

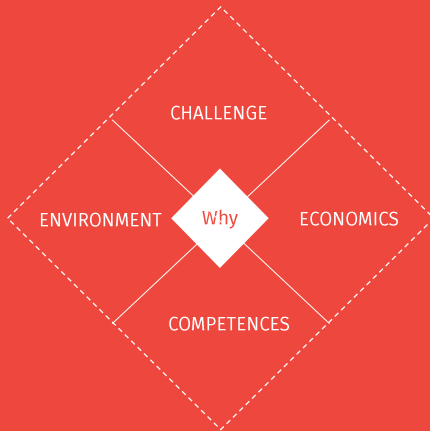
YourFit

The key model to finding
your next job

LANDING JOBS

YourFit is fundamentally about
honest self-assessment and
opportunity analysis to find the
right match for you.

YourFit is organized in different areas:



Where a person will work, on what set of challenges, what they will get paid and, let's not forget – what's needed from potential candidates to have all this.



Why am I looking for a new challenge?

Typical answers

- for personal growth
- to earn more money
- to develop my career
- to work in a dream company
- to improve my work-life balance
- to gain international experience
- for personal reasons: family, health, etc

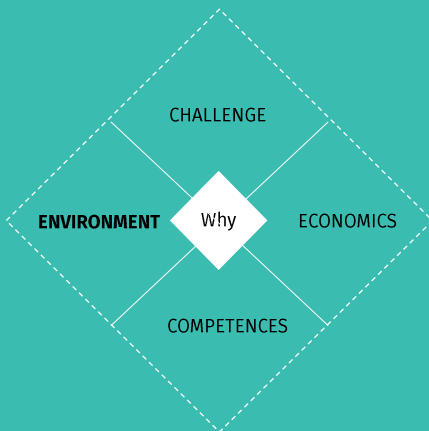
**Ask the Hiring
Manager why
they are hiring**

Why are we hiring for this role?

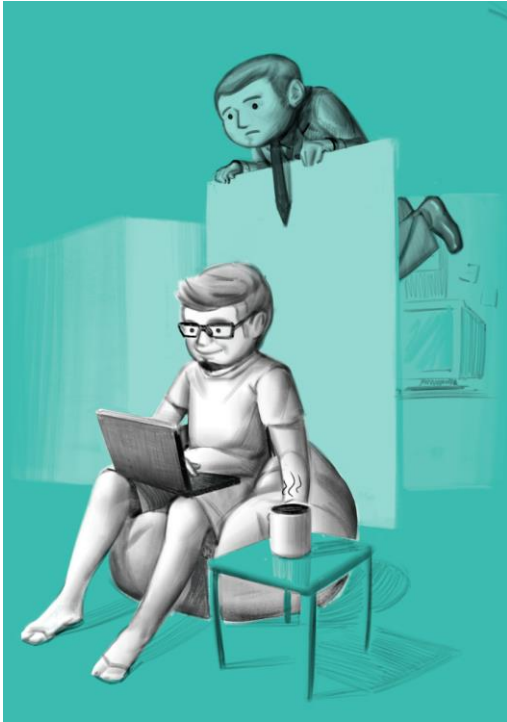
Typical answers

- for growth
- to support a new product or service
- to replace someone who has left the company or become redundant
- to firefight an out-of-control project
- to upskill quickly and increase knowledge in the startup/corporation
- to draw top industry talent

Work Environment



So, what's it like to work there?

