

# WHAT TO LOOK FOR IN A CAREER

*Your Life*  
*Your Choice*  
*Your Success*



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# Outline

- Is a job a career ?
- Know yourself
- Know your interests
- Pinpoint careers that inspire you to action
- Select a particular job within that career
- Train for that job
- Do that job well
- Become an in-demand professional
- Summary

# Important to Differentiate

- **“JOB” not the same as “CAREER”**
- **YOUR CALLING** - The purpose which God wants you to fulfill & empowers you to achieve.
- **YOUR CAREER** - The path you are currently pursuing as you seek to achieve your purpose.
- **YOUR JOB** - The current activity as you follow your path, the means by which you achieve milestones along that path.

# How They Add Up In Life

- **Calling / Career / Job**
  - *unique to each individual*
  - *driven by passion for answering one's calling*
- **One basic calling**
- **More than one, but few, careers**
- **Multiple jobs, not necessarily contiguous**



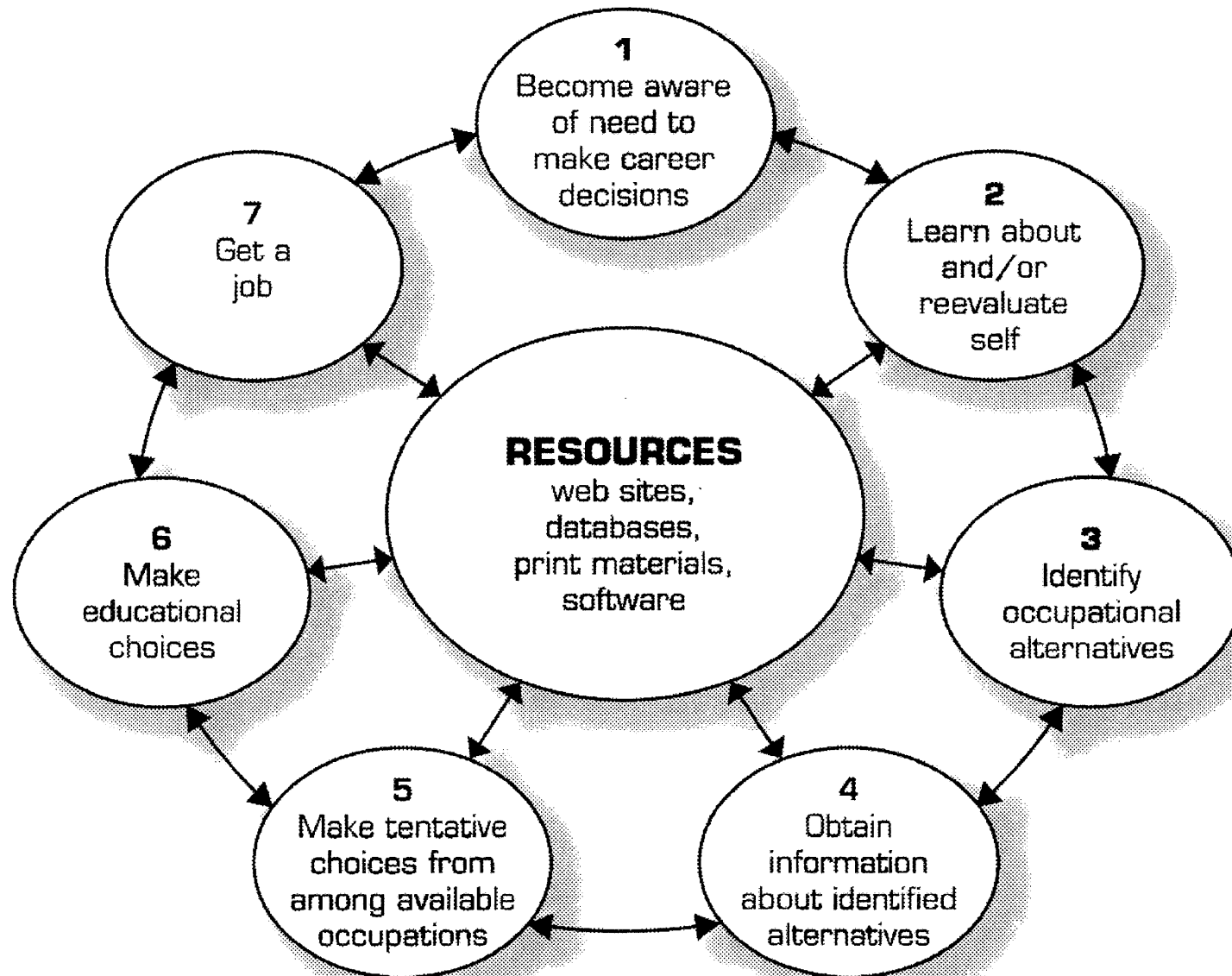
# What to Look For in a Career ?

