Chapter 2

Knowing About Myself
What’s Involved in Career Choice?

Self-Knowledge—CIP Pyramid.
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What do you need to know about yourself to assist you in your career choices?
Self-Knowledge

Values

Interests

Skills
Values

**Definition:**
Something that is important or desirable to you
Should vs. Like

Values may be associated with something you should do vs. something you like to do
Class Question:

How many of you would choose more money over more time? Why?

Source: What Should You Choose Time or Money?
Research says...

The clearer our values, the easier the career-planning process!
SIGI³ Values*

- High income
- Prestige
- Independence
- Helping others

- Security
- Variety
- Leadership
- Leisure

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7-Step Values Clarification Process

Choosing A Value

1. Freely and without pressure
2. From among alternatives
3. After thinking about the results
7-Step Values Clarification Process (continued)

**Prizing Your Values**

4. Being **pleased** with your choices
5. Being willing to **state publicly**

**Acting On Your Values**

6. Doing something **behavioral**
7. Acting **consistently & repetitively**
Self-Knowledge

Interests
Interests

**Definition:**
Those things a person does for **fun** or **enjoys**.
Interest Measurement

- **Expressed** Interests
- **Assessed** Interests
Assessed vs. Expressed

What do you think is the difference?
Four Ideas In Holland’s Theory

1. Most persons can be categorized as one of six types.

2. There are six kinds of environments.

3. People search for environments where they can express their skills, abilities, values, attitudes, etc...

4. Behavior is determined by interaction between personality & environment.
Holland Types

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional
Identifying Interests

• Self-Directed Search (SDS)
• Myers-Briggs Type Indicator (MBTI)
• ACT World-of-Work (WOW) Map
Self-Knowledge

Skills
Skills

What can you do?

✓ Things we can do well
✓ Behaviors we have learned/acquired/developed
✓ Special talents and abilities
New hires need skills in 3 areas:
1. Entrepreneurial mindset
2. Creativity and innovation
3. Cultural capital
Identifying Skills

- SAT, MAT, ACT, LSAT, & MCAT
- What Color is Your Parachute? (Bolles, 2016)
- FSU Online Career Portfolio
  www.portfolio.fsu.edu
Nine FSU Portfolio Skills

1. Communication
2. Creativity
3. Critical Thinking
4. Leadership
5. Life Management
6. Research/Project Management
7. Social Responsibility
8. Teamwork
9. Technical/Scientific
Interpersonal skills are important to prospective employers including:

- Communication
- Problem Solving Adaptability
- Responsibility
- Positive Demeanor
- Teamwork
Improving Self-Knowledge

• Thinking better about myself
  • Don’t over generalize from past experiences
  • Don’t rely too much on other’s opinions
  • Avoid making decisions while in a crisis
  • Make full and thoughtful use of available tools
  • Use clear, complete self-knowledge
Improving Self-Knowledge

• Seek out/acquire varied life experiences
• Process/talk about these experiences
• Connect life experiences and events to one another
• View this as a lifelong process