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# Career Problem-Solving Workbook - Identifying your "Zone of Genius"

## Introduction:

In this workbook, we will analyze your career history by looking at the problems you have solved so far in your career. For each problem, we will follow the framework below to understand the problem, its outcome, and its benefits to the company. Additionally, we will use this information to identify your "Zone of Genius," which is the area where you excel and find the most fulfillment. We will also explore how your problem-solving skills can benefit future hiring managers and employers.

## Problem-Solving Framework:

**Problem:** List the problem you solved.

**Results/Outcome:** What was the result/outcome achieved from solving this problem?

**Company Benefit:** How did the company benefit from solving this problem?



**Cost of Not Solving:** How much would it have cost the company if this problem was not solved?

## Instructions:

1. List the problems you have solved in your career history.
2. For each problem, fill in the information in the framework provided.
3. Use as many pages as needed to complete the workbook.
4. After completing the framework for each problem, reflect on the skills, strengths, and interests that you used to solve the problem.
5. Identify common themes or patterns in your problem-solving approach and consider how these align with your "Zone of Genius."

## Examples:

### Problem 1

**Problem:** Inefficient inventory management system

**Results/Outcome:** Developed a new inventory management system that reduced inventory discrepancies by 50% and improved order fulfillment times by 30%.

**Company Benefit:** Improved customer satisfaction due to faster order fulfillment and reduced costs due to fewer inventory discrepancies.

**Cost of Not Solving:** If this problem was not solved, the company could have lost revenue due to dissatisfied customers and wasted resources due to inventory discrepancies.

**Skills/Strengths/Interests:** Process improvement, data analysis, problem-solving, customer satisfaction.



## Problem 2

**Problem:** Ineffective marketing campaign

**Results/Outcome:** Designed and implemented a new marketing campaign that increased sales by 20% and expanded the customer base by 15%.

**Company Benefit:** Increased revenue due to increased sales and expanded customer base, as well as increased brand awareness and customer engagement.

**Cost of Not Solving:** If this problem was not solved, the company could have lost revenue due to decreased sales and missed opportunities to expand its customer base.

**Skills/Strengths/Interests:** Marketing strategy, creativity, market research, data analysis.

## Problem 3

**Problem:** High employee turnover

**Results/Outcome:** Conducted a survey to identify factors contributing to high employee turnover, implemented employee engagement initiatives, and reduced employee turnover by 40%.

**Company Benefit:** Reduced costs associated with hiring and training new employees, improved morale and productivity among remaining employees, and increased retention of skilled and experienced staff.

**Cost of Not Solving:** If this problem was not solved, the company could have continued to experience high employee turnover, leading to increased costs and reduced productivity.

**Skills/Strengths/Interests:** Employee engagement, communication, leadership, problem-solving.



## Problem 4

**Problem:** Inefficient supply chain management

**Results/Outcome:** Redesigned the supply chain process, reducing lead times by 50% and increasing on-time delivery by 20%.

**Company Benefit:** Reduced costs associated with inventory holding and expedited shipping, improved customer satisfaction due to faster delivery times, and increased operational efficiency.

**Cost of Not Solving:** If this problem was not solved, the company could have lost revenue due to dissatisfied customers and wasted resources due to inefficient supply chain processes.

**Skills/Strengths/Interests:** Supply chain management, process improvement, data analysis, customer satisfaction.

## Problem 5

**Problem:** Inaccurate financial reporting

**Results/Outcome:** Developed a new financial reporting system that reduced errors by 80% and improved the accuracy of financial data.

**Company Benefit:** Improved decision-making due to accurate financial data, reduced risks associated with inaccurate financial reporting, and increased compliance with financial regulations.

**Cost of Not Solving:** If this problem was not solved, the company could have faced legal and financial penalties due to inaccurate financial reporting, and management could have made incorrect decisions based on inaccurate financial data.

**Skills/Strengths/Interests:** Financial management and process optimization.

## What's In It For Hiring Manager/Employer



## Introduction:

Hiring talented individuals is crucial for businesses to achieve their goals and make profits. Therefore, it is essential for candidates to understand what they can offer to the hiring manager or employer in terms of value, benefits, and ROI.

## Section 1: Value

Companies need to receive tangible value from the candidates they hire. It is important to note that the value must be for the benefit of the company, not the candidate. Here are some questions to ask yourself:

- What skills or expertise do I have that will benefit the company?
- How can I help the company achieve its goals?
- What unique value do I bring to the table?

Examples of value propositions:

- I can increase the efficiency of the production line by 20%.
- I have a proven track record of reducing costs in previous companies.
- My skills in marketing will help the company reach new markets.
- I have experience in managing remote teams, which will save the company money on office space.

## Value Propositions Statements:

*I can increase the efficiency of the production line by 20% by implementing a new process.*

*My skills in marketing will help the company reach new markets and increase sales by 10%.*

*I have experience in managing remote teams, which can save the company money on office space and increase productivity.*



## Section 2: Benefit

Every employee in a company should provide a benefit to the company. Hiring managers want to know how the candidate can help the company succeed. Here are some questions to ask yourself:

- What benefits can the company derive from my skills and expertise?
- How can I help the company achieve a competitive advantage?
- What problems can I solve for the company?

### Examples of benefits:

- I can help the company increase its customer base by implementing a new marketing strategy.
- My expertise in negotiations can help the company secure better deals and contracts.
- I can help the company improve its employee retention rate by implementing new HR strategies.
- I can help the company reduce its customer churn rate by improving customer experience.

### Benefits Statements:

*I can help the company reduce its employee turnover rate by implementing new HR strategies.*

*My expertise in negotiations can help the company secure better deals and contracts, resulting in cost savings.*

*I can help the company improve its customer experience, which can lead to increased customer loyalty and retention.*

## Section 3: ROI



When a company hires an employee, they are investing in its business. Therefore, they expect a return on investment (ROI). Here are some questions to ask yourself:

- How can I contribute to the company's financial success?
- What results can the company expect from my work?
- How can I help the company achieve its financial goals?

### **Examples of ROI:**

- I can help the company increase its revenue by 15% in the next quarter.
- I can help the company reduce its operational costs by 10% in the next year.
- I can help the company improve its employee productivity, which can lead to cost savings and increased revenue.
- I can help the company expand its market share, which can lead to increased revenue and profits.

### **ROI Statement:**

*I can help the company increase its revenue by 15% in the next quarter by implementing a new sales strategy.*

*I can help the company reduce its operational costs by 10% in the next year by optimizing the supply chain.*

*I can help the company expand its market share, which can lead to increased revenue and profits by launching new products in new markets.*

### **Conclusion:**

As a candidate, it is important to understand what the hiring manager or employer wants to achieve from your employment. By providing value, benefits, and ROI, you can increase your chances of getting hired and contributing to the success of the company.