Choosing Your Major

Learning Objectives

Read to answer these key questions:

- What are the steps in choosing a major?

- What is my personality type and know how is it related to choosing a major and career?

- What is my preferred work environment?

- What are my personal strengths or multiple intelligences?

- What are my vocational interests?

- What are some careers that match my personality type, personal strengths, and interests?

- What are my values and how do they influence career decision making?

- How can I find a career with good employment opportunities and pay?

- What careers will be in demand in the future?

To assure your success in college, it is important to choose the major that is best for you. If you choose a major and career that matches your personal strengths, interests, and values, you will enjoy your studies, complete your education, and excel in your work. It was Picasso who said that you know you enjoy your work when you do not notice the time passing by. If you can become interested in your work and studies, you are on your way to developing passion and joy in your life. If you can get up each morning and enjoy the work that you do (at least on most days) you will surely have one of the keys to happiness.

Making a Career Decision

Knowing how to make a good decision about your career and important life events is very important to your future, as this short poem by J. Wooden sums up:

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There is a choice you have to make, In everything you do

And you must always keep in mind, The choice you make, makes you.[1]

Sometimes people end up in a career because they simply seized an opportunity for employment. A good job becomes available and they happen to be in the right place at the right time. Sometimes people end up in a career because it is familiar to them, because it is a job held by a member of the family or a friend in the community. Sometimes people end up in a career because of economic necessity. The job pays well and they need the money. These careers are the result of chance circumstances. Sometimes they turn out well, and sometimes they turn out miserably.

Whether you are male or female, married or single, you will spend a great deal of your life working. By doing some careful thinking and planning about your career, you can improve your chances of success and happiness. Use the following steps to do some careful decision making about your career. Although you are the person who needs to make the decision about a career, you can get help from your college career center or your college counselor or advisor.

Steps in Making a Career Decision

1. **Begin with self-assessment.**
   - What is your personality type?
   - What are your interests?
   - What are your talents, gifts, and strengths?
   - What are your values?

2. **Explore your options.**
   - What careers match your personal characteristics?

3. **Research your career options.**
   - Read the job description.
   - Investigate the career outlook.
   - What is the salary?

- What training and education is required?
- Speak with an advisor, counselor, or person involved in the career that interests you.
- Choose a career or general career area that matches your personal characteristics.

4. **Plan your education to match your career goal.**
   - Try out courses in your area of interest.
   - Start your general education if you need more time to decide on a major.
   - Try an internship or part-time job in your area of interest.

5. **Make a commitment to take action and follow through with your plan.**

6. **Evaluate.**
   - Do you like the courses you are taking?
   - Are you doing well in the courses?
   - Continue research if necessary.

7. **Refine your plan.**
   - Make your plan more specific to aim for a particular career.
   - Select the college major that is best for you.

8. **Change your plan if it is not working.**
   - Go back to the self-assessment step.

> "Find a job you like and add five days to every week".
>
> H. Jackson Browne

Choose a Major That Matches Your Gifts and Talents

The first step in choosing the major that is right for you is to understand your personality type. Psychologists have developed useful theories of personality that can help you understand how personality type relates to the choice of major and career. The personality theory used in this textbook is derived from the work of Swiss psychologist Carl Jung (1875–1961). Jung believed that we are born with a predisposition for certain personality preferences and that healthy development is based on the lifelong nurturing of inborn preferences rather than trying to change a person to become something different. Each personality type has gifts and talents that can be nurtured over a lifetime.

> "To be what we are, and to become what we are capable of becoming, is the only end of life."
>
> Robert Louis Stevenson

While assessments are not exact predictors of your future major and career, they provide useful information that will get you started on the path of career exploration and finding the college major that is best suited to you. Knowledge of your personality and the personalities of others is not only valuable in understanding yourself, but also in appreciating how others are different. This understanding of self and others will empower you to communicate and work effectively with others. Knowledge of your multiple intelligences will help you match your personal strengths with careers.

This textbook includes an online career portfolio to help in choosing your major. See the directions located on the inside front cover of your text to set up your portfolio and complete the career assessments. Complete the AchieveWORKS Personality and Multiple Intelligences assessments before you begin this chapter.

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Understanding Personality Types

Just as no two fingerprints or snowflakes are exactly alike, each person is a different and unique individual. Even with this uniqueness, however, we can make some general statements about personality. When we make generalizations, we are talking about averages. These averages can provide useful information about ourselves and other people, but it is important to remember that no individual is exactly described by the average. As you read through the following descriptions of personality types, keep in mind that we are talking about generalizations or beginning points for discussion and thoughtful analysis.

As you read through your personality description from the AchieveWORKS Personality assessment and the information in this text, **focus on your personal strengths and talents**. Building on these personal strengths has several important benefits. It increases self-esteem and self-confidence, which contribute to your success and enjoyment of life. Building on your strengths provides the energy and motivation required to put in the effort needed to accomplish any worthwhile task. The assessment also identifies some of your possible weaknesses or "blind spots." Just be aware of these blind spots so that they do not interfere with your success. Being aware of your blind spots can even be used to your advantage. For example, some personality types thrive by working with people. A career that involves much public contact is a good match for this personality type, whereas choosing a career where public contact is limited can lead to job dissatisfaction. Knowing about your personality type can help you make the right decisions to maximize your potential.

Personality type has four dimensions:

1. Extraversion or Introversion
2. Sensing or Intuition
3. Thinking or Feeling
4. Judging or Perceiving

These dimensions of personality will be defined and examined in more depth in the sections that follow.

Extraversion or Introversion

The dimension of extraversion or introversion defines how we interact with the world and how our energy flows. In the general school population, 75 percent of students are usually extraverts and 25 percent are introverts.

Extraverts (E) focus their energy on the world outside themselves. They enjoy interaction with others and get to know a lot of different people. They enjoy and are usually good at communication. They are energized by social interaction and prefer being active. These types are often described as talkative and social.

Introverts (I) focus their energy on the world inside of themselves. They enjoy spending time alone to think about the world in order to understand it. Introverts prefer more limited social contacts, choosing smaller groups or one-on-one relationships. These types are often described as quiet or reserved.

We all use the introvert and extravert modes while functioning in our daily lives. Whether a person is an extravert or an introvert is a matter of preference, like being left- or right-handed. We can use our nondominant hand, but it is not as comfortable

as using our dominant hand. We are usually more skillful in using the dominant hand. For example, introverts can learn to function well in social situations, but later may need some peace and quiet to recharge. On the other hand, social contact energizes the extravert.

One personality type is not better than the other: it is just different. Being an extravert is not better than being an introvert. Each type has unique gifts and talents that can be used in different occupations. An extravert might enjoy working in an occupation with lots of public contact, such as being a receptionist or handling public relations. An introvert might enjoy being an accountant or writer. However, as with all of the personality dimensions, a person may have traits of both types.

ACTIVITY

Introverts and Extraverts

The list below describes some qualities of introverts and extraverts. **For each pair of items**, quickly choose the phrase that describes you best and highlight or place a checkmark next to it. Remember that one type is not better than another. You may also find that you are a combination type and act like an introvert in some situations and an extravert in others. Each type has gifts and talents that can be used in choosing the best major and career for you. To get an estimate of your preference, notice which column has the most checkmarks.

Introvert (I)	Extravert (E)
_____ Energized by having quiet time alone	_____ Energized by social interaction
_____ Tend to think first and talk later	_____ Tend to talk first and think later
_____ Tend to think things through quietly	_____ Tend to think out loud
_____ Tend to respond slowly, after thinking	_____ Tend to respond quickly, before thinking
_____ Avoid being the center of attention	_____ Like to be the center of attention
_____ Difficult to get to know, private	_____ Easy to get to know, outgoing
_____ Have a few close friends	_____ Have many friends, know lots of people
_____ Prefer quiet for concentration	_____ Can read or talk with background noise
_____ Listen more than talk	_____ Talk more than listen
_____ View telephone calls as a distraction	_____ View telephone calls as a welcome break
_____ Talk to a few people at parties	_____ Talk to many different people at parties
_____ Share special occasions with one or a few people	_____ Share special occasions with large groups
_____ Prefer to study alone	_____ Prefer to study with others in a group
_____ Prefer the library to be quiet	_____ Talk with others in the library
_____ Described as quiet or reserved	_____ Described as talkative or friendly
_____ Work systematically	_____ Work through trial and error

(Continued)

Here are some qualities that describe the ideal work environment. Again, as you **read through each pair of items**, place a checkmark next to the work environment that you prefer.

Introvert (I)

_____ Work alone or with individuals

_____ Quiet for concentration

_____ Communication one-on-one

_____ Work in small groups

_____ Focus on one project until complete

_____ Work without interruption

_____ **Total** (from both charts above)

Extravert (E)

_____ Much public contact

_____ High-energy environment

_____ Present ideas to a group

_____ Work as part of a team

_____ Variety and action

_____ Talk to others

_____ **Total** (from both charts above)

Do these results agree with your AchieveWORKS Personality assessment? If your results are the same, this is a good indication that your results are useful and accurate. Are there some differences with the results obtained from your personality assessment? If your results are different, this provides an opportunity for further reflection about your personality type. Here are a couple of reasons why your results may be different.

1. You may be a combination type with varying degrees of preference for each type.

2. You may have chosen your personality type on the AchieveWORKS Personality assessment based on what you think is best rather than what you truly are. Students sometimes do this because of the myth that there are good and bad personality types. It is important to remember that each personality type has strengths and weaknesses. By identifying strengths, you can build on them by choosing the right major and career. By being aware of weaknesses, you can come up with strategies to compensate for them to be successful.

