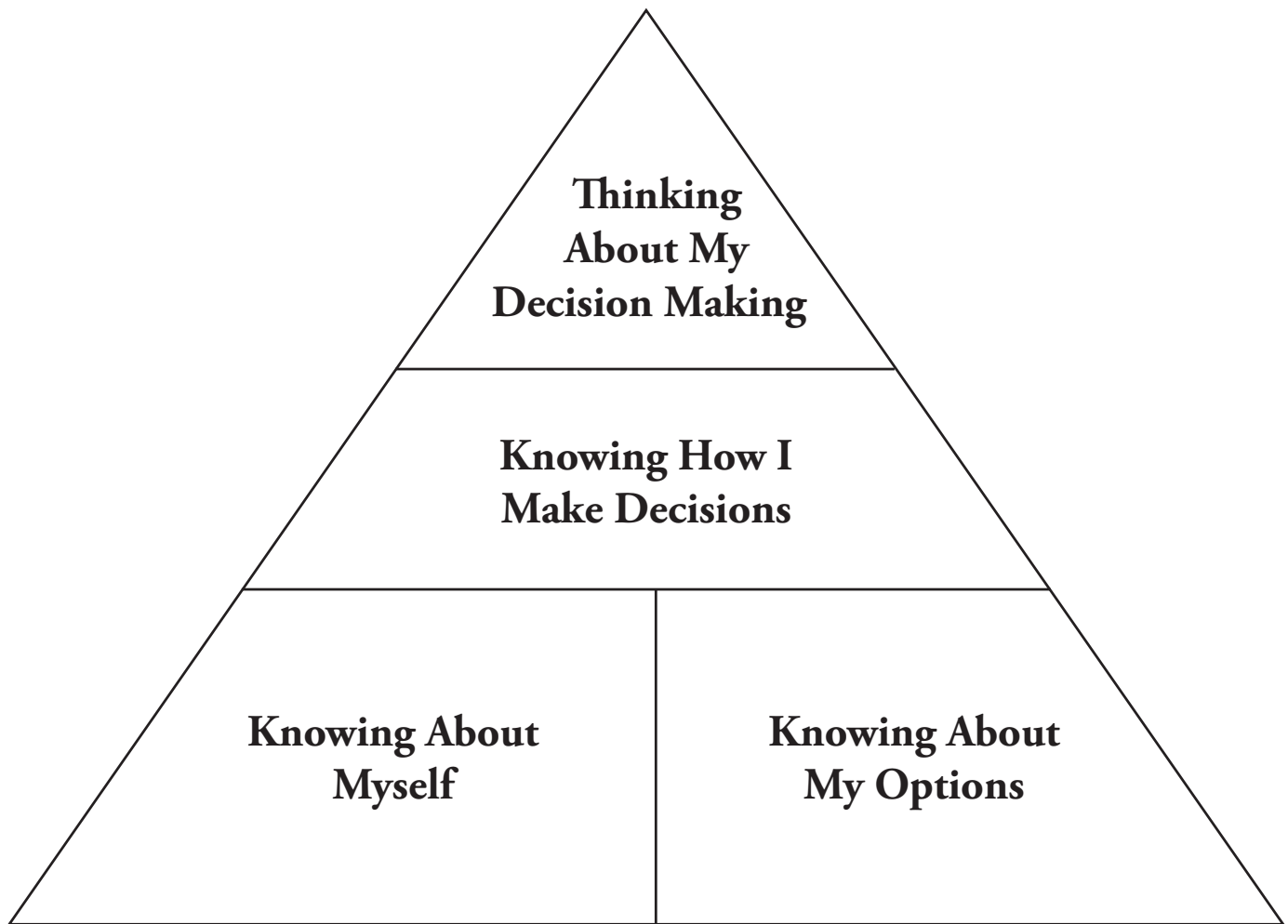


# What's Involved in a Career Choice

A pyramid can be used to show what's involved in making a career choice (see figure 1):

**Website:** [career.fsu.edu/tech-center/resources/presentations](http://career.fsu.edu/tech-center/resources/presentations)

**Email:** [casey.dozier@fsu.edu](mailto:casey.dozier@fsu.edu) or [dosborn@fsu.edu](mailto:dosborn@fsu.edu)



**Figure 1: What's Involved in a Career Choice**

**Adapted from:** Sampson, J. P., Jr., Peterson, G. W., Lenz, J. G., & Reardon, R. C. (1992). A cognitive approach to career services: Translating concepts into practice. *Career Development Quarterly*, 41, 67-74.