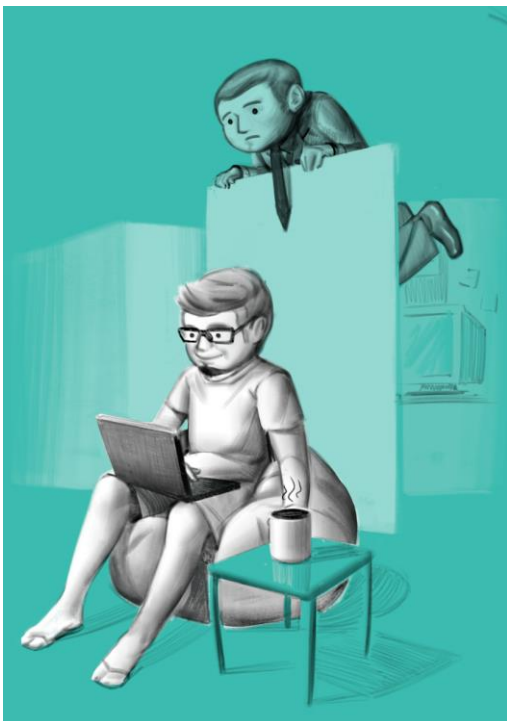


Cool Office & Location

What is a Cool Office?

**Mix between:
Home and Office**

**Place where you can
Work and have Fun**



Cool Office & Location

Location

**One of the first criterions to use when
searching for a new opportunity**

**80% of candidates are
hired in the city/region and
only 20% are hired from outside**

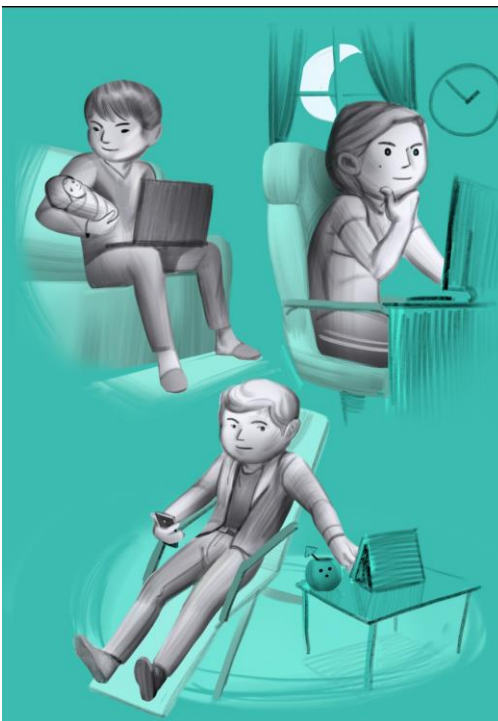


Culture/Vision

Company personality that inspire its employees to do great work.

Sense of shared purpose and a commitment to deliver work to a high standard

In the hiring process validate if the company is delivering on its purported brand values?



Flexibility

In the tech sector, many jobs are organised around task completion, so it's quite possible to create flexible work hours, with different purposes:

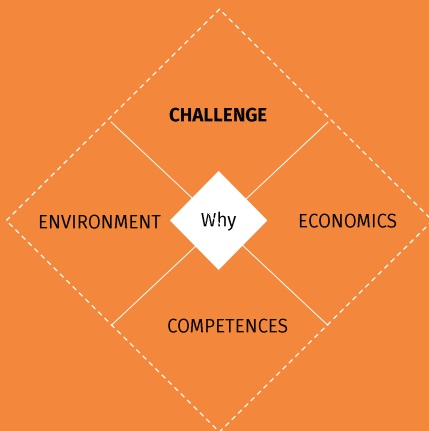
- **Work-life balance**
- **Flexible scheduling because not all have the same biorhythms**
- **Work from home or anywhere**

Type of Company

- Large or small company?
- Startup or corporate?
- Programming global systems at a law firm or developing the first pets app?



Challenge



What's the challenge?

“Challenge” is the most important part of YourFit, because technology is advancing so quickly, that if you don't seek out new challenges, you will quickly find ourselves without a professional purpose.



Learning Opportunities

We must never stop learning in order to keep fresh and up to date with what the job market has to offer.

