

3

Self Awareness

OBJECTIVES

After completing this chapter, you will be able to

- recognize how assessments can help focus your career journey.
- identify types of formal assessments.
- explain how to use formal assessment results.
- describe types of informal assessment experiences.



Key Terms:

- *Internal Career Design*
- self-assessments
- formal assessments
- interest inventories
- ability assessments
- personality assessments
- work values
- informal assessment experiences
- informational interview
- job shadowing
- internship
- service learning

Elena was totally confused. It was the end of her sophomore year at Springfield High School, and she was overwhelmed by the decisions she had to make. Her mother kept asking her what she wanted to do when she graduated. Her counselor reminded her twice that it was time for her to develop a career plan. To top everything off, she had to make out her schedule for *both* her junior and senior years! She didn't know what she wanted to do when she graduated, and she had no idea what career to pursue. Elena could just scream.

How was she supposed to make these decisions? Her aunt was a nurse, so Elena thought she might like nursing. But, she really didn't like to be around sick people. She loved to argue, so maybe she should be a lawyer. She also liked speaking and politics, but the courses that Uncle Juan said he had to take did not sound too interesting to her. All Elena knew was that she wanted to work with people.

Elena's English teacher, Miss Leonard, took Elena aside and asked her about her interests, her extracurricular activities, and her favorite classes. Then Miss Leonard suggested that Elena go to her counselor to take some assessments that would help identify Elena's personality traits, abilities, and interests. The results could point her toward the types of careers that suit her uniquely. That information, combined with her activities, favorite classes, and hobbies, could help her choose her classes, create a career plan, and start her on the *P*A*T*H to Success*.

Consider...

What can happen if you don't have a *P*A*T*H to Success*?

Learning About Yourself

“I was brought up to believe that how I saw myself was more important than how others saw me.”

—Anwar Sadat,
Egyptian President

Consider...

When have you really thought about who you are? You may have often compared yourself to others—your parents, family members, peers, or celebrities. However, what do you really know about yourself?

No one else in the world has your combination of talents and passions. You are unique. The passions, attitude, talents, and heart of your *P*A*T*H to Success* combine into making you the person you are. In addition, the things you like to do, the ways you are talented, and your personality help define your *Internal Career Design*. Your unique *Internal Career Design* matches your interests, abilities, personality, and values to an ideal career for you.

Your skills, interests, beliefs, and values—plus your likes and dislikes—are very important in helping you understand and appreciate who you are. When you know these things about yourself, you will be able to discover your *Internal Career Design* and begin to choose your career path. Learning about yourself may take some time. You are a complex person of many facets. Be patient, and think about all your complexities as you learn more about yourself.

What are some of your positive characteristics that make you unique—different from your friends and relatives—such as writing songs, telling stories, solving mysteries?

Assessments

One way to learn about yourself is through assessments. You may be thinking, “Assessments. Aren’t those types of tests? Why take a test to find out what kind of person I am? Isn’t that what *thinking* is supposed to do? I can just think about what type of person I am and then write it down. That’s my assessment, right?”

However, if *thinking* alone could assess who you are and identify your career path, then wouldn’t everyone have a satisfying career? Finding a career path requires more than just thinking. Assessments provide information that will help you choose a career based on your talents and passions. By using all your unique qualities to guide you on your *P*A*T*H to Success*, you can find a satisfying career. Then, in the future, you won’t look back, as many people do, and dream about what you could have done and the life you could have had.

Magazines, web sites, and information in counselors’ offices are full of assessments. You can take an assessment to find out if you are color blind. You can do brainteasers to assess your problem-solving skills. You can even take a test to find out how well you sleep at night. These are all informal assessments and are based on what you think. Formal assessments are based on the research of others.

CAREER FACT

Often, a person will accept a job, train, and then decide the job is not the right one. This method of career assessment costs both the employee and the employer. When an employer has to replace an entry-level employee, it costs the business \$5,000 to \$7,000.

Consider...

Career assessments focus on the activities you like, your natural talents and abilities, and the characteristics of your personality. They focus on what makes you unique. You can match the results of these assessments with your experiences and use the career clusters to discover your *Internal Career Design*.

