A guide through
imaginary places
that inspire within

Reflective Atlas

Exploration tools for more connected job-searching experiences

Finding well-fitting work by synchronizing job-seeking practices with personal identities.

What could help you with your job search?

Reflection Tools

Everything At Once

Research Tools

Connection Tools
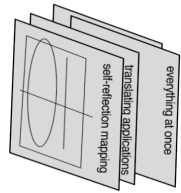
Everything At Once: Tool Catalog

Reflection Tools

These tools are methods that will help you to understand your purpose and what you can look for in jobs that should sync with your personality.

Research Tools

Frameworks give you tips on what to look for when researching an organization and how to make sense of the information discovered.

Connection Tools

Tools that help to translate your or organizations' knowledge, values, mindset, meanings, to bridge the communication gap. These tools usually would have to be informed by the previous tools' outcomes.
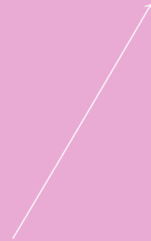
*Mixed Tools

Explore how the tools connect and inform each other to support your process.

Reflection

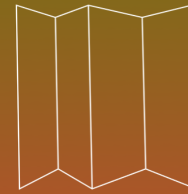**Modular Reflection Tool: Constructing Unique Methods**

Reflection

Guided Reflection Method

Connection

Assembling Alternative Applications

Research Connection
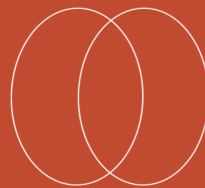
Matchmaker Map

Research

Morphological Box

Research

Connect the Dots: Synthesizer Framework
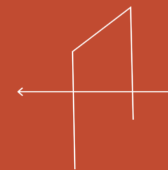
Connection

Co-design for a Job Interview

Reflection Research

Designing Dream Jobs

Connection

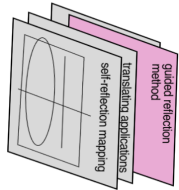**Metaphor: Applications as Translator Tools**

Research Reflection

Organizations & Positions Reflective Evaluation

Guided Reflection Method

Goal

Understand what you have learned and what you could learn and unlearn about work in the future; create an outcome to potentially inform other tools and frameworks.

Proposed method

Simply follow the guide. You can access the full guide if needed, or choose to progress step by step.

The guide includes questions and visualization tasks related to exploring your vision of work and jobs.

There is no time frame, and you should take as much time as you think is needed.

There is a possibility to pause and go back.

Value

Taking time to structure your thoughts and receive (or ask) guiding questions. The reflection can be done individually and collectively.

Limitation

Guidance in reflection can limit your perspective, therefore, there is no requirement to stick to the guide. It is beneficial to invent ways to reflect and converse with yourself.

click inside the frame to edit and work

Questions set 1

How would you describe what work means to you?

How do you work?

How does it feel when you imagine your work?

Further →

Reflection progress →

Reflective Atlas

Download PDF to print

Click on the Instrument Panel to work with the method digitally

Instrument Panel

"Connect the Dots" Synthesizer Framework

Goal

Reflect on why you are interested in some organizations, and become aware of these points while researching next time.
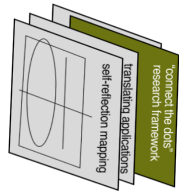
Proposed method

1. Look at an organization you are very interested in and would like to work at.
2. Think about what are the qualities that interest you (any qualities).
3. Along the vertical lines, allocate and describe the organization's characteristics and qualities such as industry, place of design in the organization, size, structure, competence, culture, etc.
4. Place a dot on a vertical line, depending on how much you resonate with a characteristic of the organization.
5. Connect the dots to create a clearer visual outcome of the practice.
6. The line would create a snapshot or an overview of the reasons why you are interested in this particular organization, which can allow you to notice more details like this in other places.

Value

The framework gives you an idea of what points to research before connecting the dots, and while placing a dot on the line, reflect on whether it suits you or not.

Limitation

The current version of the framework is rather reductionist as the lines are visualized as separate, while in fact they are not. A more advanced version would be first connecting the dots between the qualities, and then adding the layer of the own perception.

