



Over 80% of students will change their major more than once while in college. And most of them will change more than two to three times.

Why?

- ❑ Students find a new or different major which supports their interests, values, passion, or personality.
- ❑ Students choose a career that is practical – something that will pay the bills.
- ❑ No one asked the right questions at the initial admissions intake process.
- ❑ Students may listen to outside influences on what career they should go into.

Reference: National Center for Education Statistics, 2013.

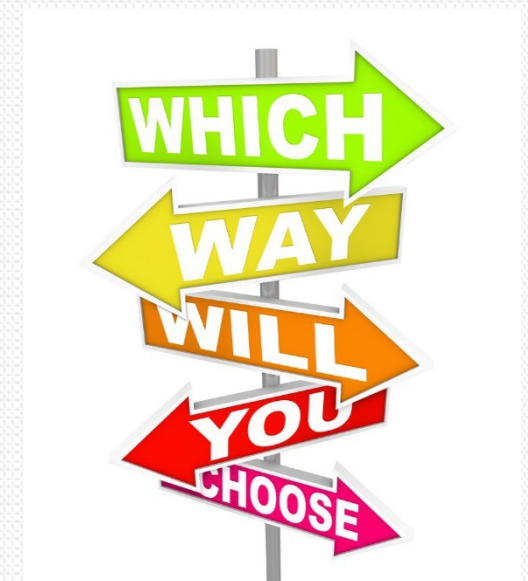
"Typical" Outside Influences Used to Choose a Career

TV = There is a big difference between TV drama and "real life".

Friends = They'll know what sounds "cool", but unless they have proactively used the career /college tools available, they are probably not a knowledgeable source of information.

Life's Interactions = OK, you have used the services of Dentists, Pharmacists, Teachers, etc. but... Do you really know what it is like to do their job?

Parent = A great source, if your parent's career happens to be "the right one" *out of several hundred possibilities* for you.



What is Career Exploration?

Career Exploration



Don't Go to
College Without it!

3 Stages of Career Exploration

Stage 1 : Determine Your Interests

Stage 2: Discover Your Career

Stage 3: Plan your Goals

Stage 1: Determine Your Interests

Knowing about yourself is the basis of career decision-making. What are your interests, skills, and values? What is important to you about your work? What are your personal traits and characteristics? Ask yourself:

- » What do I like to do?
- » What do I value?
- » What motivates me? What keeps my curiosity?
- » What skills do I possess? What new ones can I develop?



Stage 2: Discover Your Career

Learning about the careers, types of jobs, educational requirements, and job functions are important in understanding the careers that fit your interests and goals. You may ask yourself:

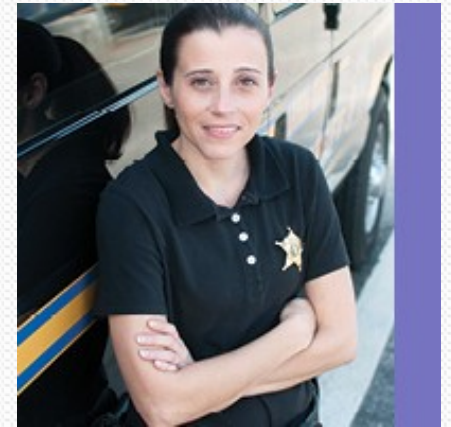
- » What are examples of careers in my chosen major or field of interest?
- » What job titles interest me?
- » What type of work environments do I like?
- » Where can I go to research my chosen career or field of interest?



Stage 3: Plan your Goals

Take what you have learned about yourself and piece it together with the reality of the world of work. Begin to evaluate career options that are practical for you. Use decision-making and action planning skills to identify successful career and life plans. Some important questions include:

- » Do I have the resources to pursue these options?
- » What challenges might be presented during my educational pursuit? In the job market?
- » What else do I need to know to identify my career objectives?
- » Do I need to conduct more self-assessment or career research to make a career decision?



Why is Career Exploration Important?



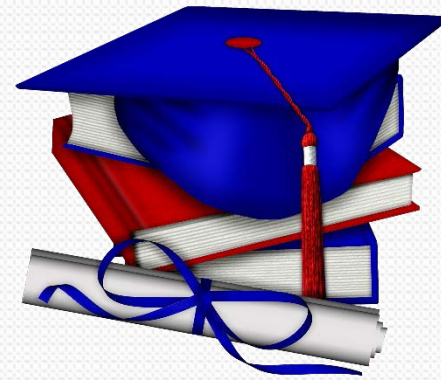
Benefits of Career Planning

While in college:

- ❖ Clarify short and long term goals
- ❖ Fewer transfers and switching of major
- ❖ Graduate on time
- ❖ More motivated and goal focused
- ❖ Higher academic achievement

After Graduation:

- ❖ Better entry job with higher income
- ❖ More satisfied with chosen career field
- ❖ Less career change and faster career advancement



The consequences of NOT planning are costly...