Career assessments assist you in investigating, identifying, and recognizing those interests, personality traits, abilities, values, attitudes, and individual preferences that will help you to succeed. Analyzing assessment results can help you decide what you want from your career and how you want your life to unfold. Thus, career assessments also help you set both your career goals and your life goals. Once you have set goals, you can identify the steps needed to take action. Postponing these decisions will only delay your *P*A*T*H to Success*.

With so many instruments available, careful selection of career assessment tools is necessary so you will have an accurate basis for making decisions and planning your career. Self-assessments, combined with formal assessments and informal assessment activities, can give you a wide view of the options and the career areas that complement your natural talents and abilities.

Have you ever taken an assessment—at school, at work, or in a magazine?

What did the results tell you?

You want your career to be a part of you. You want your career to allow you to follow your passions. The challenge is how to realize more about yourself and how to use the information you acquire. Learning about yourself by taking assessments is one of the first steps toward helping you find your ideal career. All the pieces of your *Internal Career Design* will eventually fall into place, and you will understand why your career journey makes sense for you.

Self-Assessments

Asking yourself questions in a self-assessment can start the process of giving you insight into yourself. **Self-assessments** are based on what you think and are generally taken without time limits in an unstructured setting. A self-assessment may be a list of questions or a checklist. Although a self-assessment may not include an interpretation of the results, the knowledge you acquire is a good foundation for your career plan.



Activity 3-1, “Inventorying Interests and Abilities,” is a self-assessment that can help you determine your interests and abilities.

Formal Assessments

Formal assessments are based on the research of others and are created by publishing companies that specialize in assessments. Often, you will take a formal assessment in a group setting, using either a computer or paper and pencil. The publishing company may charge a fee for the assessment and/or the scoring. Formal assessment results are usually more extensive than those given with self-assessments.

Formal assessments are used in several situations. You may take them to help you with career planning decisions. Employers may use them to help with hiring decisions. Colleges and universities may use them for admissions. Four categories of formal assessments can be used to help you match your interests, talents, personality, and values to a career—to discover your *Internal Career Design*.

Interest Inventories

What do you like to do? Given several choices of activities, which would you pick? Interest inventories are designed to help you relate your interests to occupational areas.

Michael was consumed with sports, especially baseball. When he could, he was either in a game at the nearby field or practicing



with a team. Even in the winter, he would pore over sports magazines. Michael's interest inventory revealed his love for sports and also showed an interest in public speaking. However, Michael didn't know how to tie these interests to a career. So, when he went to college, he chose an education major even though he was never really satisfied with his choice. Then, a nearby state university established a new masters program in sports information. Michael realized that a career in this area would enable him to satisfy both his interests and enrolled in the first class. Today, Michael is finishing broadcasting classes at a community college to add to his expertise and is starting to broadcast college sports. He has

found a career that continues his childhood love of sports and allows him to follow his life's passion.

The format of interest inventories varies. Sometimes you must choose between only two activities and sometimes you have several choices.

Consider...

In any case, you are selecting what you like to do. After you take an interest inventory, the publisher of the assessment often provides some occupational areas or choices that tend to match your interests. In Chapter 6, you will use interest inventory information in discovering your *Internal Career Design*.

What are some of the interests you have developed? What are some careers that would allow you to use these interests?

Ability Assessments

If you are interested in something, the next question is, “Do you have the ability to do it?” Ability assessments measure how well you perform specific tasks and whether or not you can master certain skills. Usually, publishing companies design the assessments and score them for a fee.

Azad had a strong desire to become an architect. After taking an ability assessment, he found that his math ability needed to be higher to be a successful architect. Although disappointed, Azad learned several surprising things about himself from the assessment. He discovered that his art and verbal creativity abilities were high. He decided to investigate careers in web site and graphic design that would use his creative abilities and have less dependence on math ability.



In Activity 3-2, “Coat of Arms—Interests and Abilities,” you will begin to discover your *Internal Career Design* by recording the results of the self-assessment in Activity 3-1.

Personality Assessments

Do you like to plan ahead and find the solutions to potential problems before you encounter them? Or would you rather plunge right into a task, working to solve the problems as you discover them? Do you like to work with people? Or would you rather work on your own, meeting with other people only when you report results? Do you like to make decisions alone after weighing the facts? Or would you rather work with others to reach a decision as a group? All of these choices are part of your personality. A personality assessment reveals the traits that make up your personality.