*click inside the frame to edit and work
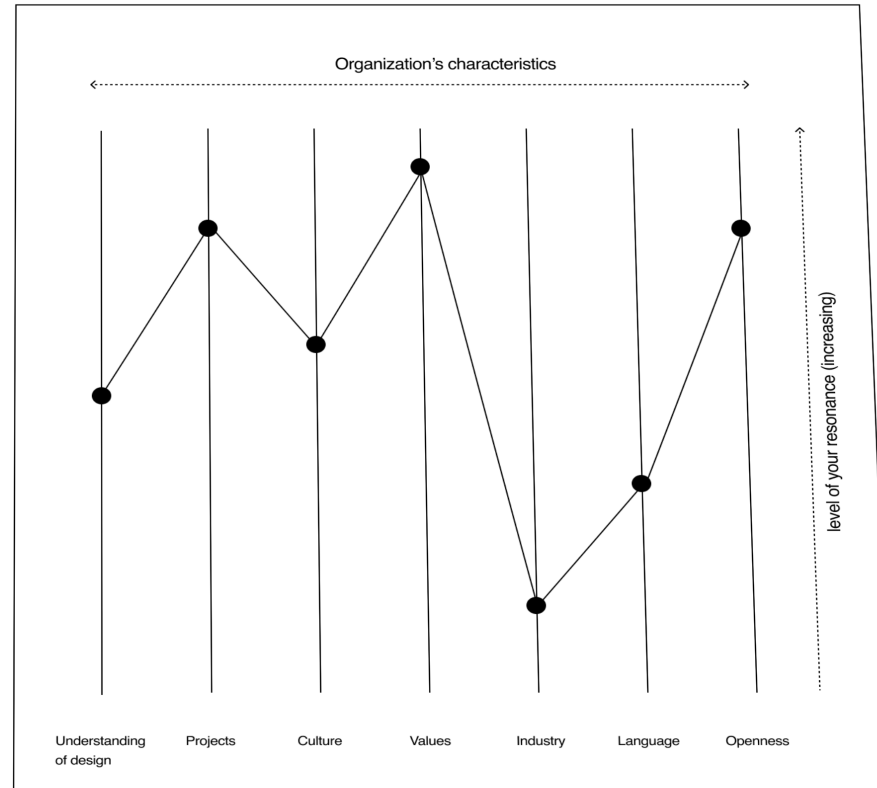
Organization's characteristics

level of your resonance (increasing)

Understanding of design | Projects | Culture | Values | Industry | Language | Openness

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Instrument Panel

Reflective Atlas

Matchmaker Map

Goal

Explore matching areas individually, or together with an organization.

Proposed method

The map represents an area or a space between you and your potential employer and a job. You have to establish matching criteria (which can be informed by a Con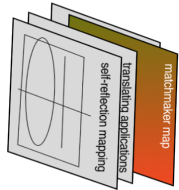necting Dots Framework or other tools) before using the map. Then, start placing relevant information on the map. The map can be structurally transformed during the process, as it aims to enable you to make sense of information, not to constrain it. You can color the map to indicate the degree of a match from both sides.

It is important to keep in mind the question: does this organization and/or a job fit me?

Value

Provides an abstract structure to analyze where a match can come from. Maybe the match is not where you thought it would be.

Limitation

The initial map presented does not allow us to embrace the wholeness and complexity of exploring a match, so it might become limiting if used with an assumption that it gives all the answers.

