

Discover Your Fit to Specific Jobs

Finding your fit at The Home Depot

With so many options, it can be challenging to know which jobs are right for you. People have different interests, skills and abilities. Finding a perfect job is more than finding a job that sounds cool; it's also about finding a job that is a great fit for you. Below are some tools to help you find the jobs that fit you best.

Find the jobs that fit your interest – take the quiz

This quiz will match your how your personal interests fit to Home Depot jobs.

Click the category below to view more information.

Artistic

Artistic individuals are creative and expressive. They enjoy unstructured, flexible environments that allow them to be innovative without having to follow a clear set of rules. They prefer to work with ideas, concepts, or designs and patterns. Artistic individuals enjoy careers in creative fields, such as music, literature, art, and

Investigative

Investigative individuals can be described as intellectual and are typically thought of as inquisitive, rational, analytical, and logical. They

design; they can be found in a variety of work environments, such as advertising, merchandising, graphic or interior design, or landscape architecture.

Conventional

Conventional individuals are conscientious and conservative. They are described as organized, reliable, efficient, and logical. They are detail oriented and prefer practical tasks and prefer structured environments, including office settings. They excel at tasks that are clerical or involve computers, accounting, or statistics. Examples of conventional jobs are cashiers, accountant, administrative assistant, and customer service.

Enterprising

Enterprising individuals are extroverted, persuasive, confident, and ambitious. They enjoy working with people and ideas, and they like to take charge, take risks, compete, and influence others. They enjoy starting new projects and entrepreneurial situations.

Enterprising careers often do not entail systematic tasks; rather, they often entail Managerial or leadership roles, business, and sales.

enjoy activities that involve thought and exploration, and prefer working with ideas rather than people, things, or physical activity.

Investigative work will entail searching for facts, collecting and analyzing, or figuring out problems

mentally. Investigative individuals thrive in unstructured environments with minimal supervision. Examples of investigative careers are computer programmers, engineers, and research analysts.

Realistic

Realistic individuals can be describes as “doers” that are independent and practical. They like to deal with things rather than people or ideas and prefer work environments that are structured with clear goals and concrete tasks. They enjoy

work activities that involve being hands-on, such as tending to plants or animals, working with wood or tools, or work related to engineering and technology. Realistic work environments typically do not involve much paperwork or working with others, and often require working outside. Examples of realistic careers are carpenter, landscaper, electrician, or mechanic.

When looking at the job description, ask yourself

Learn from the job description to see if it fits you

The job description will tell you a lot about the job. When you are looking at available jobs, take time to look at the details of the job. On CareerDEPOT, the job information is found by clicking on the job title. To find more information on the job, search for the job description on myApron (i.e. Sales Associate job description).

Does this sound interesting?

Do I want to do these tasks?
Will I be good at these tasks?
Do these seem like tasks that I am ready to do?
Will these tasks build the skills I need in my career?

Can I do the physical requirements and work in this kind of environment?

Do I have the “must-haves” under the minimum requirements?
Would I be a strong candidate and have some of the “nice to haves” in the preferred qualifications?

Job Title	
Sales Associate	
<p>Sales associates support three primary store priorities: <i>Customers First, In Stock, and Store Appearance</i>. Sales Associates support <i>Customers First</i> by providing fast, friendly service by actively seeking out customers to assess their needs and provide assistance. Sales associates have an emphasis on department and product knowledge, providing information on product features, and knowing related items to sell an entire project. Associates in this position know how to greet, qualify, recommend and close every customer in their department, and know how to handle basics in adjacent departments. Sales Associates support <i>In Stock</i> initiatives by maintaining the in-stock condition of assigned areas. Sales Associates support the <i>Store Appearance</i> priority by ensuring that assigned areas are clean, shoppable, and safe. Each associate has the responsibility of providing a safe working and shopping environment by following all safety policies & standards, completing specified safety training, immediately correcting hazards & unsafe conditions or reporting conditions to the Manager On Duty and working safely as not to endanger themselves, or workers, vendors, or customers. These associates work in cooperation with their Department Supervisor, other associates in their department as well as other sales departments (e.g., IMAs, and the Front-end Associates to ensure customers' needs are met).</p>	
Key Responsibilities and Tasks	
Key Responsibility	Tasks
Support Customers <i>First Priority</i>	Actively seek out customers, offer a friendly greeting, smile and make eye contact
	Help customers locate merchandise and, if required, escort them to the appropriate department
Support In Stock <i>Priority</i>	Review merchandise presentation, signing and pricing daily and escalate issues to Supervisor
	Maintain stock on a daily basis to ensure products are available
Support Store Appearance <i>Priority</i>	Review merchandise presentation, signing and pricing daily and escalate issues to Supervisor
	Know store sales goals and set personal goals to support store results
Drive Sales	Refer customer to Sales Specialist when needed
	Develop knowledge of competitor pricing, and makes decisions on markdowns to satisfy customers
Key Responsibility	Tasks
Support Positive and Productive <i>Work Environment</i>	Provide front end support, including greeting customers and processing sales/returns transactions
	Provide supplemental support to secondary departments as necessary
Safety	Follow all Safety Policies & Standards
	Immediately correct unsafe conditions or notify Manager on Duty
Physical Job Requirements	
Bending, stooping, reaching, twisting, lifting, pushing, pulling and moving merchandise	
Responding to public address system announcements, including customer services calls, pages, and general information	
Moving around the store to be able to assist customers	
Identifying and reading reports, tickets and UPC labels	
Working Conditions	
Associates may encounter an uneven walking surface due to temporary cracks in the floor	
Associates may have exposure to dust, gas fumes emitted by power equipment, and noise	
Associates may be exposed to external weather conditions, drafts and interior temperature changes, and slippery floors	
Associates may handle merchandise, supplies, and tools with sharp edges or that contain hazardous materials	
Minimum Requirements	
Must be 18 years or older	
Must be legally permitted to work in the United States	
Preferred Qualifications	
2 to 4 years Retail, Specialty Retail, Outside Sales or Trade Experience	
0 to 2 years Home Depot experience	
*Position allows for reasonable accommodations	

See if the job fits your skill set

Each job needs a certain skill set. When looking to see if the job is a fit for you, it is helpful to look at what skills are needed for the job and gauge your skill level in those areas. When your strengths match the skills needed, the job is a great fit for you.

At The Home Depot, we refer to skills, knowledge and attributes as competencies. Competencies include a wide range of areas. A few examples would be creativity, negotiation and action orientation. But, there are far more. Learning about competencies and which are your strengths will help you find a good fit.

- The first place to start is to see what competencies are your strengths and which are your opportunities. You can have a peer or manager sort out the competencies they feel are your strengths. Knowing how others value your skills could help you see if you are fit for the position. Also, this tool will let you compare your strengths and opportunities to the competencies needed for some of the jobs at The Home Depot.
- With this tool, you can help see some the competencies needed for some of the jobs, but not all of them. Use the job description to see what competencies are needed for other jobs. Read the job description and write down skills that are required to perform the tasks well. Use this list to compare to your own strengths and opportunities.
- After completing the Card Sort, you may have some ideas on areas you would like to work on. Use the Talent Development Toolbox and look for ideas to put in to your Development Blueprint.

Gather firsthand research to see if the job fits you

Think you've found a job that fits you? Find out from the source

- Job Shadow – Yes, you can actually go try out the job. Ask an associate who has the job you are interested in to see if they would let you shadow them to see what the job is really like. Additional perk – networking!
- Interview associates in that job – Maybe you don't have the resources to job shadow. Instead, interview the associates in the role to get firsthand information on what the job is like and if you would be a fit.