

CREATING CAREER SUCCESS

A Flexible Plan for
the World of Work

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Chapter 3: Preferences

» You Know What You Like

Consider these factors

- Skills
- Experience
- Abilities
- Motivation

What activities do you prefer/choose?

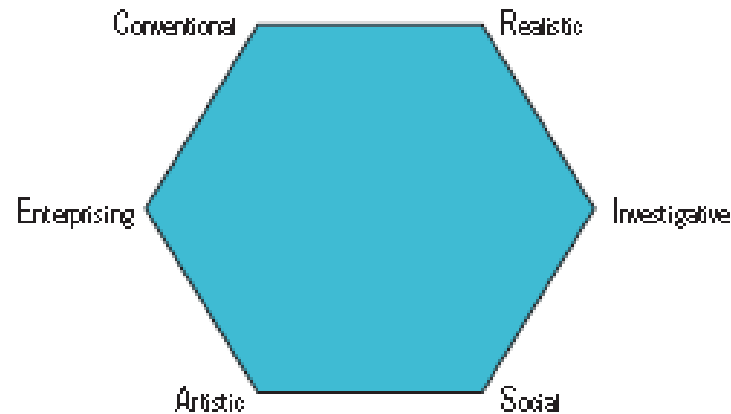
- How could that relate to careers?

PATTERNS of INTEREST: The Holland Code

» EXHIBIT 3.2 • Holland's Hexagonal Model



The hexagon is a visual representation of Holland's RIASEC Theory (Holland, 1997, p. 35)



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REALISTIC

- Manual and mechanical competencies
- Machines, tools, and objects
- Outdoors-types
- Adventurous



Burlingham



Lisa F. Young



Minerva Studio

INVESTIGATIVE



Alexander Raths



Alexander Raths

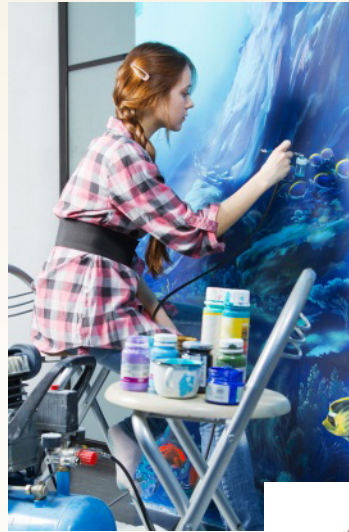


Frances A. Miller

- Analytical
- Scientific
- Technical
- Verbal competencies
- Research
- Knowledge
- Scholarship

ARTISTIC

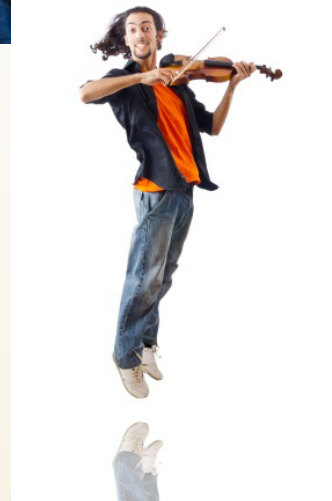
- Innovative
- Creative ability
- Imaginative
- Emotionally expressive
- Aesthetic values
- Literary, art, music, performance



George Dolgikh



Chuck Rausin



Elnur

SOCIAL



Monkey Business Images



Kurhan



Lisa F. Young

- Interpersonal competencies
- Treating
- Healing
- Teaching
- Empathy
- Humanitarianism
- Sociability

ENTERPRISING

- Persuasion
- Manipulation of others
- Selling
- Leading
- Power-oriented styles
- Competitive



Kurhan



R. Gino Santa Maria



Kzenon

CONVENTIONAL



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Dusit



Dmitry Yatsenko

- Organizational ability
- Conformity
- Orderliness
- Routines
- Predictable
- Work with things, numbers or machines

Holland's Person Environment Fit

- Similar personality patterns are present in occupations
- People with similar interests enjoy working together



Yuri Arcurs

EMBRACING DIFFERENCES

Stereotype Threat

Stereotypes
can:

- Limit us
- Establish incorrect expectations
- Make us feel bad about ourselves

Responses to
stereotype
threat in
workplace

- Fend off
- Be discouraged by
- Be resilient to

Explore your Preferences: Psychological Type

Increased awareness of type is helpful when:

Choosing a
career

Developing
professional
relationships

Working in
teams

Taking on
leadership
roles

Interacting
with peers or
supervisors

Developing
learning and
communication
styles

FOUR DIMENSIONS

Where do you get your energy? Where do you focus your attention?



corepics

Introversion (I)

- Energy from within
- Focus on ideas and experiences
- Like solitude and time for concentration
- Prefer to work alone
- Develop ideas by contemplation and reflection
- Learn new tasks by reading and reflecting



Kurhan

Extroversion (E)

- Receive energy from interacting with outer world of people and taking action
- Like variety of activities
- Prefer to work with other people
- Develop ideas by brainstorming and discussing with others
- Learn new tasks by talking and doing

How do you prefer to take in information?

What do you see in this image? That may determine which is your preference.



kaspargallery

Sensing (S)

- Take in information that is real and tangible – what is actually happening
- Observant about specifics and details
- Do things that are practical
- Prefer to improve what is
- Like to work steadily, step by step

Intuition (N)

- Take in information by seeing the big picture, focusing on relationships and connections between facts
- Do things that are innovative
- Prefer to change things
- Like to work with bursts of energy

You're the coach of a youth soccer team (ages 8 and 9) and are invited to a year-end invitational. You can only take 10 players but have 13 on your team. How would you decide which players to take?



Monkey Business Images

Thinking (T)

- Look at logical consequences of a choice
- Energized by critiquing and analyzing
- Examine pros and cons objectively
- Consider the principles in a situation
- Pay attention to what needs to be done

Feeling (F)

- Mentally place themselves in situation
- Energized by appreciating and supporting others
- Use personal values to make decisions
- Pay attention to people side of decisions

How do you order the world around you?



Chad McDermott



Mushakesa

Judging (J)

- Like to live in a planned, orderly way
- Want to make decisions, come to closure and move on
- Feel comfortable with system and order
- Need to know all about a project to get started
- Produce best with structure and schedules

Perceiving (P)

- Like to live in flexible, spontaneous way
- Prefer to stay open to new information and last-minute options
- Adapt well to changing situations
- Need only essentials of project to get started
- Focus on process, not completion

TECH SAVVY:

Managing your online behavior

Be proactive

Think about the content you create

Defend your reputation

Treat others with decency and respect

WORK WITH AWARENESS

Proactive Behavior



»» THOUGHT QUESTIONS

- Can you identify your preferences?
- Have you identified preferences that will be important for you to consider in your career?
- Have you identified any preferences that seem to be unrelated to your career interests but are important for you to integrate into your life?