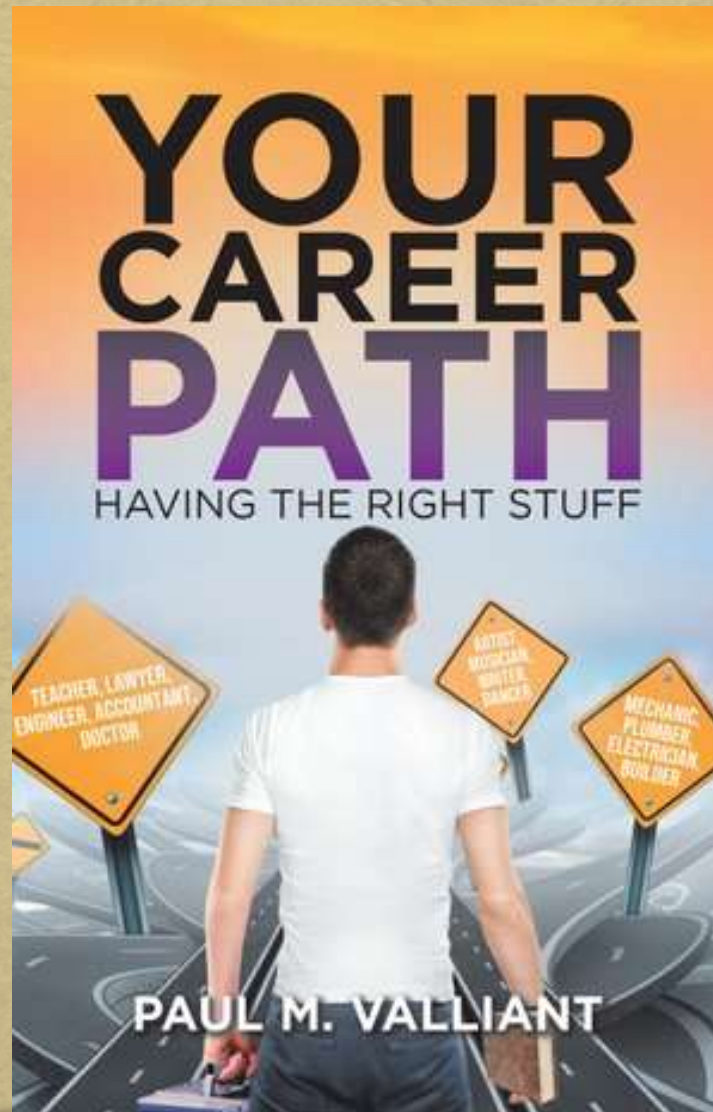


YOUR CAREER PATH

HAVING THE RIGHT STUFF
BY: DR. PAUL VALLIANT



Produced by:
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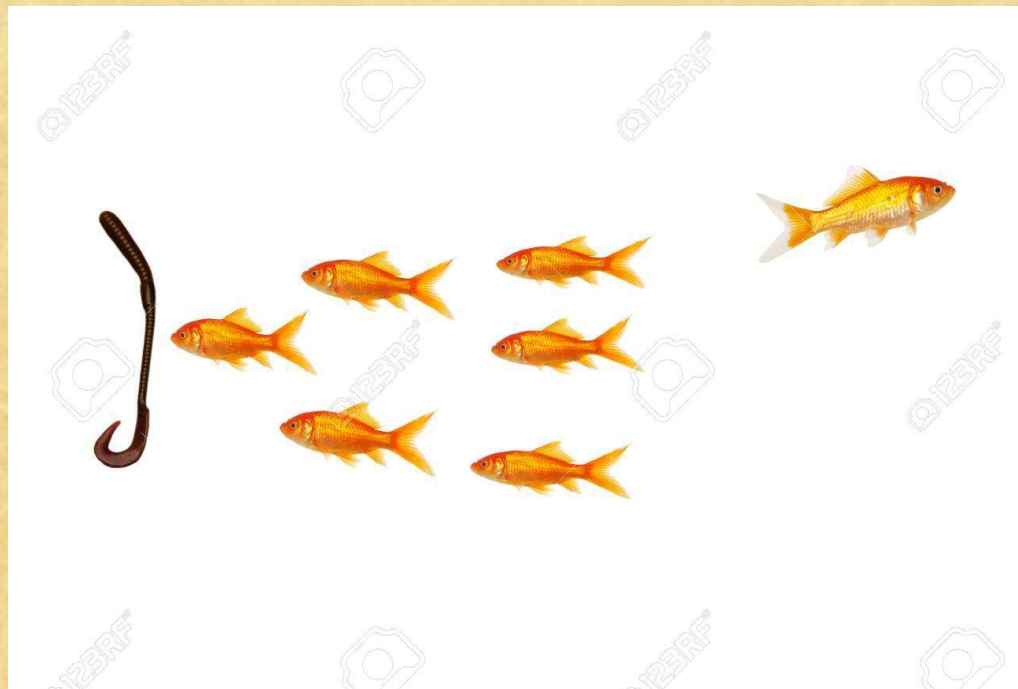
OVERVIEW

