CAREER TOOLS TO HELP STUDENTS FIND DIRECTION, INSPIRATION, & MOTIVATION

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OUR STUDENTS

- May feel lost about their future, directionless, unmotivated, or searching for the right path
- May be pursuing a field that does not interest them
- Often lack a long-term career goal

- Students need to give more attention to their own interests and personality to pick a field that suits them best!
SELF-EXPLORATION

- Help students move past these feelings
  - Walk through some simple, unthreatening, self-exploration tools
  - Identify career categories where students might find satisfaction and success

- Research shows that the better a job (or major!) appeals to a worker’s interests, the higher satisfaction, success, and longevity the worker has in that job.

- Personal experience at UNM-LA
  - “Business or engineering”
  - Brady
  - Lydia
FOR YOU TODAY

- Tangible and technology-based tools to start this exploration process with students
- Resources & referrals for students to take the next steps
- Related majors/career clusters, if students are currently pursuing a field that doesn’t match their skills

- What are your priorities?
- What needs are you seeing?
- What do you feel is your least-confident area?
SELF-EXPLORATION TOOLS

- Informal Assessments
  - Surveys
  - Interviews
  - Card sorts
  - Guided imagery

- Formal Assessments
  - Strong Interest Inventory
  - Myers-Briggs Type Indicator
  - Many others
KNOW THYSELF

- Interests
- Preferences
- Abilities & Skills
- Values
- Personality
Holland Codes (John Holland, psychologist)

- **Realistic** – Work with hands; produce tangible results, be outdoors
- **Investigative** – Generate ideas, theorize, experiment, evaluate data
- **Artistic** – Express creativity, esp. from oneself; do their own thing
- **Social** – Work with others, teach, heal, help, serve
- **Enterprising** – Take action, persuade, lead, take risks
- **Conventional** – Follow procedures, organize data, focus on details
TOOLS FOR INTERESTS

- Career Construction Interview (Savickas)
- O*Net occupational database: www.onetonline.org
- Occupational Interests Card Sort (Knowdell)
- RIASEC Color Cards (Willerton, draft)
Career Construction Interview  (Savickas)

- A) How can I be useful to you?
- 2) What are your favorite TV shows, magazines, websites, etc.? What do you like about them? How do you use them?
- 1) Whom did you admire growing up (real or fictional)? What do you like about them?
- 4) What is your favorite saying or motto right now?
TOOLS FOR INTERESTS

- O*Net occupational database: www.onetonline.org
- O*Net Interest Profiler: www.MyNextMove.org
- Keyword search
- Advanced Search → Interests
- Available in Spanish
TOOLS FOR INTERESTS

- Occupational Interests Card Sort (Knowdell)
  - Sort a deck of occupation titles
  - “Who would you choose to talk to?”
  - Includes possibilities students may not have considered
  - Reveals clusters, themes, and patterns of Holland Codes
TOOLS FOR INTERESTS

- RIASEC Color Cards (Willerton, draft)
- Word cloud: Identify which traits & activities sound most like you
- List of common job tasks: if they sound interesting or consistent with you, look at some occupations in that Holland Code.
TOOLS FOR PREFERENCES

- Guided imagery
  - Miracle question: “If you could do anything...”
  - A day in your dream job...
TOOLS FOR ABILITIES & SKILLS

- Motivational Interests Card Sort (Knowdell)
- Transferrable Skills Card Sort (Willerton, draft)
- NM Workforce Connection: www.jobs.state.nm.us
- CareerOneStop: www.careeronestop.org
**TOOLS FOR ABILITIES & SKILLS**

- **Motivational Skills Card Sort** (Knowdell)
  - Sort common tasks by your enjoyment of the tasks and your skill level.
  - Identify your skills that are
    - Motivator skills (good at these and enjoy doing them)
    - Burnout (good at but don’t enjoy)
    - Areas for further development (not as skilled but enjoy them)
TOOLS FOR ABILITIES & SKILLS

- Transferrable Skills Card Sort (Willerton, draft)
  - Sort a deck of tasks that demonstrate transferrable skills, based on how frequently you have performed them
  - Identify your strongest skills
  - Use wording for resumes, interviews, etc.
  - Can highlight self-identified strengths
TOOLS FOR ABILITIES & SKILLS

- NM Workforce Connection: [www.jobs.state.nm.us](http://www.jobs.state.nm.us)
- NM Dept. of Workforce Solutions
- Create a personal account
- Take informal assessments for job-, personal, and technology skills (as well as work values and interests)
- Build multiple resumes
- Research occupations & labor market
- Search for & apply to jobs
TOOLS FOR ABILITIES & SKILLS

- CareerOneStop: [www.careeronestop.org](http://www.careeronestop.org)
- US Dept. of Labor
- Explore career salaries, descriptions & skills
- Take assessments
- Find training facilities
- Search for jobs
- Available in Spanish
- GetMyFuture – user-friendly resources
**TOOLS FOR VALUES**

- **Career Values Card Sort** *(Knowdell)*
  - Sort a deck of factors that may be in your work environment (i.e., recognition, upward mobility, investment in people, flexibility, etc.)
  - Identify which are most important to you
  - Invaluable for job satisfaction:
    - can identify what you consider a reward; what makes your effort worthwhile
TOOLS FOR PERSONALITY

- Myers-Briggs Type Indicator – MBTI (CPP)
  - Introvert (I) – Extrovert (E): Receive energy
  - Sensing (S) – Intuition (N): Process information
  - Thinking (T) – Feeling (F): Make decisions
  - Judging (J) – Perceiving (P): Approach outside world
- Personality Lingo cards (PersonalityLingo.com)
WHEN 15 MINUTES IS NOT ENOUGH...

- This is a process. It takes time and research from the student.
- Refer them to UNM Career Services! career.unm.edu
  - Strong Interest Inventory – SII (CPP)
  - MBTI – as a single assessment or in combination with SII
  - Individual consultation using all these tools and more
  - Job-search references (resume, cover letter, interviewing, etc.)
  - References / connections to employers
  - Job and Internship fairs
  - Training for you: GCDF!
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- www.vocopher.com/
- www.onetonline.org
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  www.cpp.com/en-US/Products-and-Services/Myers-Briggs
- www.PersonalityLingo.com