Look at the total number of checkmarks for extravert and introvert on the two above charts. Do you lean toward being an introvert or an extravert? Remember that one type is not better than the other and each has unique gifts and talents. On the chart below, place an X on the line to indicate how much you prefer introversion or extraversion. If you selected most of the introvert traits, place your X somewhere on the left side. If you selected most of the extravert traits, place your X somewhere on the right side. If you are equally introverted and extraverted, place your X in the middle.

Introvert _____|_____ Extravert

Do you generally prefer introversion or extraversion? In the box below, write **I** for introversion or **E** for extraversion. If there is a tie between **E** and **I**, write **I**.

Notice that it is possible to be a combination type. At times you might prefer to act like an introvert, and at other times you might prefer to act like an extravert. It is beneficial to be able to balance these traits. However, for combination types, it is more difficult to select specific occupations that match this type

Sensing or Intuition

The dimension of sensing or intuition describes how we take in information. In the general school population, 70 percent of students are usually sensing types and 30 percent are intuitive types.

Sensing (S) persons prefer to use the senses to take in information (what they see, hear, taste, touch, smell). They focus on "what is" and trust information that is concrete and observable. They learn through experience.

*Intuitive (N) persons rely on instincts and focus on "what could be." While we all use our five senses to perceive the world, intuitive people are interested in relationships, possibilities, meanings, and implications. They value inspiration and trust their "sixth sense" or hunches. (Intuitive is designated as **N** so it is not confused with **I** for Introvert.)*

We all use both of these modes in our daily lives, but we usually have a preference for one mode or the other. Again, there is no best preference. Each type has special skills that can be applied to the job market. For example, you would probably want your tax preparer to be a sensing type who focuses on concrete information and fills out your tax form correctly. An inventor or artist would probably be an intuitive type.

ACTIVITY

Sensing and Intuitive

Here are some qualities of sensing and intuitive persons. As you **read through each pair of items**, quickly highlight or place a checkmark next to the item that usually describes yourself.

Sensing (S)	INtuitive (N)
_____ Trust what is certain and concrete	_____ Trust inspiration and inference
_____ Prefer specific answers to questions	_____ Prefer general answers that leave room for interpretation
_____ Like new ideas if they have practical applications (if you can use them)	_____ Like new ideas for their own sake (you don't need a practical use for them)
_____ Value realism and common sense	_____ Value imagination and innovation
_____ Think about things one at a time and step by step	_____ Think about many ideas at once as they come to you

(Continued)

Sensing (S)	INtuitive (N)
_____ Like to improve and use skills learned before	_____ Like to learn new skills and get bored using the same skills
_____ More focused on the present	_____ More focused on the future
_____ Concentrate on what you are doing	_____ Wonder what is next
_____ Do something	_____ Think about doing something
_____ See tangible results	_____ Focus on possibilities
_____ If it isn't broken, don't fix it	_____ There is always a better way to do it
_____ Prefer working with facts and figures	_____ Prefer working with ideas and theories
_____ Focus on reality	_____ Use fantasy
_____ Seeing is believing	_____ Anything is possible
_____ Tend to be specific and literal (say what you mean)	_____ Tend to be general and figurative (use comparisons and analogies)
_____ See what is here and now	_____ See the big picture

Here are some qualities that describe the ideal work environment. Again, as you **read through each pair of items**, place a checkmark next to the work environment that you prefer.

Sensing (S)	INtuitive (N)
_____ Use and practice skills	_____ Learn new skills
_____ Work with known facts	_____ Explore new ideas and approaches
_____ See measurable results	_____ Work with theories
_____ Focus on practical benefits	_____ Use imagination and be original
_____ Learn through experience	_____ Freedom to follow your inspiration
_____ Pleasant environment	_____ Challenging environment
_____ Use standard procedures	_____ Invent new products and procedures
_____ Work step-by-step	_____ Work in bursts of energy
_____ Do accurate work	_____ Find creative solutions
_____ **Total** (from both charts above)	_____ **Total** (from both charts above)

Look at the two charts above and see whether you tend to be more sensing or intuitive. One preference is not better than another: it is just different. On the chart below, place an X on the line to indicate your preference for sensing or intuitive. Again, notice that it is possible to be a combination type with both sensing and intuitive preferences.

Sensing _____|_____Intuitive

Do you generally prefer sensing or intuition? In the box below, write **S** for sensing or **N** for intuitive. If there is a tie between **S** and **N**, write **N**.

Thinking or Feeling

The dimension of thinking or feeling defines how we prefer to make decisions. In the general school population, 60 percent of males are thinking types and 40 percent are feeling types. For females, 60 percent are feeling types and 40 percent are thinking types.

Thinking (T) individuals make decisions based on logic. They are objective and analytical. They look at all the evidence and reach an impersonal conclusion. They are concerned with what they think is right.

Feeling (F) individuals make decisions based on what is important to them and matches their personal values. They are concerned about what they feel is right.

We all use logic and have feelings and emotions that play a part in decision making. However, the thinking person prefers to make decisions based on logic, and the feeling person prefers to make decisions according to what is important to self and others. This is one category in which men and women often differ. Most women are feeling types, and most men are logical types. When men and women are arguing, you might hear the following:

Man: "I think that . . ."

Woman: "I feel that . . ."

By understanding these differences, it is possible to improve communication and understanding. Be careful with generalizations, since 40 percent of men and women would not fit this pattern.

When thinking about careers, a thinking type would make a good judge or computer programmer. A feeling type would probably make a good social worker or kindergarten teacher.

ACTIVITY

Thinking and Feeling

The following chart shows some qualities of thinking and feeling types. As you **read through each pair of items**, quickly highlight or place a checkmark next to the items that usually describe yourself.

Thinking (T)

_____ Apply impersonal analysis to problems

_____ Value logic and justice

_____ Fairness is important

_____ Truth is more important than tact

_____ Motivated by achievement and accomplishment

Feeling (F)

_____ Consider the effect on others

_____ Value empathy and harmony

_____ There are exceptions to every rule

_____ Tact is more important than truth

_____ Motivated by being appreciated by others

(Continued)

Thinking (T)	Feeling (F)
_____ Feelings are valid if they are logical	_____ Feelings are valid whether they make sense or not
_____ Good decisions are logical	_____ Good decisions take others' feelings into account
_____ Described as cool, calm, and objective	_____ Described as caring and emotional
_____ Love can be analyzed	_____ Love cannot be analyzed
_____ Firm-minded	_____ Gentle-hearted
_____ More important to be right	_____ More important to be liked
_____ Remember numbers and figures	_____ Remember faces and names
_____ Prefer clarity	_____ Prefer harmony
_____ Find flaws and critique	_____ Look for the good and compliment
_____ Prefer firmness	_____ Prefer persuasion

Here are some qualities that describe the ideal work environment. As you **read through each pair of items**, place a checkmark next to the items that usually describe the work environment that you prefer.

Thinking (T)	Feeling (F)
_____ Maintain business environment	_____ Maintain close personal relationships
_____ Work with people I respect	_____ Work in a friendly, relaxed environment
_____ Be treated fairly	_____ Be able to express personal values
_____ Fair evaluations	_____ Appreciation for good work
_____ Solve problems	_____ Make a personal contribution
_____ Challenging work	_____ Harmonious work situation
_____ Use logic and analysis	_____ Help others
_____ **Total** (from both charts above)	_____ **Total** (from both charts above)

While we all use thinking and feeling, what is your preferred type? Look at the charts above and notice whether you are more the thinking or feeling type. One is not better than the other. On the chart below, place an X on the line to indicate how much you prefer thinking or feeling.

Thinking _____|_____ Feeling

Do you generally prefer thinking or feeling? In the box below, write **T** for thinking or **F** for feeling. If there is a tie between **T** and **F**, write **F**.

Journal Entry #3

Look at the results from the AchieveWORKS Personality assessment and your own self-assessment above. Are you a thinking, feeling, or combination type? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

Judging or Perceiving

The dimension of judging or perceiving refers to how we deal with the external world. In other words, do we prefer the world to be structured or unstructured? In the general school population, the percentage of each of these types is approximately equal.

Judging (J) *types like to live in a structured, orderly, and planned way. They are happy when their lives are structured and matters are settled. They like to have control over their lives.* **Judging does not mean to judge others.** *Think of this type as being orderly and organized.*

Perceptive (P) *types like to live in a spontaneous and flexible way. They are happy when their lives are open to possibilities. They try to understand life rather than control it.* **Think of this type as spontaneous and flexible.**

Since these types have very opposite ways of looking at the world, there is a great deal of potential for conflict between them unless there is an appreciation for the gifts and talents of both. In any situation, we can benefit from people who represent these very different points of view. For example, in a business situation, the judging type would be good at managing the money, while the perceptive type would be good at helping the business to adapt to a changing marketplace. It is good to be open to all the possibilities and to be flexible, as well as to have some structure and organization.

ACTIVITY

Judging and Perceptive

As you **read through each pair of items**, quickly highlight or place a checkmark next to the items that generally describe yourself.