## Knowing About Myself

- My values  
Example: security
- My interests  
Example: working with people
- My skills  
Example: using a computer program to plan a budget
- Employment preferences  
Example: working indoors

## Knowing About My Options

Understanding specific occupational or educational training or employment.

### Examples:

- What are typical work tasks for a real estate appraiser?
- How much math is required for a major in Finance?
- What is the average starting salary for a retail salesperson?
- What type of training is required to be a physical therapist?

Understanding how *occupations* and *programs of study* are organized.

### Examples:

|              |               |
|--------------|---------------|
| Realistic    | Investigative |
| Artistic     | Social        |
| Enterprising | Conventional  |

Understanding how *job settings* are organized.

### Examples:

|                   |                    |
|-------------------|--------------------|
| Business/Industry | Government         |
| Education         | Non-Profit         |
| Professions       | Private Enterprise |

## Knowing How I Make Decisions

How do I usually make important decisions ?

## Thinking About My Decision Making

### Self-Talk

Example: "I'll never be able to make a good career choice."

### Self-Awareness

Example: "I'm getting very scared about this."

### Monitoring and Control

Example: "I can't really predict the future and imagining failure is not going to help me find a good job."

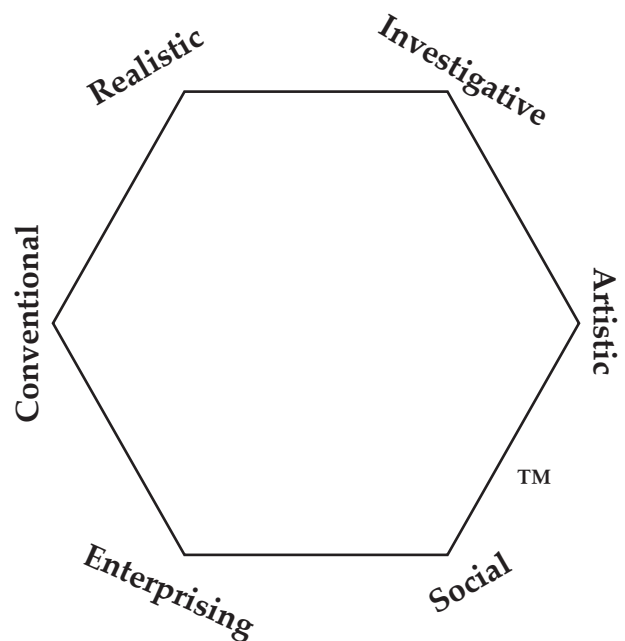


Figure 2: Hollands' Hexagon

**Adapted from:** Sampson, J. P., Jr., Peterson, G. W., Lenz, J. G., & Reardon, R. C. (1992). A cognitive approach to career services: Translating concepts into practice. *Career Development Quarterly*, 41, 67-74.

# A Guide to Good Decision Making

A cycle can be used to show steps in making a career choice (see figure 2).