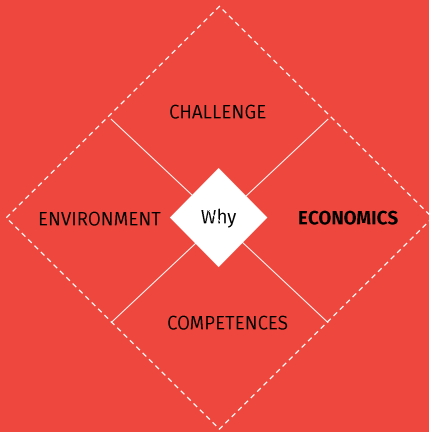
Learning opportunities is key for a recent graduate accept an offer

Opportunities to grow

If a company is growing, then opportunities will appear for employees to seize.

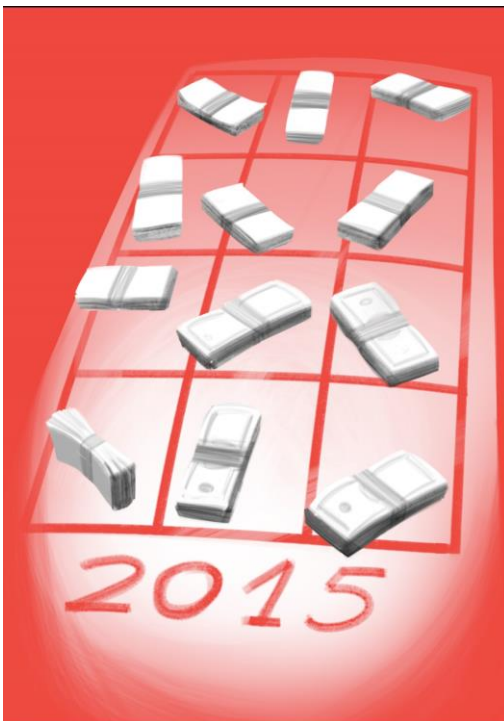
Often it must descend to re-climb the career ladder again

Economics



Pay me

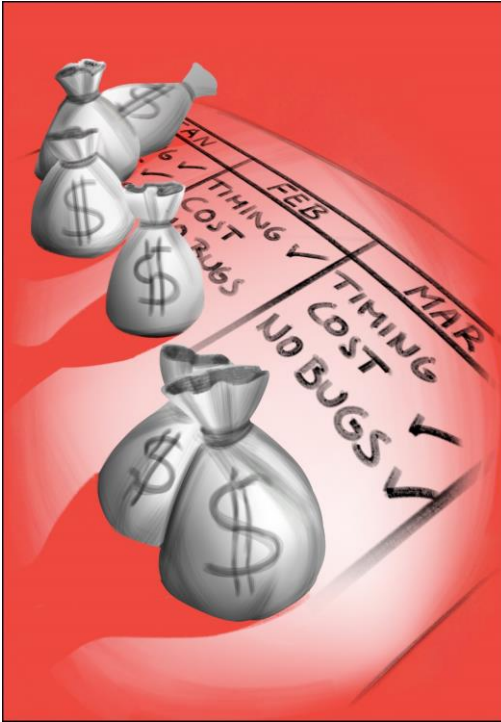
Inertia is a powerful force and often the only way to overcome it is from the momentum that better pay brings with it.



Fixed salary

What amount of cash ends up in your bank account every month.

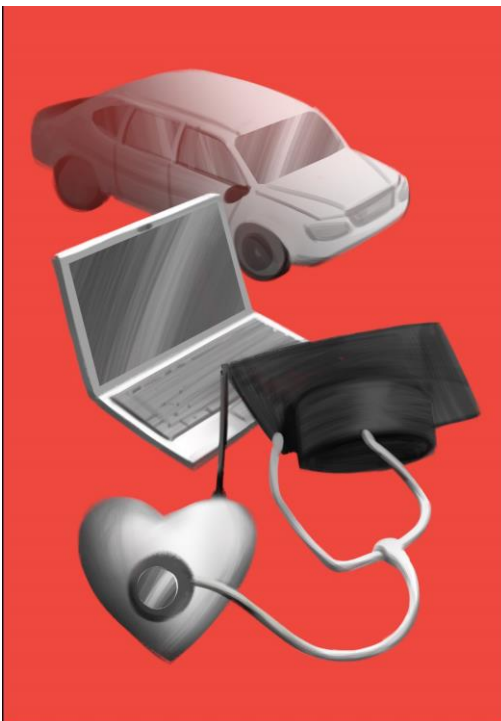
Ask your prospective employer the exact details on this so you're not end having a bad surprise.