Judging (J)	Perceptive (P)
_____ Happy when the decisions are made and finished	_____ Happy when the options are left open; something better may come along
_____ Work first, play later	_____ Play first, do the work later
_____ It is important to be on time	_____ Time is relative
_____ Time flies	_____ Time is elastic
_____ Feel comfortable with routine	_____ Dislike routine
_____ Generally keep things in order	_____ Prefer creative disorder
_____ Set goals and work toward them	_____ Change goals as new opportunities arise
_____ Emphasize completing the task	_____ Emphasize how the task is done
_____ Like to finish projects	_____ Like to start projects
_____ Meet deadlines	_____ What deadline?
_____ Like to know what I am getting into	_____ Like new possibilities and situations
_____ Relax when things are organized	_____ Relax when necessary
_____ Follow a routine	_____ Explore the unknown
_____ Focused	_____ Easily distracted
_____ Work steadily	_____ Work in spurts of energy

(Continued)

Here are some qualities that describe the ideal work environment. Again, as you **read through each pair of items**, place a checkmark next to the work environment that you prefer.
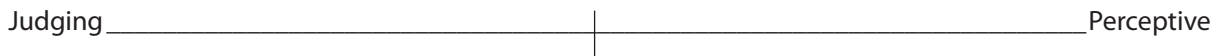
Judging (J)

_____ Follow a schedule

_____ Clear directions

_____ Organized work

_____ Logical order

_____ Control my job

_____ Stability and security

_____ Work on one project until done

_____ Steady work

_____ Satisfying work

_____ Like having high responsibility

_____ Accomplish goals on time

_____ Clear and concrete assignments

_____ **Total** (from both charts above)

Perceptive (P)

_____ Be spontaneous

_____ Minimal rules and structure

_____ Flexibility

_____ Many changes

_____ Respond to emergencies

_____ Take risks and be adventurous

_____ Juggle many projects

_____ Variety and action

_____ Fun and excitement

_____ Like having interesting work

_____ Work at my own pace

_____ Minimal supervision

_____ **Total** (from both charts above)

Look at the charts above and notice whether you are more the judging type (orderly and organized) or the perceptive type (spontaneous and flexible). We need the qualities of both types to be successful and deal with the rapid changes in today's world. On the chart below, place an X on the line to indicate how much you prefer judging or perceiving.

Judging _____|_____Perceptive

Do you generally have judging or perceptive traits? In the box below, write **J** for judging or **P** for perceptive. If there is a tie between **J** and **P**, write **P**.

Journal Entry #4

Look at the results from the AchieveWORKS Personality assessment and your own self-assessment above. Are you a judging, perceptive, or combination type? Can you give examples of how it affects your social life, school, or work? Write a paragraph about this preference.

"Knowing thyself is the height of wisdom."
Socrates

Summarize Your Results

Look at your results above and summarize them on this composite chart. Notice that we are all unique, according to where the Xs fall on the scale.

Extravert (E) _____|_____ Introvert (I)

Sensing (S) _____|_____ Intuitive (N)

Thinking (T) _____|_____ Feeling (F)

Judging (J) _____|_____ Perceptive (P)

Write the letters representing each of your preferences.

The above letters represent your estimated personality type based on your understanding and knowledge of self. It is a good idea to confirm that this type is correct for you by completing the online AchieveWorks Personality assessment.

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Personality Types

Test what you have learned by selecting the correct answer to the following questions.

1. A person who is energized by social interaction is a/an:
   a. introvert
   b. extravert
   c. feeling type

2. A person who is quiet and reserved is a/an:
   a. introvert
   b. extravert
   c. perceptive type

3. A person who relies on experience and trusts information that is concrete and observable is a/an:
   a. judging type
   b. sensing type
   c. perceptive type

4. A person who focuses on "what could be" is a/an:
   a. perceptive type
   b. thinking type
   c. intuitive type

5. A person who makes decisions based on logic is a/an:
   a. thinker
   b. perceiver
   c. sensor

6. A person who makes decisions based on personal values is a/an:
   a. feeling type
   b. thinking type
   c. judging type

7. The perceptive type:
   a. has extrasensory perception
   b. likes to live life in a spontaneous and flexible way
   c. always considers feelings before making a decision

8. The judging type likes to:
   a. judge others
   b. use logic
   c. live in a structured and orderly way

9. Personality assessments are an exact predictor of your best major and career.
   a. true
   b. false

10. Some personality types are better than others.
    a. true
    b. false

How did you do on the quiz? Check your answers: 1. b, 2. a, 3. b, 4. c, 5. a, 6. a, 7. b, 8. c, 9. b, 10. b

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"Choose a job you love, and you will never have to work a day in your life."
Confucius

Personality and Career Choice

While it is not possible to predict exactly your career and college major by knowing your personality type, it can help provide opportunities for exploration. The AchieveWORKS Personality assessment links your personality type with suggested matching careers in the O*Net career database continually updated by the U.S. Department of Labor. You can find additional information at the College Success 1 website: http://www.collegesuccess1.com/careers.html. This page includes a description of each type, general occupations to consider, specific job titles, and suggested college majors.

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Personality and Preferred Work Environment

Knowing your personality type will help you to understand your preferred work environment and provide some insights into selecting the major and career that you would enjoy. Selecting the work environment that matches your personal preferences helps you to be energized on the job and to minimize stress. Understanding other types will help you to work effectively with co-workers. As you read this section, think about your ideal work environment and how others are different.

Extraverts are career generalists who use their skills in a variety of ways. They like variety and action in a work environment that provides the opportunity for social interaction. Extraverts communicate well and meet people easily. They like to talk while working and are interested in other people and what they are doing. They enjoy variety on the job and like to perform their work in different settings. They learn new tasks by talking with others and trying out new ideas. Extraverts are energized by working as part of a team, leading others in achieving goals, and having opportunities to communicate with others.

Introverts are career specialists who develop in-depth skills. The introvert likes quiet for concentration and likes to focus on a work task until it is completed. They need time to think before taking action. This type often chooses to work alone or with one other person and prefers written communication such as emails to oral communication or presentations. They learn new tasks by reading and reflecting and using mental practice. Introverts are energized when they can work in a quiet environment with few interruptions. They are stressed when they have to work in a noisy environment and do not have time alone to concentrate on a project.

The **sensing** type is realistic and practical and likes to develop standard ways of doing the job and following a routine. They are observant and interested in facts and finding the truth. They keep accurate track of details, make lists, and are good at doing precise work. This type learns from personal experience and the experience of others. They use their experience to move up the job ladder. Sensing types are energized when they are doing practical work with tangible outcomes where they are required to organize facts and details, use common sense, and focus on one project at a time. They are stressed when they have to deal with frequent or unexpected change.

The **intuitive** type likes to work on challenging and complex problems where they can follow their inspirations to find creative solutions. They like change and finding new ways of doing work. This type focuses on the whole picture rather than the details. The intuitive type is an initiator, promoter, and inventor of ideas. They enjoy learning a new skill more than using it. They often change careers to follow their creative inspirations. Intuitive types are energized by working in an environment where they can use creative insight, imagination, originality, and individual initiative. They are stressed when they have to deal with too many details or have little opportunity for creativity.

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The **thinking** type likes to use logical analysis in making decisions. They are objective and rational and treat others fairly. They want logical reasons before accepting any new ideas. They follow policy and are often firm-minded and critical, especially when dealing with illogic in others. They easily learn facts, theories, and principles. They are interested in careers with money, prestige, or influence. Thinking types are energized when they are respected for their expertise and recognized for a job well done. They enjoy working with others who are competent and efficient. They become stressed when they work with people they consider to be illogical, unfair, incompetent, or overly emotional.

The **feeling** type likes harmony and the support of co-workers. They are personal, enjoy warm relationships, and relate well to most people. Feeling types know their personal values and apply them consistently. They enjoy doing work that provides a service to people and often do work that requires them to understand and analyze their own emotions and those of others. They prefer a friendly work environment and like to learn with others. They enjoy careers in which they can make a contribution to humanity. Feeling types are energized by working in a friendly, congenial, and supportive work environment. They are stressed when there is conflict in the work environment, especially when working with controlling or demanding people.

The **judging** type likes a work environment that is structured, settled, and organized. They prefer work assignments that are clear and definite. The judging type makes lists and plans to get the job done on time. They make quick decisions and like to have the work finished. They are good at doing purposeful and exacting work. They prefer to learn only the essentials that are necessary to do the job. This type carefully plans their career path. Judging types are energized by working in a predictable and orderly environment with clear responsibilities and deadlines. They become stressed when the work environment becomes disorganized or unpredictable.

The **perceptive** type likes to be spontaneous and go with the flow. They are comfortable in handling the unplanned or unexpected in the work environment. They prefer to be flexible in their work and feel restricted by structures and schedules. They are good at handling work which requires change and adaptation. They are tolerant and have a "live and let live" attitude toward others. Decisions are often postponed because this type wants to know all there is to know and explore all the options before making a decision. This type is often a career changer who takes advantage of new job openings and opportunities for change. Perceptive types are energized when the work environment is flexible and they can relax and control their own time. They are stressed when they have to meet deadlines or work under excessive rules and regulations.

Exploring Your Personal Strengths

Another way to explore your personal strengths is by understanding your multiple intelligences. **Multiple intelligences are defined as the human ability to solve problems or design or compose something valued in at least one culture**. A key idea in this theory is that most people can develop all of their intelligences and become relatively competent in each area. Another key idea is that these intelligences work together in complex ways to make us unique. Take the AchieveWORKS Intelligences assessment which is included in your online portfolio to see how your personal strengths can be connected to careers. Below is a summary of multiple intelligences. As you read through this list, think about your results on the AchieveWORKS Intelligences assessment. Think about your strong areas as well as areas that may need improvement to accomplish your goals.

- **Musical intelligence** involves hearing and remembering musical patterns and manipulating patterns in music. Related careers include musician, performer, composer, and music critic.

"True greatness is starting where you are, using what you have, and doing what you can."