The results of a personality assessment can tell you your behavior style, that is, the temperament that best describes you. Also, the results often suggest how you may perform in various social and personal settings. In addition, you will find out the type of work environment that fits your personality traits. Knowing your traits can help you decide on a specific career within a career cluster. For example, if you want to work in a medical field, you can become a nurse practitioner, where you interact with many people, or a medical technician, where you work alone in a laboratory setting much of the time.

“Knowing your purpose, personality, and passion enable you to realize the course you are starting. Then succeed as you move forward.”

—Lou Stoops,
Positively Speaking

Personality assessments were originally only used to discover problems. Now, these assessments help match your personality traits to those of top performers in certain career areas. In fact, employers may use the results to assess the behaviors of potential employees and to determine how teams of employees will interact.

The following personality preference statements are among those used by Texas Instruments Corporation. The corporation believes that the closer the answers are to the company profile, the more likely the person will succeed as a Texas Instruments' employee.

- I prefer work that involves very little or no contact with customers.
- I prefer work that challenges me with complex problems.
- I prefer work that allows me free time to pursue outside interests.

Consider...

What are some activities that you enjoy because they fit your personality? How could these personality traits help you in a career?

Work Value Assessments

Why does someone choose a certain career? What are the reasons why a person wants to work? Is it to earn an income, to acquire status, to earn respect from others, to gain independence, to provide service to others, or some other reason? The reasons why a person works depend on the individual and make up a person's work values. **Work values** are the things about an occupation that are important to you. An assessment of work values helps you discover your reasons for wanting to work, and also helps you find characteristics of occupations that appeal to you.

Jeri loved books. She had known almost since she learned to read that she would be involved with books all her life—and her interest inventories supported her choice. She read constantly and spent even more time with books at her part-time job in the local library. To help her find her career path, Jeri took an assessment to determine her work values. The assessment confirmed what she had known—that she needed independence in a career. She considered the possibility of owning a bookstore, but her work values assessment also showed that she needed to have financial security. She knew independent booksellers had difficulty competing with large bookstore chains, especially in her area.

Looking around her collection of books, Jeri realized that she loved antique and other old books, not the bestsellers sold in large chains. She investigated methods of selling antique books, researched retail and online markets, and developed her career plan for a specialized online bookstore. Jeri is taking courses at the nearby community college in business management, small business ownership, and accounting—all necessary areas of expertise for setting up a bookstore online. Now she is in charge of her career and is surrounded by the books she loves.

CAREER SUCCESS TIP
There are people who were born to do the job you can't stand. Let them! Saying no to a job you hate and yes to a life's work that feeds your true soul demands courage, patience, and optimism.

Consider...

Why do you enjoy your favorite activities? What are the things about the activities that are important to you?



In Activity 3-3, “Coat of Arms—Personality and Work Values,” you will use the Internet to continue to discover your *Internal Career Design*.

Formal Assessment Results

Formal assessments are useful because they measure skills and interests and give you insight into yourself. However, formal assessments are only the beginning of your search for the career for *you*. It is what you *do* with the results of the assessments that is important.

Keep the following ideas in mind when analyzing your formal assessment results:

There is no one assessment that everyone likes taking. Assessments ask questions in different ways and request different types of answers. The questions on some assessments make you choose between two answers that may seem equally undesirable to you, such as choosing between drafting and accounting when you have no interest or ability in drawing or math. Other assessments may have you choose how you would react in a situation. In other words, no one assessment appeals to all people.

No one assessment is completely accurate. Assessments only reflect your responses. Your answers may vary according to how you feel that day. The results can also change over time as you add to your experiences. Just because the assessment results say so, doesn't mean that the results are the truth. The results of the assessments are best used as suggestions to give you new ideas.

No one assessment gives better results than all other assessments. Some people prefer one particular skill assessment. Although an assessment may be appropriate for your best friend, it may not be the best one for you. If the fit doesn't seem right, try another assessment. Also, if you dislike or like a particular assessment, the results can be distorted because of your attitude.

Keep in mind that you are unique. Because assessments tend to categorize people into types, you may feel that you are not exceptional, but one of a group of people. Though others may have similar traits, you are unique in your combination of talents and passions.

Taking more than one assessment will give you a better picture of yourself. Personality, interest, ability, and work value assessments are all different. Taking all types of formal assessments, plus experiencing informal assessments, will help you move more clearly toward discovering your *Internal Career Design*.

