



## **What people get wrong about choosing the right job**

When people are searching for the right job, they are often just searching for *a* job, something that keeps them employed until the next opportunity comes along. But choosing the right role should be about far more than simply securing a role just to pay the bills.

I often say to candidates: think carefully about what you want from your next role. You need to be happy in your work, and the role needs to be right for you.

Someone might say, “That sounds like a great opportunity,” but that does not automatically mean it is the right opportunity for *you*.

Look beyond the job title. Take time to understand the duties and responsibilities. Ask yourself:

- Do I fully understand what is expected of me?
- Have I researched the company?
- What is the culture like?
- Does this align with the way I want to work?

To me, choosing the right job is about finding a role that genuinely ticks the boxes that matter to you. Why walk into a role blindly without understanding what the organisation stands for or what they expect from their people? Research matters, so do your research I truly cannot express enough how important this is to people.

## **Why people feel stuck or misaligned at work**

I often see people who have become settled in their current work situation, not happy, just uncomfortably settled.

Many people convince themselves there is no way out or nothing better available to them. This often comes down to self-belief.

We need to stop telling ourselves we cannot do better before we have even tried.

Workplaces constantly change. Management changes, processes evolve, and sometimes we simply become misaligned with where we are. That is completely normal and happens more than you think.

But when that happens, we must recognise it and move forward.

Do not stay somewhere that no longer aligns with you or your career journey simply because it feels familiar. Staying in the wrong environment can stop you from growing, developing, and reaching your full potential.

## **Values-Led Recruitment**

### **What does “Values-Led Recruitment” mean in practice?**

Values-led recruitment is at the heart of everything we do at Values & Talent, and I am very passionate about it.

For me, it means looking beyond the CV and focusing on the person behind it.

Whether I am advertising a role or speaking to a candidate about what they are looking for, the process should always remain people focused.

That means:

- Taking the time to genuinely speak with candidates
- Giving constructive feedback
- Reviewing and improving CVs where needed
- Providing interview guidance and support
- Being honest throughout the process

Recruitment should never be about simply passing a CV on and hoping for the best.

Values-led recruitment starts from the very first conversation and continues all the way through to securing the right role.

It means being the recruiter who listens, guides and understands what matters to the candidate.

I spend time discussing:

- What someone wants from their next role
- Their working preferences
- Their career goals
- Their values
- The type of environment they thrive in

Once I understand those things, I can align them with the right opportunity and the right organisation.

### **Why values are often overlooked in hiring**

Values are often overlooked because organisations want a quick fix. They want to hire fast, so values do not come into this style of hiring.

The focus becomes:

- What skills does this person have?
- Can they do the job?

But recruitment should not only be about skills.

Values-led recruitment strengthens teams, improves company culture, increases retention and supports long-term growth.

If we only focus on what someone can do and ignore their behaviours, motivations, strengths, and weaknesses, how can we expect them to align with the culture of the organisation?

We cannot truly know whether someone will thrive in a business if we only assess technical ability.

## **The Cost of Misalignment**

### **What does it feel like to work somewhere that does not align with your values?**

Personally, working in an organisation or team that does not align with my values would feel uncomfortable and emotionally draining.

I have worked in companies where values were simply words written on a wall, and I have also worked in businesses where values were genuinely embedded into day-to-day operations.

The difference is significant.

Values shape who we are. They influence our decisions, behaviours, and the way we interact with others.

When you are surrounded by behaviours that conflict with your own values, it can make you feel disconnected from your team and workplace.

### **Early signs of misalignment people ignore**

There are often warning signs that people overlook.

Employees may:

- Withdraw from colleagues
- Avoid contributing to team activities
- Stop engaging with others
- Become less motivated to help the wider team

Sometimes these changes go unnoticed by management until they begin affecting performance, communication, or behaviour.

## **What misalignment leads to over time**

Long-term misalignment can affect people mentally, physically, and emotionally.

It can become exhausting to work in an environment that no longer feels right.

Over time, people may become withdrawn from:

- Their role
- Their colleagues
- Their workplace culture
- Their own professional ambitions

Misalignment can impact confidence, focus, wellbeing, and overall job satisfaction.

## **Understanding your own values**

### **How Can Someone Become Clearer on Their Values?**

When I speak about values, people often ask, “What values?” or “What do company values even mean?”

