80,000 Hours: Find a fulfilling career that does good	
Author	Benjamin Todd - BA in Physics and Philosophy, Master's in Physics and Philosophy (University of Oxford)
Time spent	We work for about 40 years, 50 weeks a year, 40 hours a week which totals to 80,000 hours in a career
Misconceptions	Finding a job that is enjoyable and meaningful involves discovering one's passion The key elements to a dream job are that it be easy and highly paid There is not much evidence for these views - Evidence actually suggests that money and avoiding stress aren't that important
Predicting what will make	We're bad at predicting what will make us most happy, and we don't even realize how bad we are We're even bad at remembering how satisfying different experiences were - We tend to judge an experience mainly by its ending

Money and happiness	Findings show that money does make you happy, but only a little
	- Beyond $75,000 for 2.5 people in a household, income had no relationship with how happy, sad or stressed people felt
	  - An individual income of $40,000 if you don't have kids being equivalent to $75,000 of household income
	    - Add $20,000 per dependent who does not work to adjust for the same standard of living

Average earning of graduates	The average college graduate in the United States earns $68,000 per year, while the average Ivy League graduate earns over $100,000
Stress at work Fulfilling challenge	Having a very undemanding job is bad – it's boring Having demands that exceed your abilities is bad too: they cause harmful stress - The sweet spot is where the demands placed on you match your abilities

Key ingredients of a dream job	Work that's engaging
	- What differentiates video games from office admin work
	  - Freedom to decide how to perform your work
	  - Clear tasks, with a clearly defined start and end
	  - Variety in the types of task
	  - Feedback, so you know how well you're doing
	
	Work that helps others
	- Jobs that help other people are seen as meaningful by those

	who do them
	- Evidence indicates that helping others increases life satisfaction
	- Study showed that performing a random act of kindness makes the *giver* happier
	
	Work you're good at
	- Being good at your work allows you to negotiate for other fulfilling components, such as the ability to work on meaningful projects, undertake engaging tasks and earn fair pay
	- Skill ultimately trumps interest
	   - If you love art, but aren't good at it, you'll end up doing boring graphic design for uninteresting companies
	
	Work with supportive colleagues
	- A bad boss can ruin a dream position, while even boring work can be fun if done with a friend
	
	Lack of major negatives
	- The following are linked to job dissatisfaction:
	   - A long commute
	   - Very long hours
	   - Pay you feel is unfair
	   - Job insecurity
	
	Work that fits with the rest of your life
	- It is possible to find a job that just pays the bills and allows you to excel in a side project; or to find a sense of meaning through philanthropy and volunteering; or to build great relationships outside of work

"Follow your passion" Better advice	Even if you're interested in the work, if you lack the above six factors, you'll still be unsatisfied Get good at something that helps others - If your work helps others, you practice to get good at it, you have engaging tasks, and you work with people you like, then you'll become passionate about it
Giving mindset	People with a giving mindset end up among the most successful because people will want to help them succeed, and because they're more motivated by a sense of purpose
Impact of doctors	Most of the increase in life expectancy that's occurred in the last 100 years is due to better nutrition, better sanitation, higher wealth, and other factors besides medicine Doctors are only one part of the medical system, which also relies on nurses, hospital staff, and all the buildings and equipment

	Once you have more than 150 doctors per 100,000 people, additional doctors only have a small impact By becoming a doctor you could save four lives over an entire career - Many doctors advised by 80,000 Hours have decided to focus on having an impact through research, public health, or donating, rather than directly through treating patients
Making a difference	Measured by the number of people whose lives you improve, and how much you improve them - Improvements to quality of life can involve making people happier, helping them reach their potential, or making their lives more meaningful
How to make a significant difference in any career	Take whatever job you find most personally fulfilling and then give 10% of your income to the world's poorest people - Extra income over $40,000 doesn't have that much effect on your happiness, while giving to charity makes you happier
The 1%	If you earn $53,000 per year and don't have kids, then globally speaking, you are the 1%