- Your career should provide a path that you can follow as you fulfill your calling.
- It should lead to jobs that help you achieve milestones and that provide sustenance.
- A good career leads to personal growth and always-improving effectiveness.
- Such a career does not absorb the results of your performance ethic to no affect.
- Your God-guided conscience should be quiet and satisfied as you follow this path.

# How to Find Such a Career ?

- **First step, as in all things, stay close to God**
  - *give yourself freely to him*
  - *communicate daily in prayer*
  - *read his words; listen to & live by his teachings*
  - *trust him to guide your life*
- **Then move forward to learn about yourself**
- **There are many approaches to this**
- **We discuss a way to organize your thoughts**
- **We show one formal assessment you can do**
- **These are an aid to understanding the unique creation that is you**

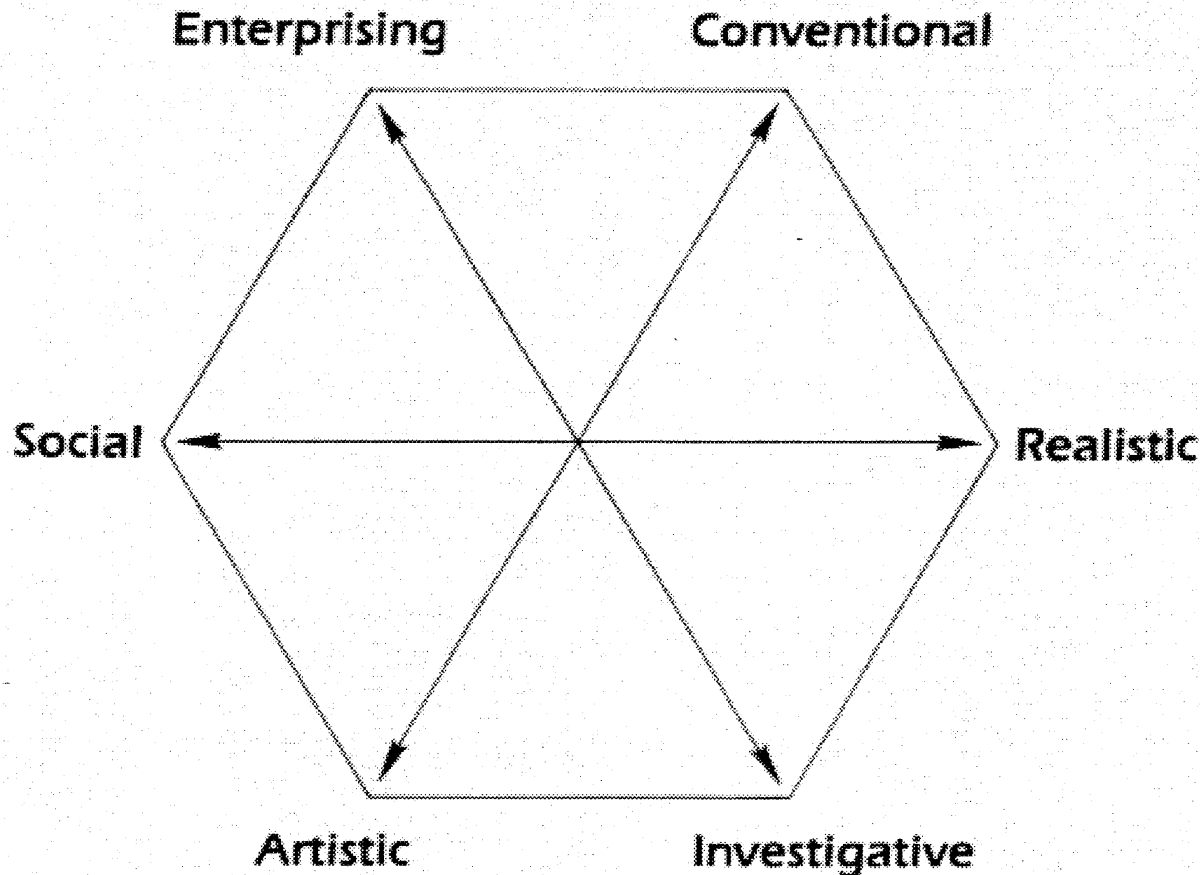
# Career Planning Process



Source: Harris-Bowlsbey, J., Riley-Dikel, M. Sampson, J. (2002). "The Internet: A tool for career planning, 2<sup>nd</sup> edition, Tulsa: OK, National Career Development Association

# John Holland – Practical Advice

## Six Basic Personality Types





# R: Realistic

- Likes to work with tools, objects, machines, animals
- Develops manual, mechanical, agricultural, and/or electrical skills
- Prefers occupations that involve building or repairing things
- Tends to be down to earth and practical

# I: Investigative

- Likes activities involving biological and physical sciences
- Develops math and science ability
- Prefers occupations in scientific and medical fields
- Tends to be curious, studious, independent

# A: Artistic

- Likes creative activities free from routine
- Develops skills in language, art, music, drama
- Prefers occupations using creative talents
- Tends to be creative and free thinking

# **S: Social**

- **Likes activities that involve informing, teaching, and helping others**
- **Develops ability to work with people**
- **Prefers jobs such as teaching, nursing, counseling**
- **Tends to be helpful and friendly**

# **E: Enterprising**

- **Likes activities that permit leading or influencing other people**