Variable salary

This is most often utilized to provide a financial incentive for specific goal achievement in a set period of time.

It's hard to compare two proposals, one that has variable with another that doesn't.



Perks & Benefits

Various types of non-wage compensation that employees can be granted in addition to salary

Don't pay taxes and can add up a considerable amount

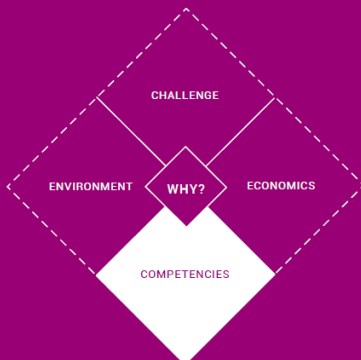


Equity Compensation

Common way to attract top talent when there isn't a huge amount of money on the table

For risk-taker, this can be a great opportunity to trade a lower salary now for big gains later.

Competences



The competences that I like and I'm good at

Competences

This is all about the abilities that an individual possesses to do a job properly

YourFit is a model to evaluate the FIT between Company and Candidate

	Company	Candidate
Environment	Offer	Search
Challenge	Offer	Search
Economics	Offer	Search
Competences	Search	Offer

Not a model to assess the candidate's value



Skills

Very important to separate the skills we perform well, which ones we love to use and which ones create value for companies

Candidates always have to consider the present vs future perspective of their skills



Work experience

It is a sort of guarantee that the professional knows how to succeed in a given position

Candidates hireability increase when they work for reputed companies (Google, Apple, Tesla)



Achievements & Potential

Candidates achievements are their best seals of approval

If candidate achieve the goals during 3 years he can demand for a new challenge



Life journey (History & Ambition)

This is all about connecting the dots and understanding the “whys”.

Our life’s history is made of what we achieve and what we aim for.

How to use
YourFit Model
in your job search

The candidate has to evaluate the importance (**Weight**) he attaches to each topic

Challenge		60.00 %
Weight		Points
3	Roles & Responsibility	3
0	Teams & Leadership	3
1		
2		
3	Learning Opportunities	3
4		
5	Growth Opportunities	3

How to use YourFit Model in your job search

Give a punctuation (**Points**)
to each topic according to how well
the job will satisfy your needs.

Challenge		60.00 %
Weight		Points
3	Roles & Responsibility	3
0	Teams & Leadership	3
1		
2	Learning Opportunities	3
3		
4	Growth Opportunities	3
5		

The YourFit Calculator

A tool to calculate
the YourFit score
of your current job
(or prospective job offer)

//landing.jobs/yourfit/calculator

Challenge		60.00 %	Economics		60.00 %
Weight		Points	Weight		Points
3	Roles & Responsibility	3	3	Fixed Salary	3
3	Teams & Leadership	3	3	Variable Salary	3
3	Learning Opportunities	3	3	Perks & Benefits	3
3	Growth Opportunities	3	3	Equity Compensation	3
Environment		60.00 %	Competencies		60.00 %
Weight		Points	Weight		Points
3	Office & Location	3	3	Skills	3
3	Culture & Vision	3	3	Work Experience	3
3	Flexibility	3	3	Life Journey	3
3	Company Type	3	3	Achievements	3
Total Fit					60.00 %

How Fit are You?

Most common results

Stable without progression
Challenge out of the equation

“Mercenary mode”
Doing it just for the hard cash.
They sacrifice Challenge and Environment

Family businesses
Works there to help family
Fit in Competencies;

Historical reasons (or favouritism)
Above in the economics
Under in the others

How Fit are You?

Fit less than 4

L A N D I N G . J O B S

aim for more