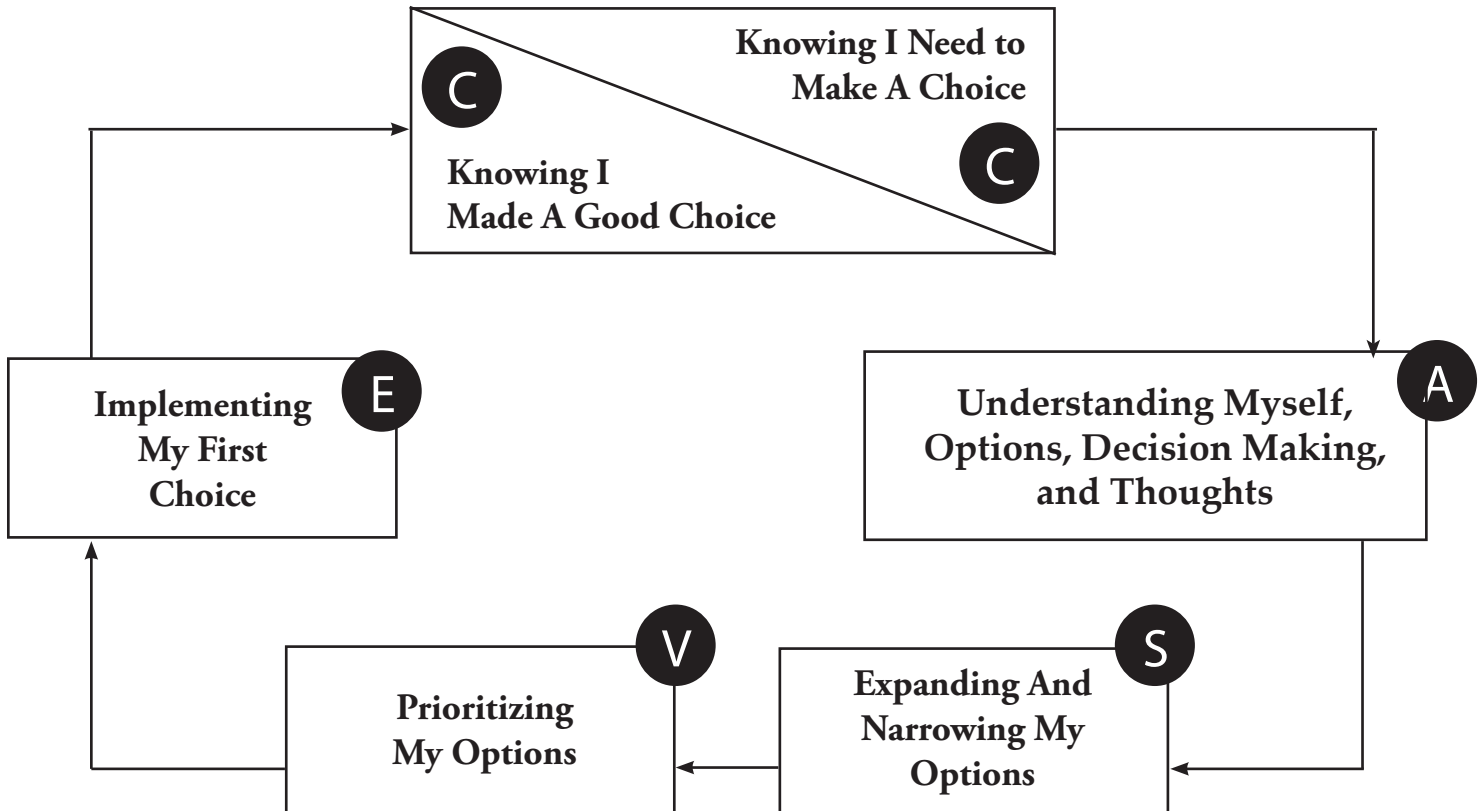


Figure 2: A Guide to Good Decision Making

## The CASVE Cycle

Communication, Analysis, Synthesis, Valuing, Execution

Adapted from: *The Career Development Quarterly*, 41, 1992, p. 70, copyrighted NCDA. Reprinted with permission of the National Career Development Association. Used with permission.

## Knowing I Need to Make a Choice

- **Events-Things that happen to me:** “I need to choose a program of study by next semester.”
- **Comments from my friends and relatives:** “My roommate said that I’ll have problems if I don’t make a decision soon.”
- **The way I feel:** “I’m scared about committing to a choice.”
- **Procrastinating:** “I’ll get started next week.”
- **Physical problems:** “I’m so upset about this, I can’t eat.”

## Understanding Myself, Options, Decision Making, and Thoughts

**Understanding myself:** My values, interests, and skills

**Understanding specific occupational or educational training or employment.**

Understanding specific occupations or programs of study.

Understanding how occupations are organized.

**Understanding how I make important decisions.**

**Understanding how I think about my decisions.**

Self-talk

Self-awareness

Monitoring and control

## Expanding and Narrowing My List of Occupations, Programs of Study, or Jobs

**Identify** occupations or programs of study that fit my values, interests, and skills.

**Pick** the 3 to 5 best occupations or programs of study using what I learned from “Understanding Myself and My Options.”

## Prioritizing My Options

**Costs and benefits** of each occupation, program of study, or job to **myself, my family, my cultural background, my community, or society.**

1. Rank occupations or programs of study.
2. Make a choice.
3. Make back-up choice(s) in case I have a problem with my first choice.

## Implementing My First Choice

**Plan:** Make a plan for getting an education or training.

**Try Out:** Get work experience (full-time, part-time, volunteer) and take courses or get training to test my choice.

**Apply:** Apply for and get a job.

## Knowing I Made a Good Decision

Have events changed?

How did my friends and relatives react to my choice?

How do I feel now?

Am I avoiding doing what needs to be done?



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