- **Develops leadership ability, persuasiveness, and other important people skills**
- **Prefers occupations involving sales or management of people or things**
- **Tends to be ambitious, outgoing, energetic, self-confident**

# C: Conventional

- Likes activities that permit organization of information in a clear and orderly way
- Develops organizational, clerical, arithmetical skills
- Prefers occupations involving record keeping, computation, typing or computer operation

# What Types Describe You ?

- What job are you doing?
- What subjects are you studying?
- What activities draw you?
- What characteristics are important to those jobs/subjects/activities?
- What personality types contain those characteristics?
- This self-examination is an important first step in career selection.
- Understand yourself as a unique person.

# Combination of Two or More Types

- **Fully Consistent**
  - *first two types next to each other on diagram*
- **Moderately Consistent**
  - *first two types within one point of each other*
- **Inconsistent**
  - *first two types across from each other*
- **Seek career that is in line with your type**
- **“Inconsistency” really means “not usually found in the same person”**
  - *implies unusual background and experiences*



# How to Identify Your Types

- Simple and marginally-accurate approach
- Put a value next to each characteristic
  - *description of each type (RIASEC)*
  - *scores under each type must be different*
    - *important to differentiate*
- Sum the characteristic values for each type
- Sort the types by their value summation
  - *high to low*
- Top three makes your type triplet (Ex: RES)
- Find your triplet on the next two tables

# Personality Types vs. Regions

Type R		Type I		Type A	
Code	Region	Code	Region	Code	Region
RIA	8	IAS	10	ASE	12
RIS	7	IAE	9	ASC	11
RIE	7	IAC	9	ASR	11
RIC	7	IAR	9	ASI	11
RAS	8	ISE	10	AEC	12
RAE	7	ISC	9	AER	11
RAC	7	ISR	9	AEI	11
RAI	8	ISA	10	AES	12
RSE	6	IEC	8	ACR	10
RSC	6	IER	8	ACI	10
RSI	7	IEA	9	ACS	11
RSA	7	IES	9	ACE	11
REC	5	ICR	7	ARI	9
REI	6	ICA	8	ARS	10
REA	6	ICS	8	ARE	10
RES	5	ICE	7	ARC	9
RCI	6	IRA	8	AIS	10
RCA	6	IRS	8	AIE	10
RCS	6	IRE	8	AIC	10
RCE	5	IRC	7	AIR	9