CAREER FACT

To hire an engineer, Thomas Edison would give each candidate a light bulb and ask, “How much water will it hold?” One way to measure used gauges and took up to 20 minutes. The second way was to fill the bulb with water and then measure the water, which took only 1 minute. Edison hired anyone who used the second way. More creative!

You know more about yourself than any assessment can tell you. If assessment results point you toward being a landscape architect and you know you are allergic to grasses and leaf mold, then steer clear of that career path. If your love of solving complex problems leads you to the career area of mechanical engineering but you would much rather work outdoors, then consider another type of engineering. For example, civil engineering would regularly take you away from an office.

The assessment is not the end product. Assessment results give you a lot to think about, but they do not determine your career path by themselves. You should use the results in conjunction with other activities to help you discover your *Internal Career Design*.

Remember that assessments cannot make your decisions for you. Assessments are only tools that will help you identify your talents and interests. They can confirm your belief in your strengths. They can reassure you that the career plan you have started is on the right track. The information from the assessments is one of the resources for your *P*A*T*H to Success* and should be included in your Career Journey Folder for you to use to discover your *Internal Career Design*.



Activity 3-4, “Learning from Others,” will help you analyze how a successful person has used his or her interests, abilities, and skills in choosing a career.

Informal Assessment Experiences

In the assessments described so far, you answer questions using paper and pencil or a computer. However, another type of assessment can be very valuable. **Informal assessment experiences** are activities in which you work in a specific career or observe someone working in a career.

Lu had always wanted to become a veterinarian. She loved puppies and kittens and had enjoyed training her intelligent dog, Pooka. When Lu had the opportunity to spend a day observing her vet, Dr. Zapata, she naturally jumped at the chance to see a veterinarian in action. However, after seeing surgeries, broken bones, skin rashes, blood tests, and euthanasia procedures performed on both small and large animals, Lu changed her mind about her career choice. She decided that she would explore the world of animal training rather than work with sick animals of any size.

Informal assessment activities give you insight into specific career areas and offer many advantages. Informal assessments can help you

- Acquire first-hand knowledge about types of jobs in a career field and their requirements.
- Understand the world of work and both its positive and negative aspects.
- Discover your *Internal Career Design*.

There are many different types of informal assessments. A few of the major types are described in the following paragraphs.

Informational Interviews

Career investigations take many forms. Research in the library and Internet searches are certainly useful. However, an informational interview will give you additional insight. An informational interview is a discussion with someone who works in the career area you are considering. Sometimes, an informational interview is your only option for obtaining first-hand knowledge about a career, such as in the following situations:

- Molly is under the age of 18 and cannot ride with a deputy in a squad car to find out about her county's law enforcement. So, she sets up an informational interview with Deputy Mooney to obtain answers to her questions.
- Jim cannot possibly enter the research and development laboratory to observe a chemist because the company restricts access to prevent disclosure of trade secrets. So he arranges an informational interview by telephone with the laboratory's head chemist.

In an informational interview, you are in charge and you direct the questions. However, it is often beneficial to send some of your questions to the person you are interviewing before the interview appointment. The information will help him or her to prepare answers for questions that may be unfamiliar or require research.

CAREER SUCCESS TIP

Build a network of people who know your character and qualifications, such as people you can talk to in informational interviews. Stay in touch with as many people as possible.

Consider...

What are some of the career areas or businesses that you would like to investigate?

Job Shadowing

Sometimes an informational interview isn't enough. You may need to see someone actually working at the career. Job shadowing is an informal assessment activity in which you spend several hours following a worker at the job location itself. The worker you shadow will not lose time away from work, and you will get a first-hand look at the worker doing normal duties on the job. By simply observing the worker and asking questions, you will learn a tremendous amount about a career area.

When Tomàs was three years old, he found a screwdriver on the kitchen table and started experimenting with it, copying what he had seen his father do. Tomàs' love of taking things apart grew into a love of electricity. He began rewiring appliances and lamps for his family and neighbors, and recently started a part-time job putting together stereo systems for the local appliance store. After developing a strong interest in his math and physics classes, Tomàs believed that being an electrician was the career for him.