Arthur Ashe

- **Interpersonal intelligence** is defined as understanding people. Related careers involve working with people and helping them, as in education or health care.
- **Logical-mathematical intelligence** involves understanding abstract principles and manipulating numbers, quantities, and operations. Related careers include mathematician, tax accountant, scientist, and computer programmer.
- **Spatial intelligence** involves the ability to manipulate objects in space. For example, a baseball player uses spatial intelligence to hit a ball. Related occupations include pilot, painter, sculptor, architect, inventor, and surgeon. This intelligence is often used in athletics, the arts, and the sciences.
- **Bodily-kinesthetic intelligence** is defined as being able to use your body to solve problems. People with this intelligence make or invent objects or perform. Related occupations include athlete, performer (dancer, actor), craftsperson, sculptor, mechanic, and surgeon.
- **Linguistic intelligence** describes people who are good with language and words. They have good reading, writing, and speaking skills. Linguistic intelligence is an asset in any occupation. Specific related careers include writing, education, and politics.
- **Intrapersonal intelligence** is the ability to understand yourself and how to best use your natural talents and abilities. Related careers include novelist, psychologist, or being self-employed.
- **Naturalist intelligence** includes people who are able to recognize, classify, and analyze plants, animals, and cultural artifacts. Related occupations include botanist, horticulturist, biologist, archeologist and environmental occupations.
- **Existential intelligence** is the capacity to ask profound questions about the meaning of life and death. This intelligence is the cornerstone of art, religion, and philosophy. Related occupations include philosopher, psychologist, and artist.

Build on Your Strengths

Consider your personal strengths when deciding on a career. People in each of the multiple intelligence areas have different strengths:

- Musical strengths include listening to music, singing, playing a musical instrument, keeping a beat, and recognizing musical patterns. People with this intelligence are "musical smart."
- Interpersonal strengths include communication skills, social skills, helping others, understanding other's feelings, and the ability to resolve conflicts. People with this intelligence are "people smart."
- Logical-mathematical strengths include math aptitude, interest in science, problem-solving skills, and logical thinking. People with this intelligence are "number/reasoning smart."
- Spatial strengths include visualization, understanding puzzles, navigation, visual arts, reading, and writing. People with this intelligence are "picture smart."
- Bodily-kinesthetic strengths include hand and eye coordination, athletics, dance, drama, cooking, sculpting, and learning by doing. People with this intelligence are "body smart."
- Linguistic strengths include good reading, writing, vocabulary, and spelling skills; good communication skills; being a good listener; having a good memory; and learning new languages easily. People with this intelligence are "word smart."
- Intrapersonal strengths include good self-awareness. They are aware of their feelings and emotions and are often independent and self-motivated to achieve. People with this intelligence are "self-smart."

- Naturalist strengths include exploring and preserving the environment and are very aware of natural surroundings. People with this intelligence are "nature smart."
- Existential strengths include reflecting on important questions about the universe, the purpose of life, and religious beliefs. People with this intelligence are "curiosity smart."

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Some Careers and Multiple Intelligences

Circle any careers that seem interesting to you		
Musical	**Interpersonal**	**Logical–Mathematical**
disc jockey	cruise director	engineer
music teacher	mediator	accountant
music retailer	human resources	computer analyst
music therapist	dental hygienist	physician
recording engineer	nurse	detective
singer	psychologist	researcher
song writer	social worker	scientist
speech pathologist	administrator	computer programmer
music librarian	marketer	database designer
choir director	religious leader	physicist
music critic	teacher	auditor
music lawyer	counselor	economist
Spatial	**Bodily-Kinesthetic**	**Linguistic**
architect	athlete	journalist
artist	carpenter	writer
film animator	craftsperson	editor
mechanic	mechanic	attorney
pilot	jeweler	curator
webmaster	computer game designer	newscaster
interior decorator	firefighter	politician
graphic artist	forest ranger	speech pathologist
sculptor	physical therapist	translator
surveyor	personal trainer	comedian
urban planner	surgeon	historian
photographer	recreation specialist	librarian
		marketing consultant

Intrapersonal	Naturalist	Existential
career counselor	park ranger	counselor
wellness counselor	dog trainer	psychologist
therapist	landscaper	psychiatrist
criminologist	meteorologist	social worker
intelligence officer	veterinarian	minister
entrepreneur	animal health technician	philosopher
psychologist	ecologist	artist
researcher	nature photographer	scientist
actor	wilderness guide	researcher
artist	anthropologist	motivational speaker
philosopher	environmental lawyer	human resources
writer	water conservationist	writer

Using Emotional Intelligence in Your Personal Life and Career

Emotional intelligence is related to interpersonal and intrapersonal intelligences. It is the ability to recognize, control, and evaluate your own emotions while realizing how they affect people around you. Emotional intelligence affects career and personal success because it is related to the ability to build good relationships, communicate, work as part of a team, concentrate, remember, make decisions, deal with stress, overcome challenges, deal with conflict, and empathize with others. Research has shown emotional intelligence can predict career success and that workers with high emotional intelligence are more likely to end up in leadership positions in which workers are happy with their jobs.

The premise of emotional intelligence is that you can be more successful if you are aware of your own emotions as well as the emotions of others. There are two aspects of emotional intelligence:

- Understanding yourself, your goals, intentions, responses, and behavior.
- Understanding others and their feelings.

Daniel Goleman has identified the five most important characteristics of emotional intelligence:[2]

1. **Self-Awareness**

   People with high emotional intelligence are aware of their emotions including strengths and weaknesses.

2. **Self-Regulation**

   This involves the ability to control emotions and impulses. Being impulsive can lead to careless decisions like attending a party the night before a final exam. Characteristics of self-regulation include comfort with change, integrity, and the ability to say no.

3. **Motivation**

   People with high emotional intelligence can defer immediate results for long-term success. For example, investing your time in education can lead to future career opportunities and income.

4. Empathy

Empathy is the ability to understand the needs and viewpoints of others around you and avoiding stereotypes. It involves good listening skills that enhance personal relationships.

5. Social Skills

People with good social skills are good team players and willing to help others to be successful.

You can enhance your personal and career success by developing your emotional intelligence. Here are some tips for developing good relationships in your personal life and on the job.

- Be empathetic when working with others by trying to put yourself in their place to understand different perspectives and points of view. Don't be quick to jump to conclusions or stereotype others.
- Think about how your actions affect others. Always treat others as you would like to be treated.
- Be open-minded and intellectually curious. Consider the opinions of others in a positive manner. Be willing to examine and change your mind-set.
- Give others credit for accomplishments in their personal life and in the workplace. When speaking about your own accomplishments, confidently state what you accomplished without trying to seek too much attention.
- Evaluate your own strengths and weaknesses. Focus on your strengths, but be aware of the weaknesses and work to improve them. The personality assessment in the previous chapter helps you to understand your personal strengths and weaknesses.
- Work on stress management by finding some stress reduction techniques that work for you. In stressful situations, it is helpful to remain calm and in control. Seek workable solutions without blaming others. Your college health services office often provides workshops on stress management. There is also additional material in this textbook on stress management.
- Take a college course to improve verbal as well as nonverbal communication. When talking with others, focus on what they are saying rather than what you are going to say next. Learn how to make "I statements" that effectively communicate your thoughts without blaming others. Become aware of nonverbal communication which adds a significant dimension to communication.
- Use humor to help you deal with challenges. Humor helps you to keep things in perspective, deal with differences, relax, and come up with creative solutions.
- Deal with conflicts in a way that builds trust. Focus on win-win solutions that allow both parties to have their needs met.
- Take responsibility for your actions. Admit when you make mistakes and work to improve the situation in the future.
- Use critical thinking to analyze the pros and cons of the situation.
- Be goal oriented and focus on the task and the steps needed to achieve your goals.
- Be optimistic. Optimism leads to greater opportunities and results in better personal relationships.
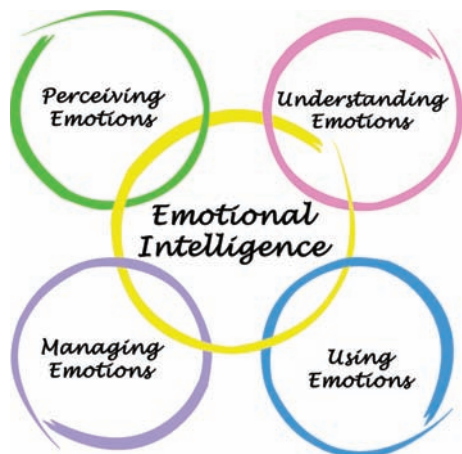
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Exploring Your Interests

Interests are simply what a person likes to do. As interests are developed, they can become a passion. Research shows that students who choose a major that matches their interests are more likely to earn high grades and finish their degrees.[3] It's is difficult to be gritty if you are not interested in what you are doing. After college, people are more satisfied with their jobs if it matches their interests. If you like your job, both your job performance and life satisfaction increase.

How do you learn about your interests? Interests are a result of many factors, including personality, family life, values, and interaction with the environment. Part of developing an interest is trying new things and sticking with them for a while to find out if they match your interests. Participating in extracurricular activities, volunteering, internships, and working part time while in college can help you to explore your interests. One barrier to discovering your interests is unrealistic expectations. Often students are expecting the perfect job, however, every job has enjoyable aspects and aspects you don't like.

Another way to explore your interests is through vocational interest assessments. By studying people who are satisfied with their careers, psychologists can help people choose careers based on their interests. The U.S. Department of Labor has developed the O*Net Interest Profiler, which helps to identify your career interests.[4] The O*Net Interest Profiler is compatible with Holland's Theory of Vocational Personality. This is one of the most widely accepted approaches to vocational choice. According to the theory, there are six vocational personality types. These six types and their accompanying definitions are presented below. As you read through each description, think about your own interests.