Absence of Career Planning is a major cause of:

- ☐ Switching majors
- ☐ The feeling of being trapped in a major or career
- ☐ College transfer
- ☐ Dropout
- ☐ Extended year(s) in school
- ☐ Run out of Financial Aid



So... what is the answer?



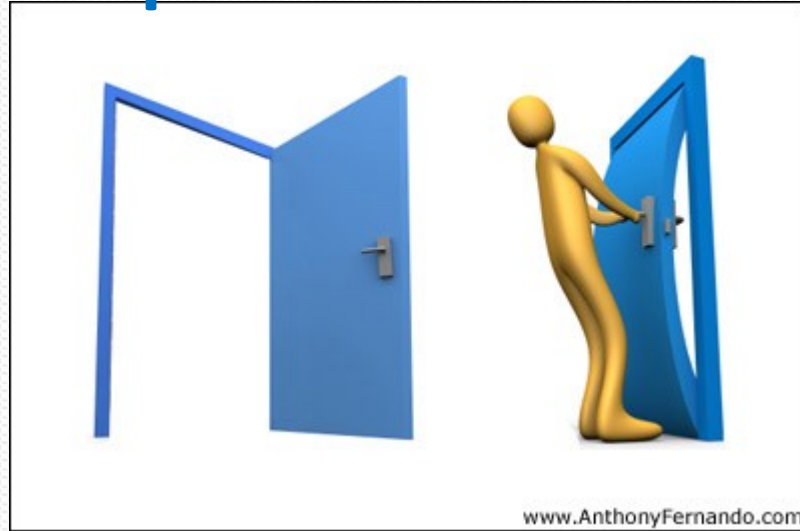
Select multiple careers, not just one

- It's a good idea to have several careers in mind rather than just one in your first year of college.
- Approximately 60% of students change their major at some point during their college career.
- It pays to be knowledgeable about more than just one career field. The average graduate changes their job seven times in their life.
- It also pays to develop a wide variety of general skills, particular those related to communication.

NETWORK

- Check with people you know about career information.
- Networking can lead to meeting someone who may be able to answer your questions about a specific career or company.
- It is an effective way to learn about the type of training necessary for a particular position, what it took to get into the field, and the positive and negative aspects of the work.
- More and more professionals are active on online networks such as LinkedIn.com and Doostang.com. Some professionals even use Facebook to get in touch with others in their field...as well as research potential candidates.

Open-ended questions



Closed-ended questions

EXPERIENCE

- VOLUNTEER OR SERVICE LEARNING
- STUDY ABROAD
- INTERNSHIPS/CO-OPS
- ON-CAMPUS EMPLOYMENT
- STUDENT PROJECTS/COMPETITIONS
- RESEARCH
- ON-THE-JOB TRAINING
- APPRENTICESHIPS



Nothing teaches like experience.

