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
Self-Knowledge

Values
Values

**Definition:**

Something that is important or desirable to you
Class Question:

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

Why?
Research says…..

The clearer our values, the easier the career-planning process!
SIGI\textsuperscript{3} Career Values*

- Contribution to society
- High income
- Independence
- Leadership

- Leisure
- Prestige
- Security
- Variety

*Used by permission of Valpar International Corporation
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

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)
• O*NET® Interest Profiler
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. Problem solving
2. Interpersonal communication
3. Teamwork
Identifying Skills

SAT, MAT, ACT, LSAT, & MCAT

What Color is Your Parachute?
(Bolles, 2018)

FSU Online Career Portfolio
www.portfolio.fsu.edu
FSU Portfolio Skills

- Career/life management
- Communication
- Creativity
- Critical thinking
- Global/intercultural fluency
- Leadership

- Professionalism/work ethic
- Research/project development
- Social responsibility
- Teamwork
- Technical/scientific
Transferable Skills

Interpersonal skills are important to prospective employers including:

• Communication
  • Adaptability
  • Problem solving
  • 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