, I often downplayed my achievements. The ISFJ personality type is so concerned for others' feelings, that we tend to suppress our own. This has oftentimes left me feeling overwhelmed and frustrated by expectations that are placed on me by others and myself. In spite of my weaknesses, I've prevailed. My supportive, reliable, and patient nature has managed its way into the hearts of CEOs and founders.

I always wanted to work for Silicon Valley's greatest minds. I managed to do just that when I landed a job working as an in-home childcare professional. I realize now that perhaps I should've been a lot more specific when putting my hopes and dreams out into the universe. Though it was far from what I truly wanted, it was exactly where I needed to be at that moment in time. My experience working for high-profile families showed me everything I didn't want out of life. I realized that these positions could only offer me external rewards. According to Maslow's hierarchy of needs, I had satisfied the lower two levels of the five-tier model of human needs. My physiological needs were fulfilled by a paycheck and my safety and security needs were fulfilled by generous benefits. What lacked was respect, creativity, and a sense of belonging.

What I value most in life is family, loyalty, connection, creativity, humanity, and compassion. I am motivated by company culture and effective job design. A strong person-organization fit is essential for me to thrive in the workplace. I'm attracted to organizations that share similar values and goals to mine. Job enrichment is important to me because I crave authority and

responsibility over my work. Job enlargement consisting of different and more complex tasks excites me because it allows me to develop new skills.

Recognizing what I didn't want and focusing on the things I value most in life was the turning point for me. This mindset has set me on a whole new path toward fully embracing the skills, strengths, and unique qualities that make me a damn good employee and an effective leader. I pride myself on excellent service and dedication. From customers to coworkers, my ability to listen and empathize with others creates powerful and productive relationships. My genuine concern for the well-being of all individuals drives enthusiasm and passion in the workplace. This combination of human understanding and analytical thinking is what separates me from the rest. What I can contribute to an organization cannot be taught.

When my values, skills, and strengths align, similar to a constellation, they guide you to my north star: To inspire, encourage, and positively impact the lives of everyone I meet.