Choosing a career is a complicated process. It includes your personal interests and input from parents, mentors, teachers and guidance counsellors



DON'T FOLLOW THE CROWD: AVOID LEMMING BEHAVIOUR

1. The most important rule which one can learn in life is “don’t follow the crowd.” Often this can only lead to wrong choices or imminent disaster.

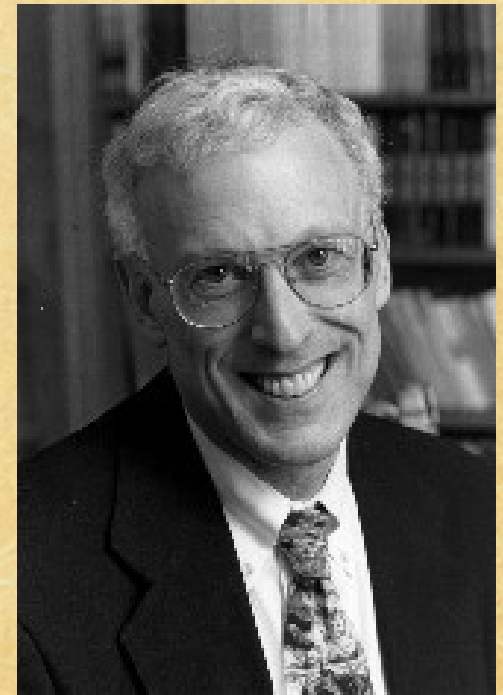


Factors needed to pursue technical school, college or university...

A) Intelligence: Types

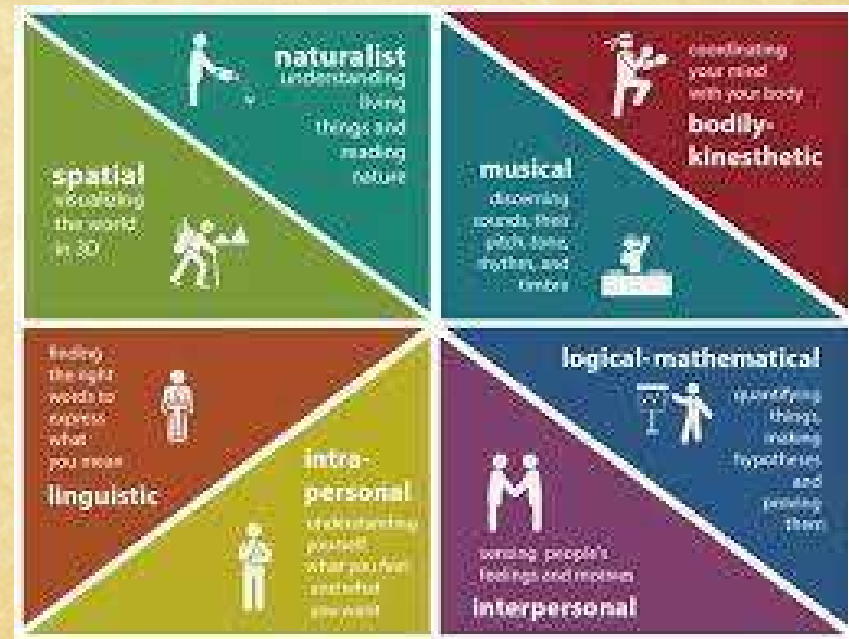
1. Robert Sternberg- 3 types:

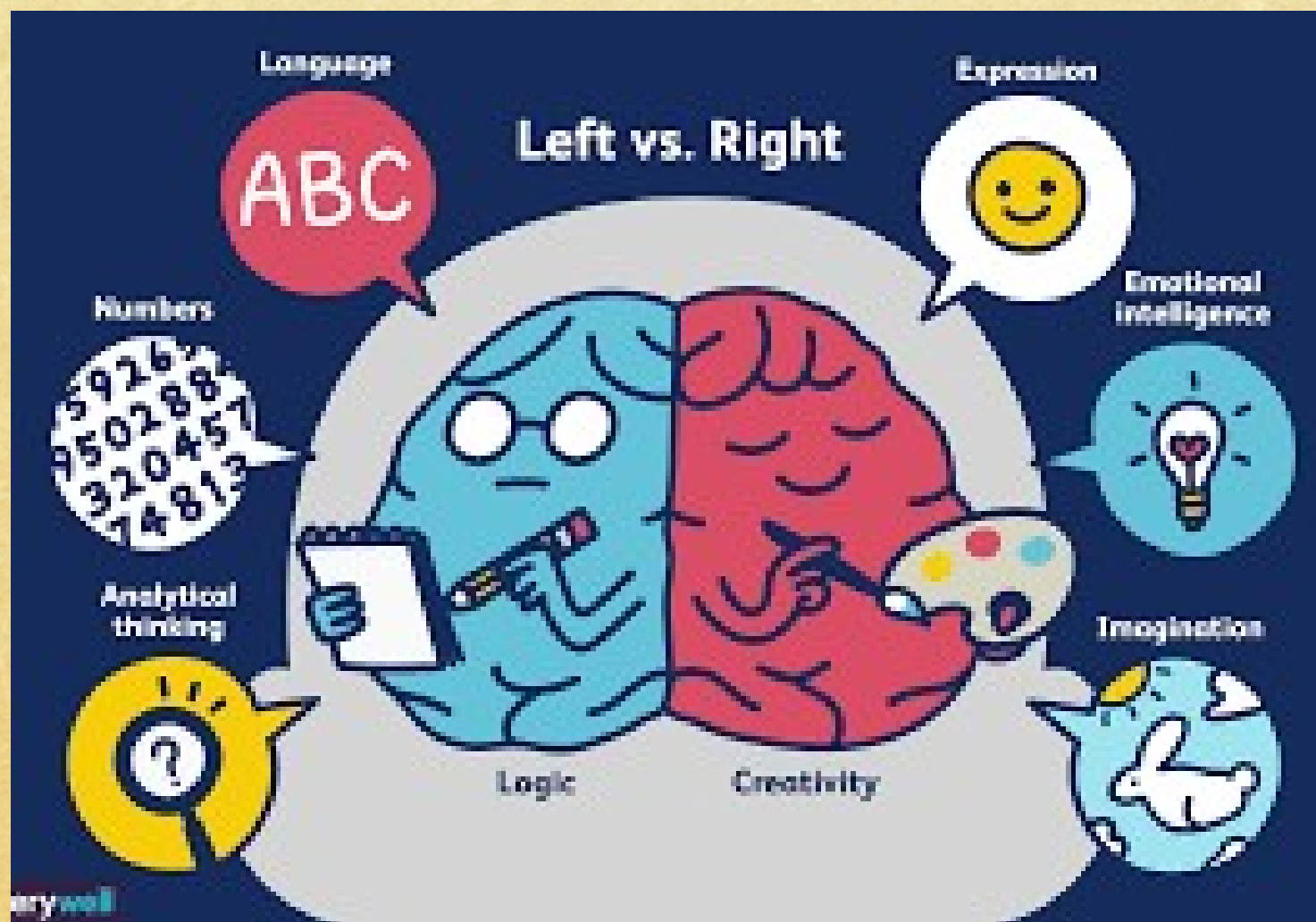
- Analytical
- Practical
- Creative



2. Howard Gardner: 8 types

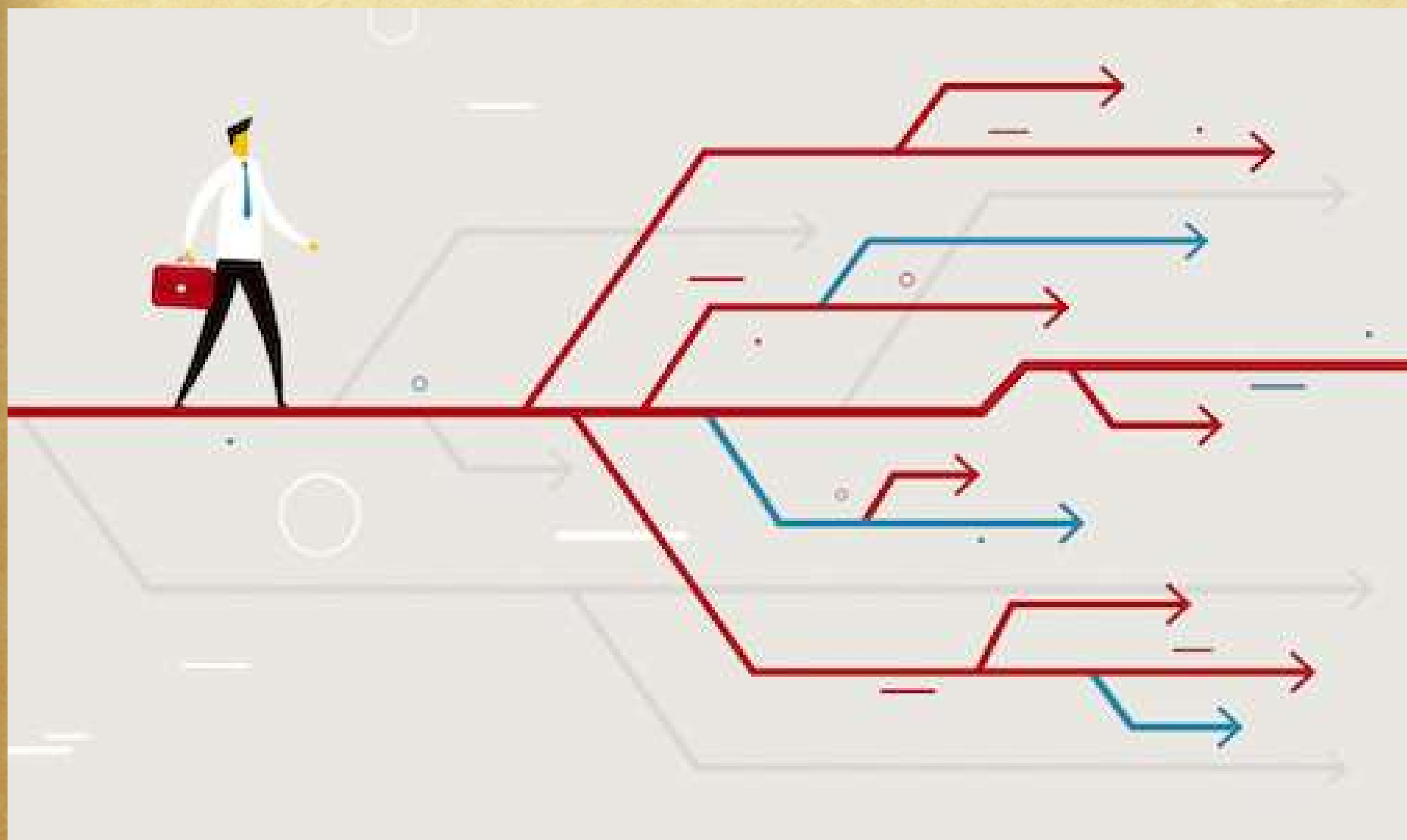
- Visual/ spatial
- Verbal/ linguistic
- Logical/ mathematical
- Bodily/ kinesthetic
- Musical/rhythmic
- Interpersonal
- Intrapersonal
- Naturalistic





CAREER CHOICES: A PATH TO FOLLOW

- 1) There are many strategies which one can utilize as they pursue their career goals, but essentially your path to career will likely arise from the following factors:
 - a. Interest: best to follow your dreams; not your parents
 - b. Natural ability: strengths
 - c. Cognitive capacity: verbal or performance ability
 - d. Intelligence: I.Q level
 - e. Personality traits: type of traits





Ideas come from curiosity.

– Walt Disney

2) A number of factors emerge pertaining to their motivation toward a particular career:

- a. Parents had motivated their choice
- b. Money was the underlying reason for career choice
- c. Family members were engaged in the profession
- d. They were curious about a career field

15. You must always remember the axiom,
“you can’t judge a book by its cover.”



PERSONALITY TRAITS WHICH INFLUENCE YOUR CAREER

Personality Traits Which Assist in Career Development:

- a. Conscientiousness
- b. Agreeableness
- c. Extraversion
- d. Openness
- e. Diligence
- f. Patience
- g. Optimism
- h. Self-confidence



- i. Passion
- j. Perseverance
- k. Self esteem
- l. Mindfulness
- m. Locus of control
- n. Neuroticism (anxiety)



Extraversion/Introversion

- ♦ A person's orientation toward sociability and a preference for a high level of social activity in a group.
- ♦ The Eysenck Personality Inventory evaluates four personality traits: Introversion/Extraversion is one of these continuums.



Openness

- ♦ Trait of openness indicates that one is accepting of novel ideas and curious about the way others think and feel.
- ♦ Research indicates that students who score high on openness had elevated career decisions.



Diligence

- ♦ Diligence can be expressed toward a job if one truly loves what they do



Patience

- ♦ John Langford made the original statement “patience is a virtue.”
- ♦ This statement indicates the ability to wait for something which invariably implies that life cannot be rushed.