Career Planning...Personality, Interest, & Values Assessments

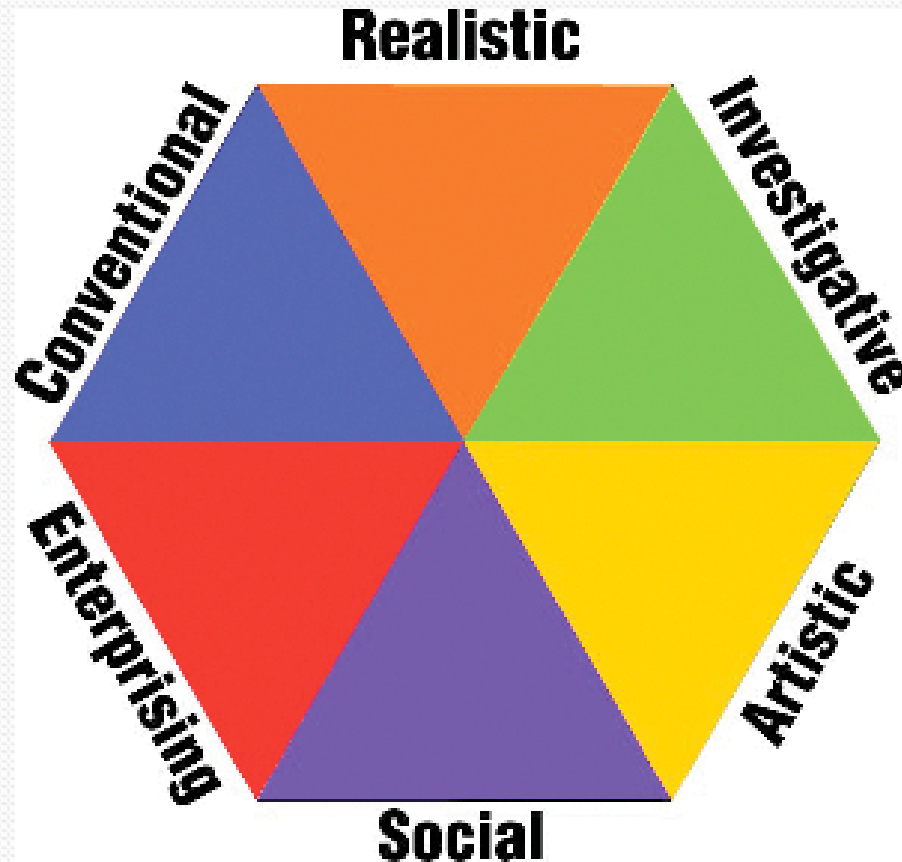
Knowing yourself sets the stage for choosing careers that are right for you. It makes sense to choose a career that fits your personality strengths, values, interests, and skills.



There are many Personality and Interest Assessments...

- TypeFocus
- MBTI (Myers Briggs Type Indicator)
- SDS (Self-Directed Search)
- My Next Move O*NET Interests Profiler
- Career Strengths Test
- StrengthsQuest
- Holland's Personality

Holland's Six Personality Types



Holland's Six Personality Types

- In our culture most people are stronger in one personality type than another.
- All professions may require to some degree, all personality types.
- People who work in a profession and environment that fits their "personality" tend to be successful and satisfied.



Theory of John Holland

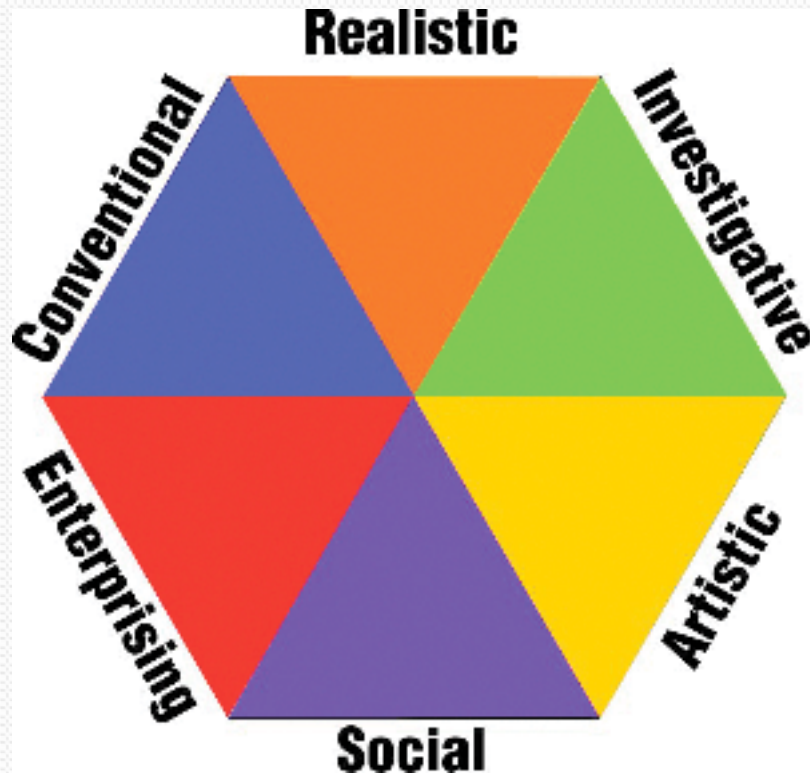


- John Holland, a psychologist who was drafted by the army in WW2, developed a classification system for jobs in the military based upon his theory describing six work environments and six vocational personalities.
- Holland believed that career choice is an extension of a person's personality. People express themselves, their interests and values through their work choices and experience.
- Holland assigns both people and work environments into specific types or themes.

