

EXERCISE

The following exercise was designed to help you examine your individual work history as it relates to the big fish little pond effect.

Step 1

Make a list of all the professional jobs that you've held including your current job (if the list is longer than five, then list your five most recent jobs). For each job, list your job title and the name of the organization you worked for on the following worksheet.

Step 2

Choose which of the following categories best described your situation within that job:

Fish/Pond Categories:

- a) Big fish in a Big Pond
- b) Big fish in a Small Pond
- c) Small fish in a Big Pond
- d) Small fish in a Small Pond

Mark your answer under the heading "Fish/Pond Category" on the following worksheet.

Step 3

Rate your professional success and personal sanity at each of the jobs listed on the worksheet. Mark your answers under each heading "Success" and "Sanity."

Success and Sanity Rating Scale:

1 = Very Good

2 = Good

3 = Poor

Job Title /Organization	Fish/Pond Category	Success & Sanity Rating
1.		/
2.		/
3.		/
4.		/
5.		/

Step 4

Examine your answers on the worksheet and consider the following questions?

- Do you have a consistent pattern of fish/pond categories or have you experienced a variety of different ones?
- Which categories have brought you the greatest success and sanity?
- What was it about those jobs that gave you the greatest success or sanity? Was it the size of the fish or the pond or some other combination of factors that made things work well for you?
- Which fish/pond categories have brought you the least success and sanity?
- What was it about that job that gave you the least success or sanity? Was it the size of the fish or the pond or some other combination of factors that made things work not as well for you?
- Is there one particular category that you think would be a good fit for you that you have not yet had an opportunity to try? What is it about this category that appeals to you?

Step 5

As you consider new job opportunities in the future, think about which fish/pond category the new job opportunity fits into. Have you experienced that category before and if so, how did it work out for you? Is it a new category that you've always wanted to try?

As part of your decision making process, recall the parable of Phoebe Fish and remember the importance of choosing the fish/pond category that brings out the best in you!