> "Choose a job you love, and you will never have to work a day in your life."
> Confucius

Realistic

People with **realistic** interests like work activities that include practical, hands-on problems and solutions. They enjoy dealing with plants, animals, and real-world materials like wood, tools, and machinery. They enjoy outside work. Often people with realistic interests do not like occupations that mainly involve doing paperwork or working closely with others.

Investigative

People with **investigative** interests like work activities that have to do with ideas and thinking more than with physical activity. They like to search for facts and figure out problems mentally rather than to persuade or lead people.

Artistic

People with **artistic** interests like work activities that deal with the artistic side of things, such as forms, designs, and patterns. They like self-expression in their work. They prefer settings where work can be done without following a clear set of rules.

Social

People with **social** interests like work activities that assist others and promote learning and personal development. They prefer to communicate more than to work with objects, machines, or data. They like to teach, give advice, help, or otherwise be of service to people.

Enterprising

People with **enterprising** interests like work activities that have to do with starting up and carrying out projects, especially business ventures. They like persuading and leading people and making decisions. They like taking risks for profit. These people prefer action rather than thought.

Conventional

People with **conventional** interests like work activities that follow set procedures and routines. They prefer working with data and detail rather than with ideas. They prefer work in which there are precise standards rather than work in which you have to judge things by yourself. These people like working where the lines of authority are clear.

According to Holland, most individuals can be described by one or more of these six personality types, frequently summarized as R-I-A-S-E-C (the first letter of each personality type). Additionally, the theory proposes that there are six corresponding work environments (or occupational groups), and that people seek out work environments that match their personality types. The better the match individuals make, the more satisfied they will be with their jobs.[5]

Holland arranged these interests on a hexagon that shows the relationship of the interests to one another. He notes that most people are not just one type, but rather a combination of types. Types that are close to each other on the hexagon are likely to have interests in common. For example, a person who is social is likely to have some artistic interests and some enterprising interests. Interests on opposite points of the hexagon are very different. For example, artistic and conventional types are opposites. Artistic types prefer freedom to be creative; conventional types prefer structure and order. The figure that follows illustrates the relationship between interest areas.[6]
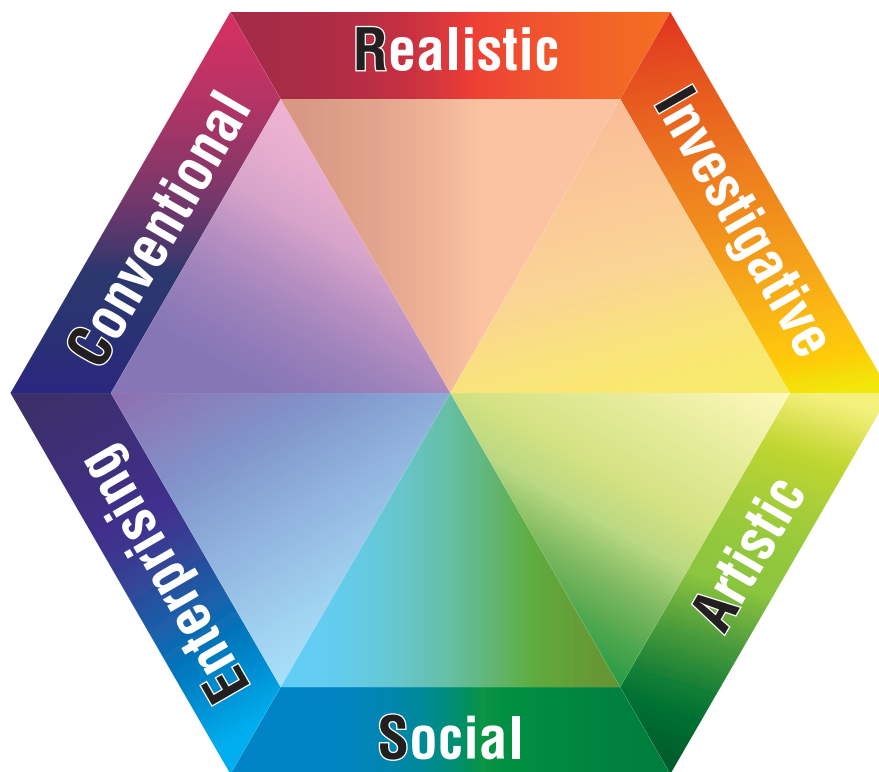
Figure 2.1 Relationships between interest areas.
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The Interest Profiler[7]

Place a checkmark next to the items in each list that you might **like to do**. Keep a positive attitude when thinking about your interests. You do not need to know how to do these activities or have the opportunity to do them to select items that you might like to do in the future. Also, be careful not to select an activity just because it is likely to produce higher income. You can earn higher income by increasing your skills and education in these areas. For example, if you would like to build a brick walkway, you could work in construction, or with more education, become a civil engineer. Just indicate what you would enjoy doing. Remember that this is not a test and that there are no right or wrong answers to the questions. The goal is for you to learn more about your personal career interests and related occupations.

When you are finished with each section, tally the number of checkmarks in each area. Sample job titles for each area of interest are included. Underline any jobs that appeal to you. You can also match your interests to over 900 occupations listed at O*Net Online (https://www.onetonline.org/find/descriptor/browse/Interests/). This site includes information on specific occupations, including work tasks; tools and technology; knowledge, skills, and abilities required; work activities and work context; level of education required; work styles; work values; and wages and employment information.

Realistic (R)

I would like to:

_____ Build kitchen cabinets

_____ Guard money in an armored car

_____ Operate a dairy farm

_____ Lay brick or tile

_____ Monitor a machine on an assembly line

_____ Repair household appliances

_____ Drive a taxi cab

_____ Install flooring in houses

_____ Raise fish in a fish hatchery

_____ Build a brick walkway

_____ Assemble electronic parts

_____ Drive a truck to deliver packages to offices and homes

_____ Paint houses

_____ Enforce fish and game laws

_____ Operate a grinding machine in a factory

_____ Work on an offshore oil-drilling rig

_____ Perform lawn care services

_____ Assemble products in a factory

_____ Catch fish as a member of a fishing crew

_____ Refinish furniture

_____ Fix a broken faucet

_____ Do cleaning or maintenance work

_____ Maintain the grounds of a park

_____ Operate a machine on a production line

_____ Spray trees to prevent the spread of harmful insects

_____ Test the quality of parts before shipment

_____ Operate a motorboat to carry passengers

_____ Repair and install locks

_____ Set up and operate machines to make products

_____ Put out forest fires

R =

(Continued)

Matching Job Titles for Realistic Interests[8]
Construction worker, building contractor, cook, landscaper, housekeeper, janitor, firefighter, hazardous materials removal worker, security guard, truck driver, automotive mechanic, cardiovascular technologist, civil engineer, commercial pilot, computer support specialist, plumber, police officer, chemical engineer, fish and game warden, surveyor, archaeologist, athletic trainer, dentist, veterinarian

Investigative (I)

I would like to:

_____ Study space travel

_____ Make a map of the bottom of an ocean

_____ Study the history of past civilizations

_____ Study animal behavior

_____ Develop a new medicine

_____ Plan a research study

_____ Study ways to reduce water pollution

_____ Develop a new medical treatment or procedure

_____ Determine the infection rate of a new disease

_____ Study rocks and minerals

_____ Diagnose and treat sick animals

_____ Study the personalities of world leaders

_____ Conduct chemical experiments

_____ Conduct biological research

_____ Study the population growth of a city

_____ Study whales and other types of marine life

_____ Investigate crimes

_____ Study the movement of planets

_____ Examine blood samples using a microscope

_____ Investigate the cause of a fire

_____ Study the structure of the human body

_____ Develop psychological profiles of criminals

_____ Develop a way to better predict the weather

_____ Work in a biology lab

_____ Invent a replacement for sugar

_____ Study genetics

_____ Study the governments of different countries

_____ Do research on plants or animals

_____ Do laboratory tests to identify diseases

_____ Study weather conditions

I = [   ]

Matching Job Titles for Investigative Interests
Electronic engineering technician, emergency medical technician, fire investigator, paralegal, police detective, engineer (aerospace, biomedical, chemical, electrical, computer, environmental, or industrial), chemist, computer systems analyst, geoscientist, market research analyst, anesthesiologist, biochemist, biophysicist, clinical psychologist, dietician, physician, microbiologist, pharmacist, psychiatrist, surgeon, veterinarian, science teacher, college professor

Artistic (A)

I would like to:

_____ Conduct a symphony orchestra

_____ Write stories or articles for magazines

_____ Direct a play

_____ Create dance routines for a show

_____ Write books or plays

_____ Play a musical instrument

_____ Perform comedy routines in front of an audience

_____ Perform as an extra in movies, plays, or television shows

_____ Write reviews of books or plays

_____ Compose or arrange music

_____ Act in a movie

_____ Dance in a Broadway show

_____ Draw pictures

_____ Sing professionally

_____ Perform stunts for a movie or television show

_____ Create special effects for movies

_____ Conduct a musical choir

_____ Act in a play

_____ Paint sets for plays

_____ Audition singers and musicians for a musical show

_____ Design sets for plays

_____ Announce a radio show

_____ Write scripts for movies or television shows

_____ Write a song

_____ Perform jazz or tap dance

_____ Direct a movie

_____ Sing in a band

_____ Design artwork for magazines

_____ Edit movies

_____ Pose for a photographer

A =

Matching Job Titles for Artistic Interests

Model, actor, fine artist, floral designer, singer, tile setter, architectural drafter, architect, dancer, fashion designer, film and video editor, hairdresser, makeup artist, museum technician, music composer, photographer, self-enrichment education teacher, art director, broadcast news analyst, choreographer, editor, graphic designer, landscape architect, creative writer, public relations specialist, teacher (of art, drama, or music)