*click inside the frame to edit and work

Map 1

outside — in

you | organization + job

competencies & interests

mindset & culture

Download PDF to print

*Click on the Instrument Panel to work with the method digitally

Instrument Panel

Reflective Atlas

self-reflection mapping

translating applications

job fit evaluation template

Means to find the fit

fit

Interests & skills   Job

Reflective Atlas

Exploration tools for
more connected job search

What it is

Reflective Atlas is an online platform for recently graduated design managers who need navigation, positioning, and inspiration in the job market. The platform engages a person in self-reflection practices by providing them with a collection of interactive tools, frameworks, methods, maps, and models that are designed to support people at the beginning of their job searching experience.
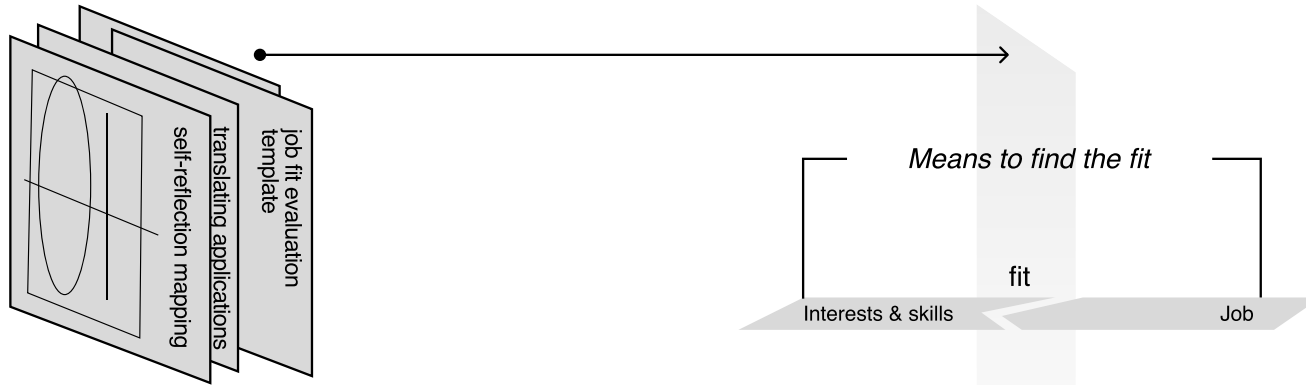
What it does

Reflective Atlas encourages people's autonomous analysis of one's professional profile in sync with personality, guides independent research of the job market, and structures thoughts and information in the process of exploring the job market by connecting it with a person's inner world.

Use scenario

Design manager A needs to articulate what he is interested in, what he learned, what kind of work he likes doing, what job he would like to try, and what purpose he has. However, he struggles with bringing the thoughts together in a structured way, so he turns to the Atlas and finds a Guided Self-reflection method. The method proposes A a set of questions that guide A through his reflection practice. As an outcome, A has visualized and written down a piece of text about himself. A thinks "why not go further and see if that organization I like is a good fit for me". He comes across a Matchmaking Map, which he uses to locate the information from his reflection with the information he knows about the organization. "Oh yes, it is a match".
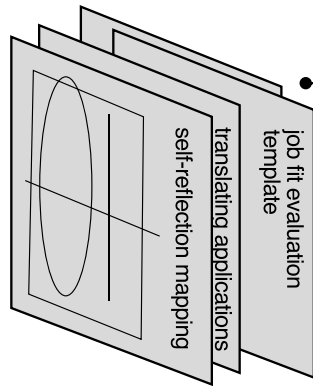
Properties

- Web platform
- Categorized tools list (online + PDFs to print and use analog): 1) reflection tools 2) research tools 3) connection tools
- Interactive interface to allow for creative activities and entering information
- An algorithm that can suggest tool combinations to use
- Option to save results of working with tools as PDFs
- An option to share the page or a board to co-create (as in Miro or Notion)

Features

- Helps to build a self-reflective basis toward learning about personal job-related interests.
- Fosters and structures inquiry about organizations and positions.
- Encourages evaluation of a personal fit with organizations and jobs.
- Allows to explore alternatives by giving tools to assemble unique applications.
- Connects the tools and proposes a procedure in which the tools can inform each other and create combinations.
- Can serve as a mediator in a conversation between a candidate and an employer to foster a more collaborative exchange.

