What’s Involved in Career Choice?

Knowing about myself

Knowing about my options

Knowing how I make decisions

Thinking about my decision-making

EXECUTIVE PROCESSING DOMAIN

DECISION-MAKING SKILLS DOMAIN

KNOWLEDGE DOMAIN
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 people surveyed reported that they preferred money over leisure?
Do you prefer money or leisure?

<table>
<thead>
<tr>
<th>Option</th>
<th>Votes</th>
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<tbody>
<tr>
<td>Money</td>
<td>38371</td>
</tr>
<tr>
<td>Leisure</td>
<td>44425</td>
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Total: 82796 votes

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Related:
- [Study: U.S. workers most productive overall](#)
Research says...

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

<table>
<thead>
<tr>
<th>High income</th>
<th>Security</th>
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</thead>
<tbody>
<tr>
<td>Prestige</td>
<td>Variety</td>
</tr>
<tr>
<td>Independence</td>
<td>Leadership</td>
</tr>
<tr>
<td>Helping others</td>
<td>Leisure</td>
</tr>
</tbody>
</table>
7-Step Values Clarification Process

Choosing A Value

1. **Freely** and without pressure
2. **From among** alternatives
3. **After** thinking about the results
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
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

- Most persons can be categorized as one of six types.
- There are six kinds of environments.
- People search for environments where they can express their skills, abilities, values, attitudes, etc...
- Behavior is determined by interaction between personality and 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
Collegiate Employment Research Institute

Newly hired graduates will need to:

- analyze
- synthesize
- evaluate
- create information & knowledge

to help the organization solve problems & grow.
Identifying Skills

- DAT & GATB
- SAT, MAT, ACT, LSAT, & MCAT
- What Color is Your Parachute? (Bolles, 2014)
- 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
Transferable Skills

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