# Personality Types vs. Regions

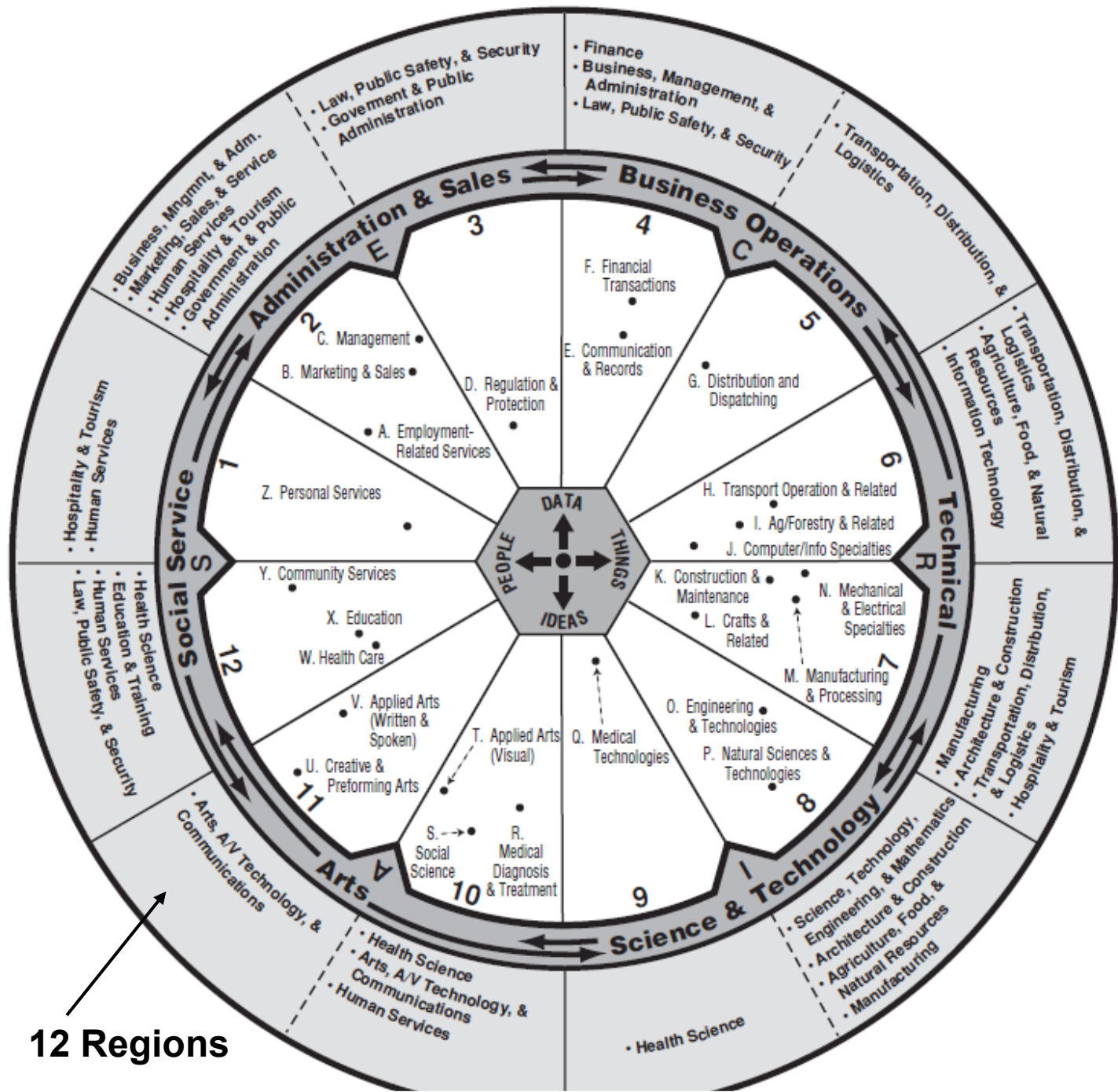
Type S		Type E		Type C	
Code	Region	Code	Region	Code	Region
SER	1	ECI	3	CRA	5
SEI	1	ECA	3	CRS	5
SEA	1	ECS	3	CRE	5
SCR	2	ERI	4	CIA	6
SCI	1	ERA	3	CIS	5
SCA	1	ERS	3	CIE	5
SCE	2	ERC	4	CIR	6
SRI	12	EIA	2	CAS	4
SRA	12	EIS	2	CAE	4
SRE	1	EIC	3	CAR	5
SRC	1	EIR	3	CAI	5
SIA	11	EAS	1	CSE	3
SIE	12	EAC	2	CSR	4
SIC	12	EAR	2	CSI	4
SIR	11	EAI	1	CSA	3
SAE	12	ESC	2	CER	4
SAC	12	ESR	2	CEI	4
SAR	12	ESI	2	CEA	4
SAI	11	ESA	1	CES	3