Social (S)

I would like to:

_____ Teach an individual an exercise routine

_____ Perform nursing duties in a hospital

_____ Give CPR to someone who has stopped breathing

_____ Help people with personal or emotional problems

_____ Teach children how to read

_____ Work with mentally disabled children

_____ Teach an elementary school class

_____ Give career guidance to people

_____ Supervise the activities of children at a camp

_____ Help people with family-related problems

_____ Perform rehabilitation therapy

_____ Do volunteer work at a nonprofit organization

_____ Help elderly people with their daily activities

_____ Teach children how to play sports

_____ Help disabled people improve their daily living skills

_____ Teach sign language to people with hearing disabilities

_____ Help people who have problems with drugs or alcohol

_____ Help conduct a group therapy session

_____ Help families care for ill relatives

(Continued)

_____ Provide massage therapy to people

_____ Plan exercises for disabled patients

_____ Counsel people who have a life-threatening illness

_____ Teach disabled people work and living skills

_____ Organize activities at a recreational facility

_____ Take care of children at a day care center

_____ Organize field trips for disabled people

_____ Assist doctors in treating patients

_____ Work with juveniles on probation

_____ Provide physical therapy to people recovering from injuries

_____ Teach a high school class

$$S = \boxed{}$$

Matching Job Titles for Social Interests

Host, hostess, bartender, lifeguard, food server, child care worker, home health aide, occupational therapist, occupational therapist aide, personal and home care aide, physical therapist, physical therapist aide, veterinary assistant, dental hygienist, fitness trainer, medical assistant, nanny, teacher (preschool, kindergarten, elementary, middle, or high school), registered nurse, respiratory therapist, self-enrichment education teacher, tour guide, mediator, educational administrator, health educator, park naturalist, probation officer, recreation worker, chiropractor, clergy, counseling psychologist, social worker, substance abuse counselor, physician assistant, speech and language pathologist

Enterprising (E)

I would like to:

_____ Buy and sell stocks and bonds

_____ Manage a retail store

_____ Sell telephone and other communication equipment

_____ Operate a beauty salon or barber shop

_____ Sell merchandise over the telephone

_____ Run a stand that sells newspapers and magazines

_____ Give a presentation about a product you are selling

_____ Buy and sell land

_____ Sell compact discs at a music store

_____ Run a toy store

_____ Manage the operations of a hotel

_____ Sell houses

_____ Sell candy and popcorn at sports events

_____ Manage a supermarket

_____ Manage a department within a large company

_____ Sell a soft drink product line to stores and restaurants

_____ Sell refreshments at a movie theater

_____ Sell hair-care products to stores and salons

_____ Start your own business

_____ Negotiate business contracts

_____ Represent a client in a lawsuit

_____ Negotiate contracts for professional athletes

_____ Be responsible for the operation of a company

_____ Market a new line of clothing

_____ Sell newspaper advertisements

_____ Sell merchandise at a department store

_____ Sell automobiles

_____ Manage a clothing store

_____ Sell restaurant franchises to individuals

_____ Sell computer equipment to a store

$$E = \boxed{}$$

Matching Job Titles for Enterprising Interests

Cashier, food worker, customer service representative, sales worker, supervisor, gaming dealer, inspector, retail sales clerk, chef, food service manager, operations manager, real estate broker, realtor, sheriff, wholesale or retail buyer, advertiser, appraiser, construction manager, criminal investigator, financial manager, insurance sales agent, meeting and convention planner, personal financial advisor, sales engineer, judge, lawyer, business or political science teacher, educational administrator, librarian, medical health manager, treasurer, controller

Conventional (C)

I would like to:

_____ Develop a spreadsheet using computer software

_____ Proofread records or forms

_____ Use a computer program to generate customer bills

_____ Schedule conferences for an organization

_____ Keep accounts payable/receivable for an office

_____ Load computer software into a large computer network

_____ Transfer funds between banks using a computer

_____ Organize and schedule office meetings

_____ Use a word processor to edit and format documents

_____ Operate a calculator

_____ Direct or transfer phone calls for a large organization

_____ Perform office filing tasks

_____ Compute and record statistical and other numerical data

_____ Generate the monthly payroll checks for an office

_____ Take notes during a meeting

_____ Keep shipping and receiving records

_____ Calculate the wages of employees

_____ Assist senior-level accountants in performing bookkeeping tasks

_____ Type labels for envelopes and packages

_____ Inventory supplies using a handheld computer

_____ Develop an office filing system

_____ Keep records of financial transactions for an organization

_____ Record information from customers applying for charge accounts

_____ Photocopy letters and reports

_____ Record rent payments

_____ Enter information into a database

_____ Keep inventory records

_____ Maintain employee records

_____ Stamp, sort, and distribute mail for an organization

_____ Handle customers' bank transactions

C =

Matching Job Titles for Conventional Interests

Cashier, cook, janitor, landscaping worker, resort desk clerk, medical records technician, medical secretary, bookkeeping and accounting clerk, dental assistant, drafter, loan officer, paralegal, pharmacy technician, purchasing agent, accountant, auditor, budget analyst, city and regional planner, computer security specialist, cost estimator, credit analyst, database administrator, environmental compliance inspector, financial analyst, geophysical data technician, librarian, proofreader, computer science teacher, pharmacist, statistician, treasurer

Summing Up Your Results

Put the number of checkmarks from each section of the Interest Profiler on the lines that follow:

_____ **R**ealistic   _____ **S**ocial

_____ **I**nvestigative   _____ **E**nterprising

_____ **A**rtistic   _____ **C**onventional

What are your top three areas of interest? (Realistic, Investigative, Artistic, Social, Enterprising, Conventional?)

1. _____

2. _____

3. _____

Journal Entry #5

List your top three areas of interest from the Interest Profiler above (realistic, investigative, social, enterprising, or conventional). Go to https://www.onetonline.org/find/descriptor/browse/Interests/ and click on your highest interests to find matching careers. List one matching career and briefly describe the education required, salary, and projected growth for the career. Here is an easy outline:

My top three interests on the Interest Profiler are . . .

One career that matches my interests is . . .

The education required is . . .

The median salary is . . .

Using Values to Make Important Life Decisions

Values are what we think is important and what we feel is right and good. Our values tell the world who we are. They help us to determine which goals are more valuable than others and to spend time on what is most important. Our values make us different and unique individuals. We often take pride in our values by displaying them on bumper stickers, tee shirts, and tattoos.

Values come from many sources, including our parents, friends, the media, our religious background, our culture, society, and the historical time in which we live. Knowing our values helps to make good decisions about work and life. For example, consider a situation in which a person is offered a high-paying job that involves a high degree of responsibility and stress. If the person values challenge and excitement and views stress as a motivator, the chances are that it would be a good decision to take the job. If the person values peace of mind and has a difficult time coping with stress, it might be better to forgo the higher income and maintain quality of life. Making decisions consistent with our values is one of the keys to happiness and success.

> "Try not to be a man of success, but rather to become a man of value."
> Albert Einstein

Researchers studied values in 70 different countries around the world and found 10 values rated as important around the world.[9] As you read the list, think about your own personal values.

The 10 Most Important Values around the World

- **Achievement**: personal success
- **Benevolence**: concern about the welfare of others
- **Conformity**: acting within social norms
- **Hedonism**: personal gratification and pleasure
- **Power**: status and prestige
- **Security**: safety, harmony, law, and order
- **Self-direction**: independent thought and action
- **Stimulation**: excitement, novelty, and challenge
- **Tradition**: respect for cultural or religious customs
- **Universalism**: understanding and appreciating all people and nature

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Values Checklist

Assessing Your Personal Values

Use the following checklist to begin to think about what values are important to you.
Place a checkmark next to any value that is important to you. There are no right or wrong answers. If you think of other values that are important to you, add them to the bottom of the list.

_____ Having financial security	_____ Having good family relationships
_____ Making a contributtion to humankind	_____ Preserving the environment
_____ Being a good parent	_____ Having the respect of others
_____ Being honest	_____ Becoming famous
_____ Acquiring wealth	_____ Happiness
_____ Being a wise person	_____ Freedom and independence
_____ Becoming an educated person	_____ Common sense
_____ Believing in a higher power (God)	_____ Having pride in my culture
_____ Preserving civil rights	_____ Doing community service
_____ Never being bored	_____ Achieving my goals in life

(Continued)

_____ Enjoying life and having fun

_____ Making something out of my life

_____ Being an ethical person

_____ Feeling safe and secure

_____ Having a good marriage

_____ Having good friends

_____ Having social status

_____ Being patriotic

_____ Having power

_____ Having good morals

_____ Being creative

_____ Having control over my life

_____ Growing and developing

_____ Feeling competent

_____ Feeling relaxed

_____ Having prestige

_____ Improving society

_____ Having good mental health

_____ Being a good athlete

_____ Enjoying the present moment

_____ Maintaining peace of mind

_____ Having adventures

_____ Having leisure time

_____ Having good health

_____ Being loyal

_____ Having a sense of accomplishment

_____ Participating in church activities

_____ Being physically fit

_____ Helping others

_____ Being a good person

_____ Having time to myself

_____ Loving and being loved

_____ Being physically attractive

_____ Achieving something important

_____ Accepting who I am

_____ Appreciating natural beauty

_____ Using my artistic talents

_____ Feeling good about myself

_____ Making a difference

_____ Other: _____

_____ Other: _____

_____ Other: _____

What is your most important value? Why is it important to you?

