

BLISS Analysis - Career Planning Tool

The Need for Career Planning

All successful people have one thing in common: they are interested and fully involved in what they do. Interest makes a person go that 'extra mile' and is the key to work satisfaction. However, 'interest' is seldom given priority in career decision-making. Career planning and job choice are not taken seriously in early life particularly, when parental influence, peer pressure, unsolicited advice and popular trends have great influence decision-making. Haphazard career decisions create problems at intra-personal, inter-personal and organisational levels. Wrong career decisions make life miserable for the individual, and result in under-utilisation of human resource in organisations. Career decisions must therefore be made with great care.

What is BLISS Analysis?

BLISS Analysis is a decision making tool developed for career planning or validating choice of job at any time within a career. The system was developed in 2001 after careful analysis of a large sample of happy, successful professional men and women of various ages, across a variety of industries. BLISS Analysis takes into account five key parameters: Benefits, Limitations, Interests, Skills and Sacrifice, which form the basis of first the Personal Profile, and the Career (or Job) Profile. The analysis process fosters introspection and increases self-awareness, and the profiles present information about the person and the job in concise form allowing comparison between the two. If the profiles match closely, then the career or job is likely to be suitable. If the profiles are contradictory, the candidate should re-think that particular career move.

Process

The BLISS Personal Profile is biographical sketch of the candidate in terms of the five key parameters, which can be weighted to reflect relative importance, if helpful. The profile is constructed simply by thinking about and then noting your (or the candidate's) answers alongside the questions:

| BLISS Personal Profile | | weight |
|---|--|--------|
| What benefits do I expect from my career? | | |
| What are my personal limitations? | | |
| What interests should my job satisfy? | | |
| What job skills do I possess? | | |
| What can I sacrifice for my career? | | |

The BLISS Career Profile is biographical sketch of the job or career in terms of the five key parameters, and is constructed in the same way as the Personal Profile. It also contains a column for estimating or scoring the closeness of the match with the Personal Profile.

| BLISS Career (or Job) Profile | | weight | match score |
|---|--|-------------|-------------|
| What benefits does this career move offer? | | | |
| What difficult demands will this job make? | | | |
| What interests of mine will this job satisfy? | | | |
| What skills does the job require? | | | |
| What sacrifices does this job require? | | | |
| | | total match | |

Comparing Profiles and Taking Decisions

The BLISS systematic approach reduces chaos, and indicates whether a career or particular job move is suitable for the candidate, which helps the decision-making process (NB if used in counseling, the onus for the decision always lies with the individual). Obviously, the closer the match between personal and job profiles the more likely the career move will be suitable. The parameters can be weighted according to the situation. The scoring and weighting system (% numerical out of 5 or 10, etc) can be whatever you (or the candidate) finds most helpful.

Uses of BLISS Analysis

Career Planning - An individual can plot their BLISS profile and match it with the profile of Job/Career being considered. Creating a personal BLISS profile significantly increases self-awareness.

Career Counseling - Counselors can use the tool to guide the candidates about career paths. It provides a platform to the candidates for expression. The counselor also create a platform from which to offer feedback to the candidate.

Recruitment and Selection - Companies can administer the tool for selection purpose. BLISS Personal Profiles help the interviewer to understand the interviewee. Candidates whose profile matches with the BLISS Job Profile are likely to stay with the company for longer time.

Placement - Placement consultants can use this tool to understand the applicant and place them in suitable company. It enables candidates to be matched with the client's expectations. This in turn increases the credibility of the consultant.

The tool can self-administered and customised to fit various situations. If in doubt seek the assistance of somebody experienced in assessing people.

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