Four ways to contribute	Earning to give
	- Bill Gates has saved the lives of millions of children by funding vaccines
	- You can fund passionate people who want to contribute directly, but who otherwise wouldn't have the resources
	- Many organizations are more constrained by funding than by the number of people enthusiastic to work there
	- Earning to give is a good option when:
	  - You're a good fit for a higher‑earning option
	
	Advocacy
	- The promotion of solutions to pressing problems
	- Look for small behaviors or ideas you could promote that would make a difference if they spread
	- You'll be in a better position to advocate for attention to pressing problems if you're successful in your field, because you'll be more credible and make more influential connections
	
	Research
	- Only a small fraction of people are engaged in research
	  - If a small number of people account for a large fraction of progress, then on average each person's efforts are significant
	- Most researchers don't get rich, even if their discoveries are extremely valuable
	  - The benefits of research often come a long time in the future

These approaches are not exclusive	Direct work
	- Direct work can be for-profit as well as non-profit
	    - For-profit can be more effective because you get better feedback on whether your service is useful, and you can scale up more quickly
	    - Non-profits are best when they're doing something that's hard to commercialize
	
	A teacher helps their students (direct impact), but could also develop new educational techniques (research) or tell their students about pressing problems (advocacy), and do private tutoring in order to donate more (earning to give)

Being the best	Study found that the best people in almost any field have significantly more output than the typical person - The top 10% of the most prolific elite can be credited with around 50% of all contributions in any domain Success in almost any field gives you influence that can be turned into positive impact by using your position to advocate for important problems
Career capital	Skills, connections and credentials that put you in a better position to make a difference in the future - You can have a greater lifetime impact by first investing in yourself - Build career capital that's flexible – that will be relevant in many different jobs in the future
K Anders Ericsson (leading researcher)	Findings reveal that expert-level performance in established fields requires 10-30 years of focused practice - "I have never found a convincing case for anyone developing extraordinary abilities without intense, extended practice" - Anyone can improve at most skills with focused practice - If you don't have much to contribute now, you can become much more skilled in the future Always be on the lookout for opportunities to build career capital - Early career, if forced to choose between impact and career capital, prioritize career capital
Finding a job	It usually takes 20 to 100 leads (job opportunities) to find one good job The average length of a spell of unemployment in the US is seven months According to an estimate, the chance of landing a job from just sending your resume to a company is around 1 in 1,000 Employers prefer to hire people they already know, or through

	referrals – an introduction from someone they know Applicants find around 50% of jobs through connections, and many are never advertised
Landing a job What employers are looking for Lacking experience	To convince someone who has the power to hire you, think about it from their point of view Employers are looking for someone who will fit in socially, stick around and not cause trouble, and most importantly, can solve the problems they face If you don't have much relevant experience in a job then do free work - The best way to prove you can do the work is to actually do some of it If the employer is on the fence, you can offer to do a two to four-week trial period, perhaps at reduced pay or as an intern

Job interviews
Research on sales
	Ask lots of questions to understand the challenges of the employer
	  - There is a clear statistical association between the use of questions and the success of the interaction
	
	Prepare your three key selling points ahead of meetings
	  - Have concrete facts and stories to back up your three key messages
	
	Work out how to sum up what you have to offer in a sentence
	  - Having a short, vivid summary makes it easy for other people to promote you on your behalf
	
	Write out answers to the most likely questions, then practice saying them out loud

Negotiation
 	
How to negotiate
	Ten minutes of negotiation could mean major benefits over the next couple of years
	
	Don't negotiate if you're only narrowly better than the other candidates or have no alternatives
	
	Hiring someone consumes lots of management time and thousands of dollars are invested in the process
	  - It's unlikely that they'll let the top candidate get away for a small increase in costs
	
	Explain the value you'll give the employer, and why it's justified to give you the benefits you want
	  - Look for objective metrics and win-win solutions
	
	Once you start the job, try to perform as well as possible, and then

	negotiate again - Most employers are unwilling to lose someone who's doing excellent work
Benefit of community	Being a valued member of a community will gain you hundreds of connections at once - It's a hundred times more effective than networking
Networking	"You become the average of the five people you spend the most time with" - Your friends set the behavior you see as normal (social norms), and directly influence how you feel (through emotional contagion) Networking is simply meeting people you like and helping them out