# RIASEC Triplet to Career Area

- The triplet corresponds to a number
- Look up your number on the career wheel
  - *next slide*
- This number points to general career areas
- Explore these areas via other sources
  - *lots of internet and printed material on careers*
  - *we will point at one good source in a moment*

# RIASEC Triplet vs. Careers

- Six Clusters
- S: Social Services
- E: Business Contacts
- C: Business Operations
- R: Technical Services
- I: Science Applications
- A: Creative Arts



12 Regions

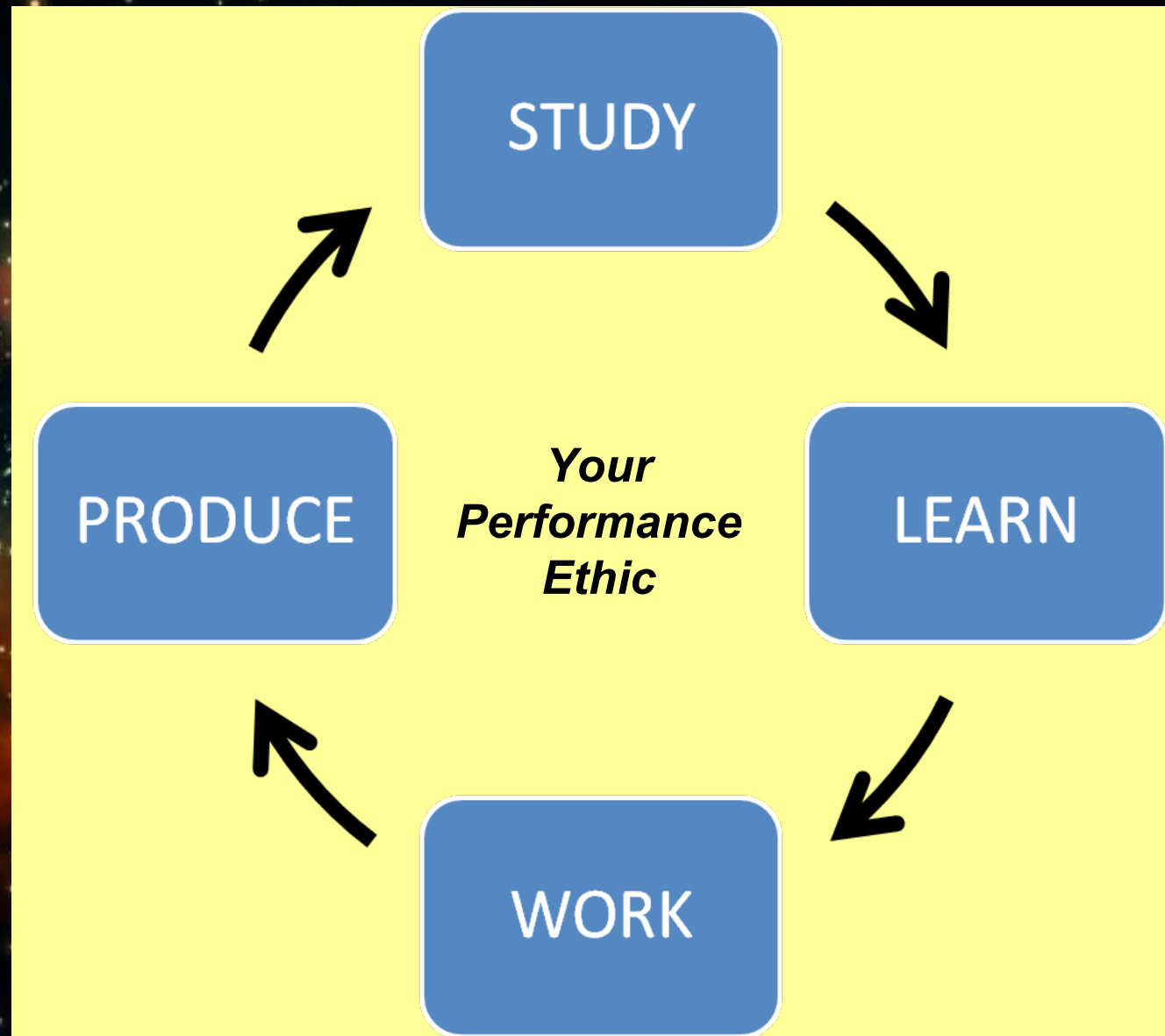
Source: Oklahoma Career Counseling Center, <http://www.okcareertech.org/cac/images/BW.pdf>