job fit evaluation template

translating applications

self-reflection mapping

Application Constructor

Research Map
Self-reflection Guide

Connection tools, using the platform together

Co-design framework

Organization

E

C

B

D

F

A

DMI Graduate

Reflective Atlas

Exploration tools for more connected job search

Procedural prototype

1. You do a self-reflection practice (own or supported by a proposed reflection method), that would inform for the next steps.
2. Use a template for researching an organization where you want to work and evaluating if this organization would be a fit and if it is worth the time to apply.
3. Steps 1 and 2 would bring you to informing an application designed/constructed by you, which would work as a translator for those who view it.
4. You contact the organization and share your application.
5. The organization responds as interested in engaging in exchange.
6. With your future team from this organization, you agree to go on a work date: coffee date talk or a co-working session, where your conversation can be supported by a co-design framework.
7. At the end of the meet-up, both sides reflect together and decide if it is a good work fit or not.
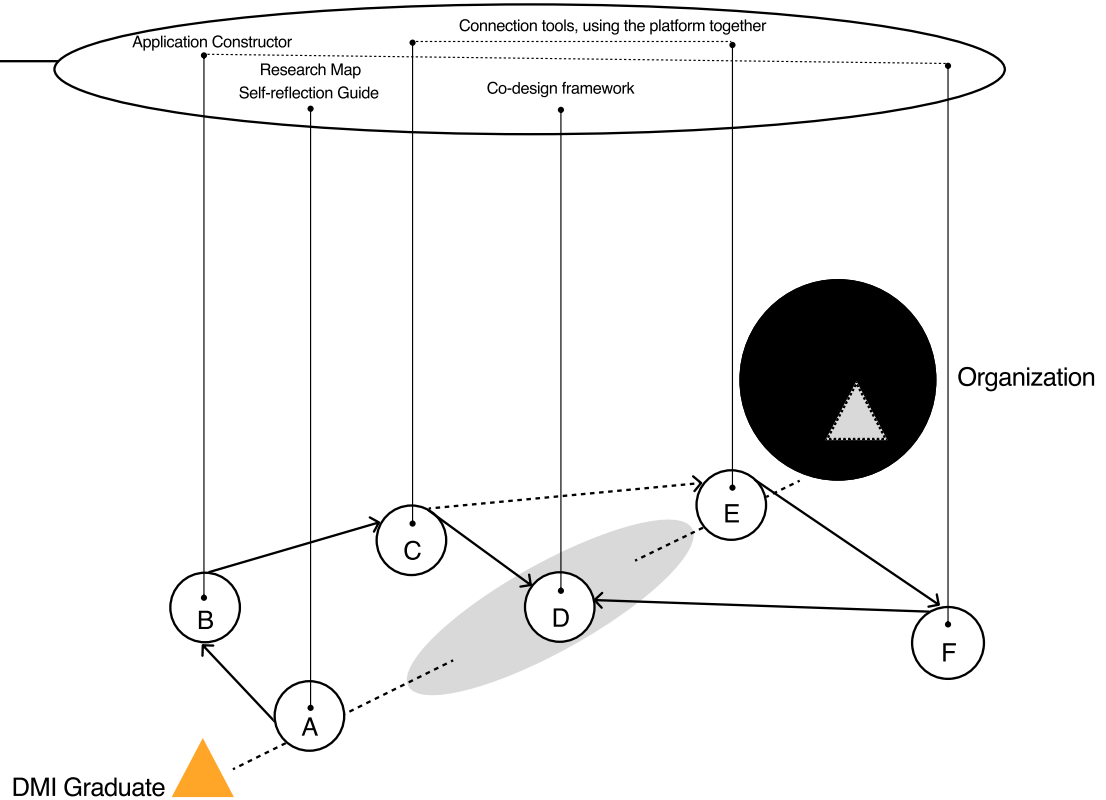
Where the platform can support the process

A	Preparation for applying	C	Contacting an organization	E	Engaging with a candidate
B	Designing an application	D	Interview / date / co-working	F	Getting to know the candidate

Reflective Atlas Implementation Plan, McKinsey's Three Horizons Model

Value

Initiatives

Time

Horizon 1
1-3 years

Innovating job-seeking services by launching the Reflective Atlas online platform.

Horizon 2
2-5 years

Innovating language and interfaces in the job market by expanding the usability and benefits of the platform and the tools.

Horizon 3
5-12 years

Innovating job market processes and relationships by expanding from the platform to new behavioral patterns.

Focus 1
Create a team of psychologists, designers, philosophers, researchers and IT developers and stakeholders in order to design and create a high-fidelity prototype to do several iterations of user testing.

Focus 2
Launch the platform and monitor its user experience and impact, evaluating and iterating the platform together with stakeholders.

Focus 1
Update and innovate the platform, conduct user research to see what can be improved.

Focus 2
Start collaborating with organizations and policy-makers to involve them in redesigning job market procedures and rules.

Focus 1
Involve policy-making, organizational, and system design to establish more innovate job market processes.

Focus 2
Identify existing and emerging problems and reframe goals in order to continue strategic planning of implementing innovations.