“ You have talents. You have a lot of what it takes. Your strong points can open doors. Know what your strengths are; now build on them. ”

—CollegeView Career Center

The best route to becoming an electrician was to take apprenticeship career/technical courses at the career center and then continue the apprenticeship with the local electrician’s union. With all that training ahead of him, Tomàs realized he must be positive his career choice was the right one. Tomàs talked about his situation with his counselor and his math teacher. He took their advice and made appointments to job shadow both a residential electrician and a commercial electrician, each for one day. The job shadowing experiences will help Tomàs make his career decision.



How can you find people to job shadow in the specific career areas that interest you? You should first consider your relatives and family friends because it is probably easiest to arrange to job shadow one of them. If they do not work in careers that you wish to pursue, then talk to the teacher of your favorite class, the teacher of your career course, the career development coordinator, or your counselor. Any of these people should be able to give you the names of companies you can contact to arrange a site to shadow. They may even be able to coordinate a shadowing site for you. In fact, job shadowing may be part of your class curriculum or may be arranged as part of a special event, such as “Take Your Child to Work Day” on the fourth Thursday in April or “Groundhog Shadowing Day” on February 2.

Learning business etiquette and knowing some of the details of the workplace surroundings ahead of time will enrich your job shadowing. Some experiences may require additional preparation. For example, job shadowing in a hospital may require completing an orientation on patient confidentiality and working around disease-causing germs. Be prepared for the shadowing experience to take from two to six hours.

Sharing the results of your job shadowing day with your class will give insight into many career areas and into the working world. For example, several types of workplaces may offer similar career opportunities. Advertising agencies, manufacturing companies, and hospitals all need accountants, desktop publishers, and writers. However, the job shadowing experiences for each type of business will be very different.

Consider...

What are some businesses or people that you could job shadow to help you discover your *Internal Career Design*?



The case studies in Activity 3-5, “Case Challenges,” will help you identify and analyze the benefits of various assessments.

Internships

An **internship** is a for-credit course that provides practical experience working in a specific career. Internships essentially offer a way to “test drive” a career before committing to it. An internship is a better way to confirm your career path than job shadowing is because you have a longer time to experience a career. A few interns may be paid; however, those are the exception. An internship is for experience, not for money. The internship, though, may lead to a job or even to entry into a career.

After completing a job shadowing day, Renata was offered an internship with the bank she observed. Her plans now included becoming an accountant, and her internship offered a way to explore the career further. The extra experience proved very useful, strengthening her resolve to study accounting and become a financial planner. “You have to experience the work for yourself because if you don’t, you won’t know whether or not you’ll like it,” Renata emphatically told her class.

REAL PEOPLE

REAL CAREERS

Animal Keeper

Ayessa Rourke respects and loves nature and wildlife, works well in a team, and is physically strong and in good health. Her career as an animal keeper at the Los Angeles Zoo makes use of her talents and passions. Ayessa improves the quality of life for captive animals, helps to educate the public, and contributes to the preservation of the environment.

In her daily job, Ayessa cleans and maintains exhibits of animals and other displays; observes animal behavior, noting any unusual behaviors that may require medical care; and administers and assists in veterinary procedures. In other words, she works mostly with healthy animals, but, at times, she will take care of sick ones. Ayessa also keeps records and charts, gives talks and demonstrations, and answers questions from the public. Her job duties use her math, science, English, and public speaking skills.

Ayessa’s advice for someone who is considering a career in animal keeping is to volunteer at a veterinary clinic, humane society, zoo, or wildlife preserve. Ayessa actually spent more time volunteering than she spent in class studying for her associate’s degree in animal management/zookeeping technology.

For more information about animal keeping

- explore the American Association of Zookeepers site at www.aazk.org.
- explore the American Zoo and Aquarium Association at www.aza.org.

After an internship, you may decide not to pursue the career that you have experienced—and not choosing a career area is as important as having an internship support your career path. Your career decisions will affect all aspects of your future life. Thus, you will benefit from learning early in life whether or a not a specific career is right for you.

Consider...

What factors would influence your decision to take a longer informal assessment experience, such as an internship?

Service Learning

In a **service learning** program, you volunteer your time to help the community in order to meet a course or graduation requirement. In choosing your service learning project, you can focus your volunteering experience to build skills for the workplace and to help determine the focus of your career path.