# A More Accurate Assessment

- **Readily and legally available**
- <http://jcassessment.wikispaces.com/Assessment+in+OA>
- **Can be printed out**
- **Complete and score manually**
- **Takes essentially the same steps**
  - *far more questions*
  - *must be answered in correct order*
- **Requires understanding instructions**
- **Should be guided by teacher, career counselor, or qualified mentor**

# You Make a Career Choice

- **Grab it by the horns**
- **Be persistent**
- **Be proactive**
- **Become an in-demand person**



# Where this gets You

## *Skills/Jobs Triangle*

*If you want to be in demand, acquire skills that few people have, to do essential jobs.*

Fewer jobs but even fewer people

Less jobs but balance between people and jobs

Lots of jobs but more people than jobs



# Two Sides to Every Story

## Disadvantages

- Have to know your way around to find the jobs
- Must be good at selling yourself
- Need to be independent to rise above the crowd
- Where the jobs are, you need to be
- Beware of becoming overly specialized

## Advantages

- Solid job opportunities at high pay
- Tenure is excellent
- Companies can not keep enough good people
  - *regardless of job market*

# What to Look for in a Company

- Of course benefits and pay matter
- Career success happens with companies whose vision and goals match your own
- What do I personally look for?
  - *vision from which measurable performance metrics can be derived*
  - *strong corporate desire to achieve that vision*
  - *focus applied to important activities so that vision can be achieved*
  - *funding to proceed so that time is not fragmented to the point where nothing meaningful can be accomplished*

# Presenting Yourself for that First Job

- You have little to no experience
- Why are you different from the other inexperienced?
- What have you accomplished that matters?
- Business look for that spark, that promise of success
- Talk about how well you have served
  - *Eagle Scout, Civil Air Patrol Certificate of Proficiency, Adult Black Belt, Girl Scout Gold Award, Awards from School*
  - *Club Officer, Sports Team Captain, Special School Projects*
  - *Volunteer Work -- those are examples, there are many others*
- Talk about what you have achieved
  - *articles, blogs, website, senior project, lab projects*
  - *personal initiatives, internship results, relevant part-time work*
- Avoid making big deal out of small things
  - *know the company you are applying to*
  - *what business are they in, what are their needs?*
  - *don't emphasize things one is expected to have learned already*
    - *ex: office automation tools, programming in Basic, simple computer use, ...*

# Once on the Job

## Ask Yourself:

- How can I be worth more to this company?
- What new things should I learn?
- How can I help this company achieve more in less time?
- In what ways can I help cut costs while increasing profitability and quality?
- What new systems could I implement?
- What new things/ideas/approaches could I implement that would give this company a competitive edge?