Developments Affecting Future Careers

Jobs of the future will continue to be influenced by changes in our society and economy. These new developments will affect the job market for the future.[10]

- **We are evolving into a service, technology, and information society**. We will have fewer jobs in agriculture and manufacturing and more jobs in health care and social assistance. There will be more jobs in these areas: professional, scientific, and technical services; educational services; government; retail trade; accommodation and food services; transportation and warehousing; finance and insurance; arts, entertainment and recreation; wholesale trade; real estate, rental, and leasing; and information management.

- **There will be an increased need for education**. Constant change in society and innovation in technology will require lifelong learning on the job. Higher education leads to greater earnings and increased employment opportunities.
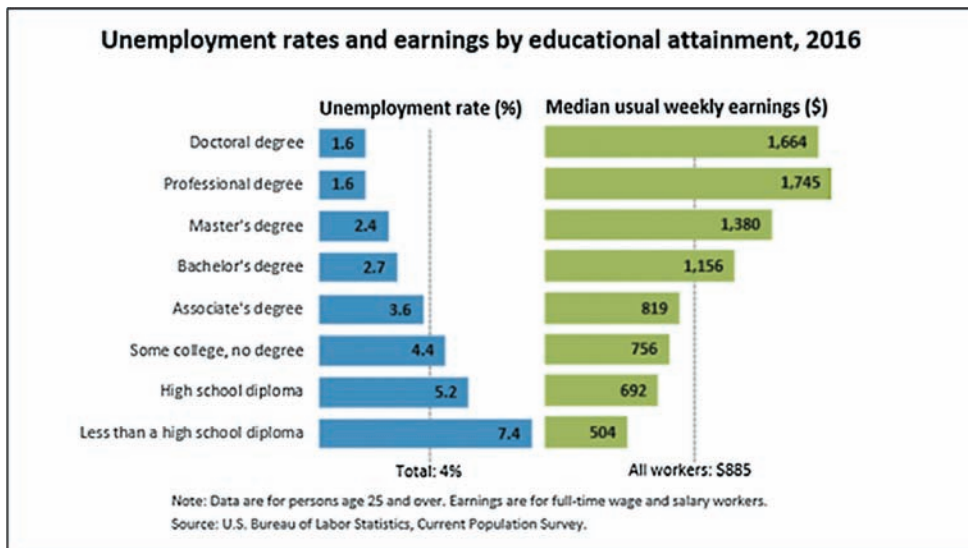
Figure 2.2 Education Pays, Unemployment rate and median weekly earnings, 2014.[11]

- **There will be increased opportunities for Stem (science, technology, engineering, and math) jobs**. These jobs will include many of the highest paying jobs.
- **Beware of job outsourcing**. To reduce costs and improve profits, many jobs in technology, manufacturing, and service are being outsourced to countries such as India, China, and Taiwan, where well-educated English speaking workers are being used to do these jobs. Jobs likely to be outsources include repetitive jobs, such as accounting; well-defined jobs, such as customer service; small manageable projects, such as software development; jobs in which proximity to the customer is not important, such as technical support. Jobs that are least likely to be outsourced include jobs with ambiguity, such as top management jobs; unpredictable jobs, such as troubleshooters; jobs that require understanding of the culture, such as marketing; jobs that require proximity to the customer, such as auto repair; jobs requiring a high degree of innovation and creativity, such as product design; and jobs in entertainment, music, art, and design.
- **Globalization is changing the job market**. Multinational corporations will locate their companies based on the availability of workers and the cost of labor, often in countries outside the U.S. In this country, there will be increased jobs for people who speak different languages and understand how to do business in other countries.
- **Nontraditional jobs are increasing**. Nontraditional workers do not have full-time, year-round jobs with health and retirement benefits. Employers are moving toward contingent and part-time workers, independent contractors, and temporary workers. These workers have no benefits and risk unemployment. However, this arrangement can provide workers with a flexible work schedule in which they work during some periods and pursue other interests or gain new skills when not working.
- **Automation will continue to reduce repetitive jobs in every industry**. Increasingly sophisticated robots will be used to decrease the cost of goods and services.
- **More companies will use teleworking**. Teleworking involves using smart phones and computers to work at home.
- **E-commerce is changing the way we do business**. E-commerce is purchasing goods and services over the Internet. There will be more career opportunities in related fields such as computer graphics, web design, online marketing, and package delivery services.

Career Trends for 2020

The good news is that over 20 million new jobs will be created by 2020, which represents a 14% annual growth rate. Approximately 60% of the competitive, high-demand and high-paying jobs will require at least a bachelor's degree. Majors most in demand include accounting, engineering, computer science, business, and economics. However, most college students are majoring in history, education, and social science, which are lower in demand. Here are some specific careers where there will be increasing demand in the future.[12]

- Data analysis
- Mental health
- Technology related jobs
- Information technology
- Radiation and laser technologies
- Fiber optics and telecommunications
- Artificial intelligence (computers that approximate human thought)
- Research
- Biology
- Biotechnology
- Veterinary medicine
- Health-care occupations
- Environmental science
- Green jobs (dealing with the efficient use of energy and protecting the environment)
- Finance
- Business
- Entrepreneurship and small businesses
- Teaching
- Security

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Careers with a Good Outlook for the Future

Jobs That Will Always Be in Demand[13]	2016 Best Jobs Rankings[14]	Top 10 Jobs for the Next Decade and Beyond[15]
Teachers	App Developer	Computer Programmer
Lawyers	Nurse Practitioner	Day Care Provider
Engineers	Information Security Analyst	Elder Care Specialist
Doctors	Computer Systems Analyst	Employment Specialist
Law Enforcement	Physical Therapist	Environmental Engineer
Accountants	Market Research Analyst	Home Health Aide
Food Preparers and Servers	Medical Sonographer	Management Consultant
	Dental Hygienist	Networking Specialist
	Operations Research Analyst	Physician's Assistant
	Health Services Manager	Social Services Coordinator

Top Jobs for the Future[16]

Based on current career trends, here are some jobs that should be in high demand for the next 10 years.

Field of Employment	Job Titles
Business	Marketing Manager, Security and Financial Service, Internet Marketing Specialist, Advertising Executive, Buyer, Sales Person, Real Estate Agent, Business Development Manager, Marketing Researcher, Recruiter
Education	Teacher, Teacher's Aide, Adult Education Instructor, Math and Science Teacher
Entertainment	Dancer, Producer, Director, Actor, Content Creator, Musician, Artist, Commercial Artist, Writer, Technical Writer, Newspaper Reporter, News Anchor Person
Health	Emergency Medical Technician, Surgeon, Chiropractor, Dental Hygienist, Registered Nurse, Medical Assistant, Therapist, Respiratory Therapist, Home Health Aide, Primary Care Physician, Medical Lab Technician, Radiology Technician, Physical Therapist, Dental Assistant, Nurse's Aide
Information Technology	Computer Systems Analyst, Computer Engineer, Web Specialist, Network Support Technician, Java Programmer, Information Technology Manager, Web Developer, Database Administrator, Network Engineer
Law/Law Enforcement	Correction Officer, Law Officer, Anti-Terrorist Specialist, Security Guard, Tax/Estate Attorney, Intellectual Property Attorney
Services	Veterinarian, Social Worker, Hair Stylist, Telephone Repair Technician, Aircraft Mechanic, Guidance Counselor, Occupational Therapist, Child Care Assistant, Baker, Landscape Architect, Pest Controller, Chef, Caterer, Food Server
Sports	Athlete, Coach, Umpire, Physical Trainer
Technology	Electrical Engineer, Biological Scientist, Electronic Technician, CAD Operator, Product Designer, Sales Engineer, Applications Engineer, Product Marketing Engineer, Technical Support Manager, Product Development Manager
Trades	Carpenter, Plumber, Electrician
Travel/Transportation	Package Delivery Person, Flight Attendant, Hotel/Restaurant Manager, Taxi Driver, Chauffeur, Driver

Career Outlook

Career outlook includes pay and the availability of employment. Some students are disappointed after graduation when they find there are few job opportunities in their chosen career. Sometimes students graduate and cannot find jobs with the salary they had hoped to earn. It is important to think about the opportunities you will have in the future. If you have several options for a career you would enjoy, you may want to consider the career that has the best outlook.

According to the Bureau of Labor Statistics, fields with the best outlook include health care, computers, and the new "green" jobs related to preserving the environment. The top-paying careers all require math skills and include the science, engineering, computer science, health care, and business fields. Only 4% of college graduates choose the engineering and computer science fields. Since there are fewer students in these majors, the salaries and employment opportunities are higher. If you have a talent or interest in math, you can develop this skill and use it in high paying careers.

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Some Majors with the Highest Earnings for Bachelor's Degrees 2017*[17]

Notice that the majors with the highest earnings require math, science, and/or business.

College Major	Beginning Median Salary	Mid-Career Median Salary
Petroleum Engineering	96,700	172,000
Actuarial Science	60,800	119,000
Chemical Engineering	69,800	119,000
Computer Science & Engineering	71,200	116,000
Nuclear Engineering	68,500	116,000
Electrical and Computer Engineering	68,100	114,000
Aeronautical Engineering	63,000	113,000
Physics & Mathematics	56,200	111,000
Government	49,600	105,000
Biomedical Engineering	62,700	104,000
Physician Assistant Studies	85,200	103,000
Finance & Real Estate	59,500	101,000
Economics	53,900	100,000

*Includes bachelor's degrees only. Excludes medicine, law, and careers requiring advanced degrees.