CAREER SUCCESS TIP

A great way to experience various types of volunteering is to make a day of it. Your community often has days designated for projects, such as cleaning the riverbank, parks, schools and tutoring. Look for the opportunities.

While Judy was in high school, she became involved in Habitat for Humanity, an organization that helps low-income families to build their own homes. Judy learned that her involvement in the activity could provide service learning credits toward graduation. By the end of the project, Judy had developed the transferable skills of working with a team, communicating effectively, and working successfully with various types of people. However, she believed the rewards of working for others and what she learned about herself were more important than any skills.

Karen wanted to use her writing talents in a service learning project, so she decided to take oral histories of the residents at the Bartlett Nursing Home. Karen learned much about the history of the city of Bartlett and the surrounding area. However, more importantly, she learned about the rich experiences and wonderful feelings offered by the elderly. She knew that writing was still important to her, but she also knew that she wanted to work with senior citizens in her career.

Service learning involves mutual give-and-take. While you give of your time and talents, you learn from the people that you serve. A service learning project can easily become part of your Career Journey Folder and can help you discover your *Internal Career Design*. Service learning can also serve as a type of internship by focusing on a specific career area.

Consider...

What are some of the rewards that you can gain from a service learning experience?



Use Activity 3-6, “Coming to Terms,” to understand some of the important terms in this chapter more thoroughly.

“Happy are those whose purpose has found them.”

—Anonymous

IN A NUTSHELL

- **I can recognize how assessments help focus my career journey.**

Career assessments help me learn about myself by identifying my interests, personality traits, abilities, and values. Analyzing the results of the assessments can help me decide what I want from a career and how I want my life to unfold. Assessments will help me set the goals that will start me on my *P*A*T*H to Success*.

- **I can describe different types of formal assessments.**

Formal assessments are based on the research of others. Interest inventories can help me relate my interests to occupational areas. Ability assessments measure how well I perform specific tasks and whether or not I can master certain skills. Personality assessments reveal the traits that make up my personality. Assessments of work values help me identify the things about an occupation that are important to me. Formal assessments can help me match my interests, talents, personality, and values to a career—to help me discover my *Internal Career Design*.

- **I can explain how to use formal assessment results.**

Although formal assessments are useful because they help me determine my skills and interests and give me insight into myself, they cannot make my career decisions for me. The results should be included in my Career Journey Folder so I can use them to discover my *Internal Career Design*.

- **I can describe types of informal assessment experiences.**

Informal assessment experiences are activities in which I can observe or participate in a specific career. In an informational interview, I interview someone who works in the career area I am considering. In job shadowing, I spend several hours following a worker at the job location itself. In an internship, I get credit for working in a specific career. In a service learning program, I volunteer my time to help the community in order to meet a course or graduation requirement. Informal assessment experiences can help me acquire first-hand knowledge about a career, understand the world of work, and discover my *Internal Career Design*.