# How Do You Fit In?



*Business  
Management*



*Business  
Development*



*Business  
Administration*



*Business  
Execution*

- Each are critical to the business
- All have to work together smoothly, in synergy
- Need to explain successes and issues in terms others understand
- Else, others can not appreciate successes nor help with issues
- No understanding --> no appreciation --> no use --> no funding --> no job

# Career Paths as Varied as People

1. customer service
2. programming
3. training
4. marketing
5. supervisory
6. managerial

1. technician
2. degreed practitioner
3. research and development

1. told exactly what to do and how to do it
2. given a problem to solve
3. has to figure out what problem to solve
4. leads others in discovering and solving difficult technical issues

# Avoid Minimalism

- **Minimalism is the enemy of success**
- **One hears the litany of minimalism every day**
  - *what is the least I can do to get by*
- **Minimalists want the fruit of toil without the toil**
- **Mediocrity is the result**
- **Catering to minimalists yields lowest common denominator**
  - *they do not reach the success they are capable of*
  - *they lower the general level of their groups*
  - *they achieve no satisfaction from life, only frustration*
  - *they create a downward spiral of incompetence, failure, low self-esteem*

# Avoid Minimalism

- Don't let this cancer eat away at your character and career
- Don't just go through the motions, be passionate
  - *if you want to be passionate and successful, associate with passionate and successful people*
  - *stay away from minimalists*



# Quotes that Bear on Career Selection

- If lots of things were easy, anyone and everyone would do them. The term for this, commoditization, really means nobody makes any money doing it. It's the hard that keeps average participants away from some things, and makes the effort of the few who tackle the problem and deliver results valuable. The way to financial success is to take something hard, so much so, few other people can do it, and make it look easy.

- Don Dingee, Industrial Embedded Systems, Spring/Summer 2006, v 2, # 1, p 7

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- Find what is tough to do or what is important to your customer or company. That is how you establish a niche. If you are only chasing the easy stuff, you are very replaceable. If it is no-muss no-fuss work, anybody can do that. To have a defensible niche you have to stay close to your customer or company, and understand what is important to them. If you perform a valuable service better than anybody else then you will remain in good stead.

- Steve Gordon, The Trucker, April 1-4 2012, v 25, # 7, pp 4,12

# More Ideas to Think About

- A quote from long ago that bears well on our future vision and our path to that vision.

*The greatest danger for most of us is not that our aim is too high and we miss it, but that it is too low and we reach it.*

- Michelangelo (as quoted in Linux Journal, Jan 01, p 8)

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- Performance ethic has a lot to do with success.

*The number one rule is simple. You've got to go above and beyond your job description. If you just do your job, you don't get a raise and you don't get a bonus; you get a paycheck.*

- SmartMoney magazine from Wall Street Journal.

<http://www.smartmoney.com/mag/index.cfm?story=march2006-millionaire&pgnum=6>

# Consider Carefully

- Having domain knowledge & skills is not enough
  - *necessary but insufficient*
- In the end, it is people and their needs that matter
- If peoples needs are not satisfied, success has not been achieved
- Companies hire because they believe the person can contribute to company's bottom line (profit)
- If contribution is not there, person has no career
- Profits come to a company when customers' needs are satisfied
- Then the customer says, "We need more of that"
- This is what leads to career success

# Overall

- **Your performance ethic makes all the difference**
  - *constant cycle: study, learn, work, produce*
- **Synergy with all components of the business**
  - *business management*
  - *business development*
  - *business administration*
  - *business execution*
- **Fulfill requirements but don't just turn the crank**
  - *be proactive*
  - *not just responding to what you are told to do*
- **Career success awaits your active involvement**
  - *get out there and show what you are made of*

*Dreams come true when preparation, opportunity, decision, and action meet*