What is your Holland's personality type?



What is YOUR Holland Code?



RIS
RCE
RIC
RCI
REC
RIE
CRS
CIE
CSR
IRE
IRC
IRS
SRI
SRC
SAI

CSI
CSE
CES
AES
AER
ASC
ESA
ESC
ECR
ESR
ISE
SIR
SAE
SEC
SCE

Myers Briggs Personality Assessment (Jungian Scale)

1 **Personality**

Extrovert E	or	I Introvert?
<ul style="list-style-type: none">● Sociable● Outgoing● Animated● Expressive● Acts before thinking● Broad experience		<ul style="list-style-type: none">● Private● Reserved● Quiet● Reflective● Thinks before acting● Deep experience

Click 'E' or 'I' here ▶ **E** **I**

How a person is energized
E = Extrovert (Expressive)
I = Introvert (Reserved)

2 **Outlook**

Practical S	or	N Imaginative?
<ul style="list-style-type: none">● Down-to-earth● Eye for detail● Materialistic● Trusts experience● Values security● Works systematically		<ul style="list-style-type: none">● Full of ideas● Sees meaning● Idealistic● Trusts hunches● Values freedom● Works in bursts

Click S or N here ▶ **S** **N**

What a person pays attention to
S = Observant (Practical)
N = Imaginative

3 **Temperament**

Cool T	or	F Warm?
<ul style="list-style-type: none">● Seeks respect● Critical● Thinking● Questions● Independent● Values truth		<ul style="list-style-type: none">● Seeks appreciation● Supportive● Feeling● Trusts● Belonging● Values harmony

Enter T or F here ▶ **T** **F**

4 **Lifestyle**

Organised J	or	P Easygoing?
<ul style="list-style-type: none">● Planned approach● Makes decisions● Disciplined● Sets goals● Good at completing● Controlled		<ul style="list-style-type: none">● Flexible approach● Keeps options open● Haphazard● Spots opportunities● Good at exploring● Spontaneous

Enter J or P here ▶ **J** **P**

Source of information
T = Tough-minded (Cool)
F = Friendly

Life style a person adopts
J = Organized (Scheduling)
P = Easygoing (Tolerant)

Connecting Personality Types With Careers and Jobs

SP Types: ARTISAN

ESTP

real estate broker
chef
land developer
physical therapist
stock broker
news reporter
fire fighter
promoter
entrepreneur
pilot
budget analyst
insurance agent
management
consultant
franchise owner
electrical engineer
aircraft mechanic
technical trainer
EEG technologist
radiological
technician
emergency
medical tech.
corrections officer
flight attendant

ESFP

veterinarian
flight attendant
floral designer
real estate agent
child care provider
social worker
fundraiser
athletic coach
musician
secretary
receptionist
special events producer
teacher: preschool
teacher: elementary
emergency room nurse
occupational therapist
exercise physiologist
team trainer
travel sales
public relations specialist
waiter/waitress
labor relations mediator

ISTP

surveyor
fire fighter
private investigator
pilot
police officer
purchasing agent
chiropractor
medical technician
securities analyst
computer repair person
race car driver
computer programmer
electrical engineer
legal secretary
coach/trainer
commercial artist
carpenter
paralegal
dental assistant
radiological technician
marine biologist
software developer

ISFP

bookkeeper
clerical supervisor
dental assistant
physical therapist
mechanic
radiology technologist
surveyor
chef
forester
geologist
landscaper designer
crisis hotline operator
teacher: elementary
beautician
typist
jeweler
gardener
potter
painter
botanist
marine biologist
social worker

Connecting Personality Types With Careers and Jobs

SJ Types GUARDIAN

ESTJ

government employee
pharmaceutical sales
auditor

computer analyst
technical trainer
project manager
officer manager

factory supervisor
credit analyst

electrical engineer
stockbroker

regulatory compliance
...officer

chief information officer
construction worker
general contractor
paralegal

industrial engineer
data base manager
funeral director

cook
security guard
dentist

ISTJ

management
accounting
auditing

efficiency expert
engineer
geologist

bank examiners
organization development

electricians
dentists

pharmacist

school principals
school bus drivers

file clerk
stock broker

legal secretary

computer operator
computer programmer
technical writer

chief information officer
police officer
real estate agent

ISFJ

counseling
ministry

library work
nursing

secretarial
curators

bookkeepers

dental hygienists
computer operator

personnel administrator
paralegal

real estate agent
artist

interior decorator
retail owner

musician
elementary school
teacher

physical therapist
nurse
social worker

ESFJ

nurse
social worker
caterer

flight attendant
bookkeeper

medical/dental assistant
exercise physiologist
elementary school teacher
minister/priest/rabbi

retail owner
officer manager
telemarketer

counselor
special education teacher
merchandise planner
credit counselor

athletic coach
insurance agent
sales representative
massage therapist

medical secretary
child care provider
bilingual education teacher
professional volunteer