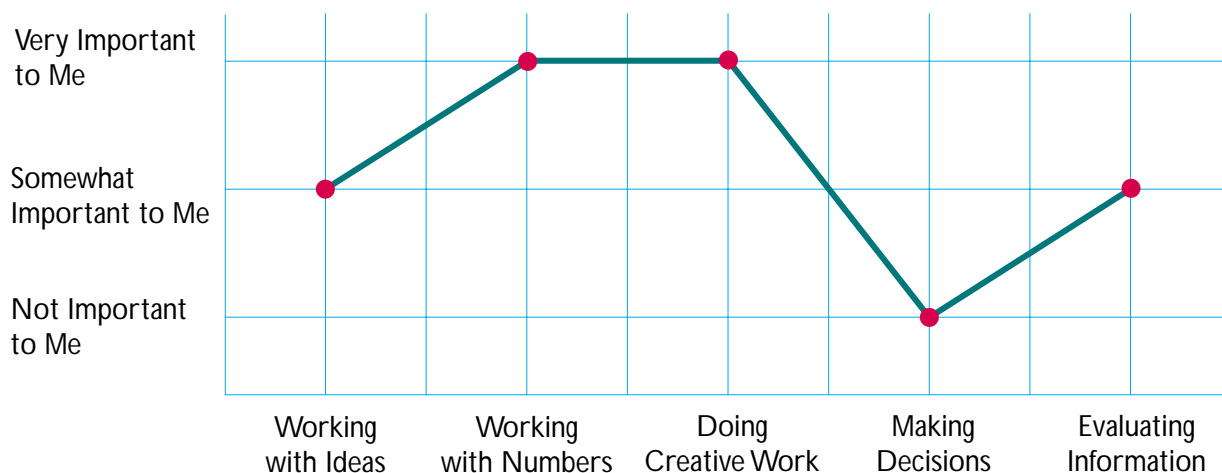
ACTIVITY 3-1

Inventorying Interests and Abilities



Print the graphs for this activity from your CD, or use the handout from your instructor if a computer is not available. Put dots in the appropriate places in the graphs. Then connect the dots for each graph. A portion of the Interests Graph is shown below as an example.

Interests



ACTIVITY 3-2

Coat of Arms—Interests and Abilities



Evaluating yourself helps you realize who you are now. Print the Coat of Arms from your CD, or use the handout from your instructor if a computer is not available. In this activity, you will fill in the interests and abilities that create the unique you. You will also use the same Coat of Arms in Activity 3-3.

1. Find the items you marked “Very Important to Me” on the Interests Graph in Activity 3-1. Write the words or draw symbols for them in the space marked “Interests” on the Coat of Arms.
2. Find the items you marked “Very Good at This” on the Abilities Graph in Activity 3-1. Write the words or draw symbols for them in the “Abilities” section on the Coat of Arms.



Evaluating yourself helps you realize who you are now. Use the same **Coat of Arms** that you used in Activity 3-2. In this activity, you will fill in the personality traits and work values that create the unique you.

1. Take the *Personality Test* at www.myfuture.com. Click on *Work Interest Quiz*. Click on *Personality Test*, and take the test. Print the results. Write the major temperament types or draw symbols for them in “Personality Traits” on the Coat of Arms.
2. Take the *Work Interest Quiz* at www.myfuture.com. Print the results. Write the top two work types or draw symbols for them in “Work Values” on the Coat of Arms.



Interview an adult about his or her career journey in choosing a career. You may choose the same person you interviewed in Activity 1-2 or someone in a career that fascinates you or who is a person you admire. Below are suggested questions to use during the interview.

1. What were your favorite courses in school?
2. What extracurricular activities did you enjoy most?
3. What did you like to do with your family and friends?
4. What did you like to do with your free time?
5. What were your favorite hobbies and interests?
6. Which of your special skills are most valuable to you? Why?
7. What achievements make you most proud?
8. Why did you select your career?
9. What did your parents do? How did this affect your career decision making?
10. As a child, what did you want to be when you grew up?

ACTIVITY 3-5

Case Challenges



After reading each case study, discuss each case with a partner. Which type of assessment would help the person in each case? Why? (You may have more than one answer.) Give examples.

1. Todd is a bright student who has definite goals in life. However, he questions why he should do classroom work that he thinks has nothing to do with his future goals. His father and uncle are welders, and he really likes helping them. He wants to learn welding. However, Todd's counselor and teachers are encouraging him to take academic courses that would prepare him for a bachelor's degree.
2. Stella especially enjoys working with people. She job shadowed both a marketing director and a teller at Streamwood Savings and Loan. Her experience was exciting to her, and she loved interacting with customers. Streamwood Savings and Loan has offered her an after-school job. However, Stella is not sure that she has the qualifications to work at such a business, and she wonders whether or not she would like this type of career.
3. After an informational interview with the Emergency Room Manager at Midtown Hospital, Bernard was offered a day of job shadowing there. He was thrilled! He got to observe not only how the team members interacted with the patients but also how they worked with optimum speed and efficiency. In the late morning, when only a few patients were admitted, Bernard learned some computer operations that were used to check the maintenance of some of the equipment. The computer training was interrupted when a patient with a smashed finger needed escorting to radiology. At the end of the day, Bernard felt mixed emotions. He had found the work exciting but was also worried. Did he have what was needed to work every day in the Emergency Room? How could he tell?

ACTIVITY 3-6

Coming to Terms



Informal assessment experiences include situations in which you participate in an activity and then analyze the results to help you discover your *Internal Career Design*. On a separate sheet of paper, describe a situation in which you have used or could use each of the following informal assessment experiences. You may want to use some of your answers from the Consider . . . activities. Be as detailed as possible.

1. Informational interview
2. Job shadowing
3. Internship
4. Service learning