Other Common Majors and Earnings*[18]

Accounting and Finance	52,800	86,400
Business and Marketing	45,800	85,300
Advertising	41,400	79,800
Geology	44,800	79,800
Architecture	45,100	79,300
Biological Sciences	42,900	79,200
Fashion Design	41,400	77,700
History and Political Science	44,500	76,000
Entrepreneurship	48,000	74,600
English Literature	41,100	74,300

Foreign Languages	42,500	74,200
Business Administration	46,100	72,400
Communication	42,100	72,300
Forestry	41,500	67,400
Multimedia & Web Design	42,300	66,500
Film, Video & Media Studies	39,600	66,300
Music Performance	39,900	65,000
Criminal Justice	39,000	63,900
Art History	40,800	63,300
Hotel & Restaurant Management	50,500	62,700
Art & Design	39,500	62,600
Liberal Arts	39,100	62,300
Psychology	38,300	62,100
Secondary Education	40,200	61,400
Humanities	40,900	57,200
Elementary Education	34,700	48,900

*Includes bachelor's degrees only. Excludes medicine, law, and careers requiring advanced degrees.

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Most Meaningful College Majors*[19]

Money is often not the most important consideration in choosing a major. These careers were determined to be the most meaningful with the potential for changing the world.

College Major	Beginning Salary	Mid-Career Median Salary
Medical Laboratory Science	47,900	61,500
Pastoral Ministry	32,800	36,300
Physical Therapy	60,000	86,600
Practical Nursing	45,300	58,100
Physician Assistant Studies	85,200	103,000

(continued)

College Major	Beginning Salary	Mid-Career Median Salary
Diagnostic Medical Sonography	57,700	71,100
Exercise Physiology	38,400	60,300
Nursing	57,500	74,100
Respiratory Therapy	46,200	62,900
Therapeutic Recreation	35,200	47,700
Community Health Education	37,200	55,200
Dietetics	44,300	60,500
Dental Hygiene	65,400	74,900
Environmental Health & Safety	51,200	89,800
Foods and Nutrition	40,900	58,700
Health	35,700	60,700
Social Work	33,800	46,700
Child Development	32,000	42,500

*Based on an extensive survey by Payscale.com asking college graduates with a bachelor's degree, "Does your work make the world a better place to live?"

"We act as though comfort and luxury were the chief requirements of life, when all that we need to make us really happy is something to be enthusiastic about."
Charles Kingsley

"Only passions, great passions, can elevate the soul to great things."
Denis Diderot

Every career counselor can tell stories about students who ask, "What is the career that makes the most money? That's the career I want!" However, if you choose a career based on money alone, you might find it difficult and uninteresting for a lifetime of work. You might even find yourself retraining later in life for a job that you really enjoy. Remember that the first step is to figure out who you are and what you like. Then look at career outlook and opportunity. If you find your passion in a career that is in demand and pays well, you will probably be very happy with your career choice. If you find your passion in a career that offers few jobs and does not pay well, you will have to use your ingenuity to find a job and make a living. Many students happily make this informed choice and find a way to make it work.

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Mark Twain said, "The secret of success is making your vocation your vacation." Find what you like to do. Better yet, find your passion. If you can find your passion, it is easy to invest the time and effort necessary to be successful.

How do you know when you have found your passion? You have found your passion when you are doing an activity and you do not notice that the time is passing. The great painter Picasso often talked about how quickly time passed while he was painting. He said, "When I work, I relax; doing nothing or entertaining visitors makes me tired." Whether you are an artist, an athlete, a scientist, or a business entrepreneur, passion provides the energy needed to be successful. It helps you to grow and create. When you are using your talents to grow and create, you can find meaning and happiness in your life.

Psychologist Martin Seligman has written a book entitled *Authentic Happiness,* in which he writes about three types of work orientation: a job, a career, and a calling.[20] A job is what you do for the paycheck at the end of the week. Many college students have jobs to earn money for college. A career has deeper personal meaning. It involves achievement, prestige, and power. A calling is defined as "a passionate commitment to work for its own sake."[21] When you have found your calling, the job itself is the reward. He notes that people who have found their calling are consistently happier than those who have a job or even a career. One of the ways that you know you have found your calling is when you are in the state of "flow." The state of "flow" is defined as "complete absorption in an activity whose challenges mesh perfectly with your abilities."[22] People who experience "flow" are happier and more productive. They do not spend their days looking forward to Friday. Understanding your personal strengths is the beginning step to finding your calling.

Seligman adds that any job can become a calling if you use your personal strengths to do the best possible job. He cited a study of hospital cleaners. Although some viewed their job as drudgery, others viewed the job as a calling. They believed that they helped patients get better by working efficiently and anticipating the needs of doctors and nurses. They rearranged furniture and decorated walls to help patients feel better. They found their calling by applying their personal talents to their jobs. As a result, their jobs became a calling.

Sometimes we wait around for passion to find us. That probably won't happen. The first step in finding your passion is to know yourself. Then find an occupation in which you can use your talents. You may be able to find your passion by looking at your present job and finding a creative way to do it based on your special talents. It has been said that there are no dead-end jobs, just people who cannot see the possibilities. Begin your search for passion by looking at your personal strengths and how you can apply them in the job market. If the job that you have now is not your passion, see what you can learn from it and then use your skills to find a career where you are more likely to find your passion.

"Success is not the key to happiness; happiness is the key to success. If you love what you are doing, you will be successful."
Anonymous

College Success 1

The College Success 1 website is continually updated with supplementary material for each chapter including Word documents of the journal entries, classroom activities, handouts, videos, links to related materials, and much more. See http://www.collegesuccess1.com/.

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Notes

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3. Angela Duckworth, Grit: The Power of Passion and Perseverance (New York: Simon & Schuster, 2016) p. 98.

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7. Adapted from U.S. Department of Labor, "O*Net Interest Profiler."

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9. Christopher Peterson, *A Primer in Positive Psychology* (New York: Oxford University Press, 2006) pp. 181–182.

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17. Payscale, "College Salary Report 2016–17," from http://www.payscale.com/college-salary-report, accessed July 2017.

18. Ibid.

19. Ibid.

20. Martin Seligman, *Authentic Happiness* (Free Press, 2002).

21. Ibid.

22. Ibid.

Name _____   Date _____

Use the textbook and personality assessment to think about your personality type. Place an X on the scale to show your degree of preference for each dimension of personality.

Introvert _____|_____ Extravert

Sensing _____|_____ INtuitive

Thinking _____|_____ Feeling

Judging _____|_____ Perceptive

Write a key word or phrase to describe each preference.

Introvert

Extravert

Sensing

INtuitive

Thinking

Feeling

Judging

Perceptive

What careers are suggested by your personality assessment?

Was the personality assessment accurate and useful to you?

Multiple Intelligences Matching Quiz

Name _____ Date _____

Directions: Match the person with the intelligence at the right:

____Michael Jordan   A. Musical: hearing and remembering musical patterns

____Aristotle   B. Interpersonal: understanding other people

____Martin Luther King, Jr.   C. Mathematical: working with numbers

____Sigmund Freud   D. Spatial: manipulating objects in space

____William Shakespeare   E. Bodily-Kinesthetic: using your body

____Albert Einstein   F. Linguistic: using language

____William James "will.i.am"   G. Intrapersonal: understanding yourself

____Charles Darwin   H. Naturalist: understanding the environment

____George Lucas   I. Existential: pondering the meaning of life and our place in the universe

Work with other students in a group to give examples of other famous person's in these categories.

Musical

Interpersonal

Mathematical

Spatial

Bodily Kinesthetic

Linguistic

Intrapersonal

Naturalist

Existential

Summing Up Values

Name _____ Date _____

Look at the "Values Checklist" you completed in this chapter. Choose the 10 values most important to you and list them here.
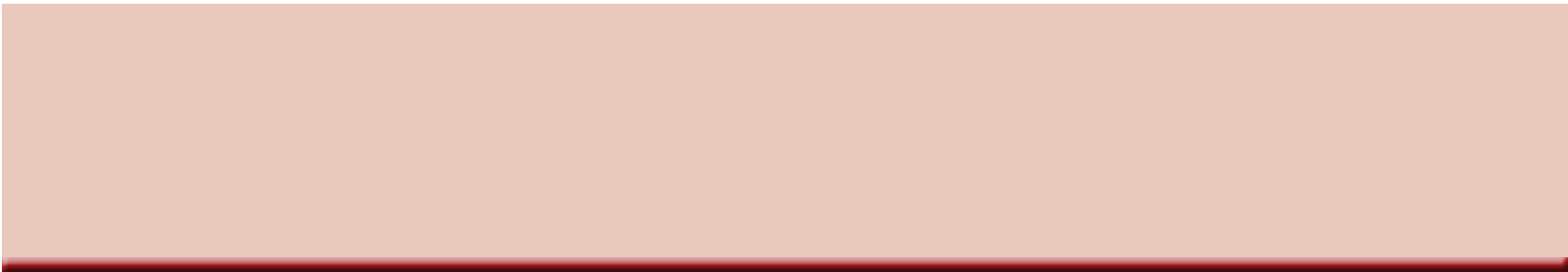
_____   _____

_____   _____

_____   _____

_____   _____

_____   _____

Next, pick out the value that is most important and label it 1. Label your second most important value 2, and so on, until you have picked out your top five values.

1. My most important value is _____.
Why?

2. My second most important value is _____.
Why?

3. My third most important value is _____.
Why?

4. My fourth most important value is _____.
Why?

5. My fifth most important value is _____.
Why?