Connecting Personality Types With Careers and Jobs

NT Types RATIONAL

ENTJ

program designer
attorney
administrator
office manager
chemical engineer
sales manager
logistics consultant
franchise owner
personnel manager
investment banker
labor relations
management trainer
credit investigator
mortgage broker
corporate team trainer
environmental engineer
biomedical engineer
business consultant
educational consultant
media planner/buyer

INTP

strategic planning
writer
staff development
lawyer
architect
software designer
financial analyst
college professor
photographer
systems analyst
neurologist
physicist
psychologist
research/development
...specialist
computer programmer
data base manager
chemist
biologist
investigator

ENTP

systems designer
venture capitalist
actor
journalist
investment broker
real estate agent
real estate developer
strategic planner
political manager
politician
literary agent
restaurant/bar owner
technical trainer
diversity manager
art director
computer analyst
logistics consultant
outplacement consultant
radio/TV talk show host

INTJ

economist
scientist
computer programmer
environmental planner
new business developer
curriculum designer
administrator
mathematician
psychologist
neurologist
biomedical researcher
strategic planner
civil engineer
designer
editor/art director
inventor
informational-graphics
...designer
financial planner
judge

Connecting Personality Types With Careers and Jobs

NF Types IDEALIST

ENFJ

entertainer
recruiter
artist
newscaster
writer/journalist
recreation director
librarian
facilitator
politician
psychologist
housing director
career counselor
sales trainer
travel agent
program designer
corporate/team trainer
child welfare worker
social worker (elderly
...services)
interpreter/translator
occupational therapist
executive: small business

ENFP

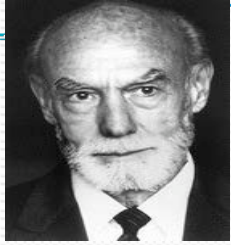
conference planner
speech pathologist
HR development trainer
ombudsman
clergy
journalist
newscaster
career counselor
housing director
character actor
marketing consultant
musician/composer
artist
information-graphics
...designer
human resource manager
merchandise planner
advertising account manager
dietitian/nutritionist
speech pathologist
massage therapist
editor/art director

INFP

information-graphics
...designer
college professor
researcher
legal mediator
social worker
holistic health
...practitioner
occupational therapist
diversity manager
human resource
...development specialist
employment development
...specialist
minister/priest/rabbi
missionary
psychologist
writer: poet/novelist
journalist
editor/art director
organizational development
...specialist