That tells me values are still not being discussed or implemented enough.

The reality is that we all have values. They shape who we are and guide the choices we make every day.

Our values influence:

- What we believe is right or wrong
- How we treat people

- How we respond to challenges
- What kind of environment we want to work in

To better understand your values, ask yourself:

- What matters most to me?
- What behaviours do I respect?
- What frustrates me in workplaces?
- What standards do I hold myself to?

For example, if honesty is one of your core values and you witness wrongdoing at work, how would you respond?

Would you speak up because it aligns with your values, or would you stay silent?

Values are not just words; they influence our actions.

## **Questions candidates should ask in interviews**

Candidates should feel confident asking the questions that genuinely matter to them.

Too often, people avoid asking important questions because they feel nervous or think they should not ask them.

But interviews work both ways. I often say to my candidates it is a two-way conversation.

You are interviewing a potential employer just as much as they are interviewing you.

Questions might include:

- How would you describe the company culture?
- How are the company values demonstrated in day-to-day work?
- What support is available for development and progression?
- How does the team collaborate?
- What does success look like in this role?
- How is overtime managed?

Good questions show interest, preparation, and self-awareness.

## **Red flags to watch out for**

There are several red flags candidates should be aware of during the recruitment process.

These include:

- Interview questions unrelated to the role
- Vague or unclear job descriptions
- Rushed or unprepared interviews
- Interviewers who have clearly not reviewed your CV
- Interviewers talking over candidates or not allowing them to speak

These signs may indicate poor organisation, poor communication, or a culture that does not value people.

Sometimes candidates overlook these warning signs simply because they are eager to secure a role.

## **How to tell whether an organisation truly lives its values**

One of the biggest indicators is an organisation's digital footprint.

Look at:

- Their website
- Their social media presence
- How they speak about employees
- Whether they celebrate milestones and achievements
- How they recognise and reward people

When organisations actively invest in their people and showcase their teams, it often reflects a culture that genuinely values employees.

Of course, some organisations display values publicly without actually embedding them into daily practice.

That is why research is so important before accepting a role.

## **What Organisations Should Be Doing Differently**

### **Attracting and retaining values-aligned people**

Many organisations still struggle with interviewing effectively.

Often:

- Interviewers have not had proper interview training
- CVs are not reviewed thoroughly
- Questions are too generic

- Interviews focus only on technical ability

Recruitment should take a more people-focused approach.

Employers should ask behavioural and alignment-based questions that explore:

- Motivation
- Communication style
- Problem-solving
- Teamwork
- Personal values
- Workplace preferences

Questions should also relate directly to the candidate's experience and CV, rather than relying on generic interview scripts.

Employers need to understand not only *whether* someone can do the job, but *how* they work and what drives them.

Practical assessments can also be valuable because they allow employers to see how candidates approach tasks and operate within the role.

Job advertisements should also improve.

Rather than listing generic benefits, organisations should use job adverts to genuinely showcase:

- Their culture
- Their people
- Their values
- Their development opportunities
- What makes them different as an employer

Candidates want to understand what it feels like to work there.

## **How Values Affect Confidence**

### **How does alignment affect confidence and communication?**

When someone feels aligned with their organisation, they are more likely to feel confident, valued, and comfortable speaking up.

If employees do not feel safe expressing themselves, organisations should question *why*.

Confidence is strongly connected to workplace culture.

People thrive in environments where they feel respected, heard, and aligned with the wider team.

## **What changes when someone feels truly aligned?**

When people feel genuinely aligned with their workplace, some of the biggest shifts are:

- Less worry
- Greater job satisfaction
- Improved confidence
- Better collaboration
- Stronger motivation

A healthy working environment should make employees feel part of a team working towards shared goals.

## **Final thoughts**

If you are currently feeling misaligned in your work, take a moment to ask yourself why.

- What exactly feels misaligned?
- Is it the role?
- The pace?
- The management?
- The culture?
- The values?

Try to identify the root cause.

Is it one issue or several?

And most importantly: do you believe things can realistically change?

Understanding the answer to those questions is often the first step towards finding a role, and a workplace that genuinely aligns with who you are and where you want to go.

**Charlotte Brealy- *Owner of Values & Talent***