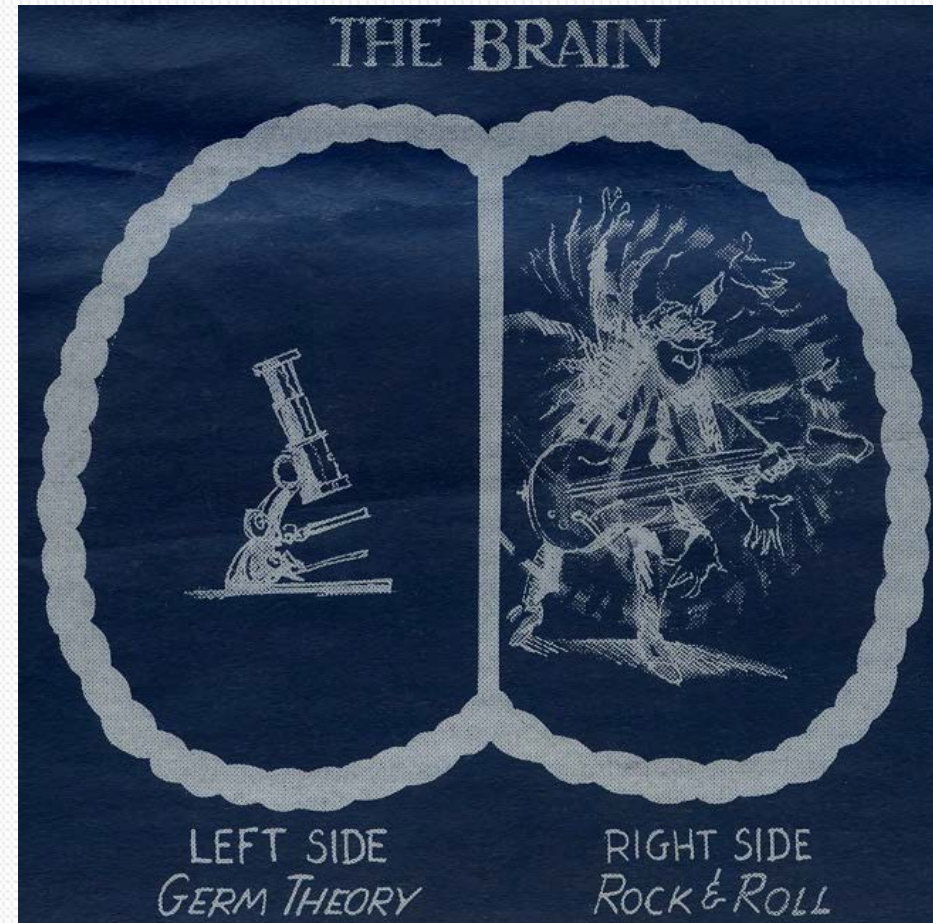
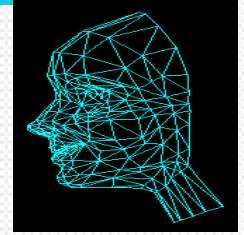
INFJ

career counselor
psychologist
librarian
artist
playwright
novelist/poet
editor/art director
information-graphics
...designer
HRM manager
merchandise planner
environmental lawyer
marketer
job analyst
mental health counselor
dietitian/nutritionist
research
educational consultant
architects
interpreter/translator



Left Brain-Right Brain Phenomenon

Roger Wolcott Sperry 1981 Nobel Prize Winner



Left Brain Career Choices

- ☐ Financial analysis, Operations/Systems Analysis, Quality assurance, Insurance, Economics, Accounting/ Auditing, Statistics
- ☐ Law Enforcement, Military
- ☐ Production, Planning, Marketing Management, Office Management, Law/ Attorneys
- ☐ Managerial Science
- ☐ Supervision/Management, Management Consulting
- ☐ Clinical Medicine
- ☐ Business Analysis, Market Research, Research and Development , MIS/Data Processing, Engineering

Right Brain Career Choices

- ☐ **Arts/Design, Music**
- ☐ **Buying/Purchasing, Customer Service, Occupational Therapy**
- ☐ **Psychology/Psychiatry, Training/Development Behavioral Science
Research, Sales, Public Relations**
- ☐ **Marketing/ Advertising, Library Science, Architecture,
Entrepreneurship, Writing**
- ☐ **Personnel/Organizational Development, Editing**
- ☐ **Teaching, Nursing/Health Care, Social Work, Politics**



People who choose a career or major that matches or is similar to their personality or interest type are more likely to be successful and satisfied.

In fact...

The Holland personality types are strong predictors of the majors students choose, and the impact of this choice lasts far beyond student learning and success in college -- **job stability, salaries earned, job satisfaction, and career opportunities.**

(Porter & Umbach, 2006)

The more students choose a college major compatible with their “Holland personality type”, the more likely they are to:

- ❖ Earn higher grades,
- ❖ Persist in their choice of major,
- ❖ Graduate on time, and
- ❖ Be more satisfied and successful in their career

(Kristof-Brown, et al., 2005).

College majors and personality....

The key to finding a satisfying career is to match your fundamental interests and personality type with occupations.

A **Social** person would go crazy sitting alone in an office all day.

An **Artistic** person would probably hate having to conform to a set of strict rules in a job.

That is why career and vocational test can be so helpful.

AND...

Assessments using Holland Personality Types provide information on the relationship between job personalities and key characteristics, *college majors, hobbies, abilities, and related careers.*

Reference: John Holland (1985) Making Vocational Choices (2nd ed.) Odessa, FL.: Psychological Assessment Resources, Inc.

Help our students take charge.



Our students are eventually responsible for solely making their education and career decisions, managing their career and controlling their destiny.

Their career will affect their future lifestyle of fulfillment as well as where and how they live, their financial security, their leisure time activities, etc.

Questions????