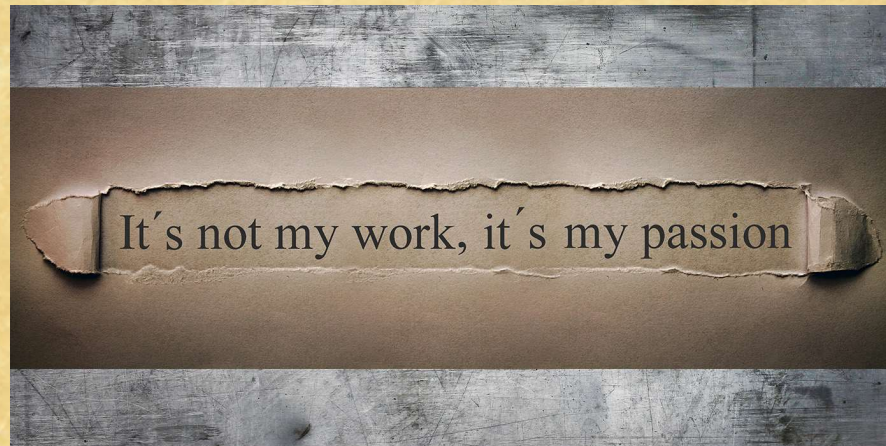
Self Confidence

- ♦ Self- confidence is defined as comfort in one's own ability
- ♦ To become self-confident requires acceptance of one's capabilities and the competence to initiate some action.
- ♦ In every profession one must obtain a sense of self-confidence
- ♦ Self confidence is an internal asset- this allows the individual to realize they have the skills and training to undertake a profession.



Passion

- ♦ An internal desire to achieve a goal.
- ♦ Passion for a job is likely the greatest elixir that one can aspire to achieve.
- ♦ People who are passionate about their job go to work everyday not out of necessity but because they truly like the work they do.



NEVER
GIVE UP

Self-Esteem

- ♦ An elevated sense of personal regard for themselves.
- ♦ Believing in yourself will allow you to achieve whatever goal you seek.



Mindfulness

- ♦ To be mindful is to have the awareness there are many situations which unfold in one's life space, and these can lead to many possible outcomes.



*Where no one intrudes, many can
live in harmony.*

Chief Dan George





MOTIVATING YOURSELF TO UPSTART A CAREER

1. The term motivation indicates a need or desire to pursue an interest.
2. Motivation becomes one of the underlying factors which determines initiative to embark on a path. If you lack motivation, you will experience difficulties in achieving your goals.

Motivation= Behaviour x Habit x Drive x Reward



Don't stop when you're tired.
Stop when you're done.

-Wesley Snipes

alcast

MENTORS WHO INFLUENCE YOUR CAREER

1. Introduction
 - a. Daniel Levinson defines a mentor as one who serves as a guide, sponsor, exemplar or counselor by providing social support and assisting with career selection.
 - b. Throughout a person's life, there are many who will influence your career.
 - c. These include parents, teachers, friends, siblings, employers and role models.

2. The Role of Parents as Mentors



- a. Parents cannot live vicariously through their adolescents. The career in which the adolescent expresses interest should be consistent with their interests and innate qualities.
- b. It is imperative that one's personal ability including cognitive capacity, interests and motivation are taken into consideration.
- c. I would advise parents to obtain a comprehensive evaluation of their children prior to attempting to streamline them into a future career. To ensure this happens, the parents must seek out a competent assessor.

3. Siblings and Peers as Mentors:

- a. Siblings and peers can also serve as positive role models. Through imitation and modelling of those who are closely bonded to you, allows the student to pursue career choices.
- b. Siblings set goals for themselves which may challenge the younger sibling to also want to achieve the same for themselves. Information shared by siblings serve as a learning mechanism for future undertakings.



4. The Role of Teachers as Mentors

- a. In the field of education, students often approach teachers because they perceive teachers as having some authority in providing to future careers.
- b. Primary school: pleasant teachers will be remembered, whereas negative teachers will not be remembered in favorable terms. Teachers who have motivated via positive reinforcement will be remembered, whereas those who have used negative reinforcement or punishment will be repressed and forgotten.






- c. Secondary School: students look to their teachers for guidance and mentorship. Research has shown that beyond the family dynamics, teachers had the next greatest influence on mentoring students.

6. The Role of Employers as Mentors

- a. Employers are also important role models. They have experienced the world through their entrepreneurial skills
- b. The benefit of close mentoring fosters knowledge of the job role and keeps the employee on track. In a job setting, the employee can benefit from their interaction with those in the mentor role.





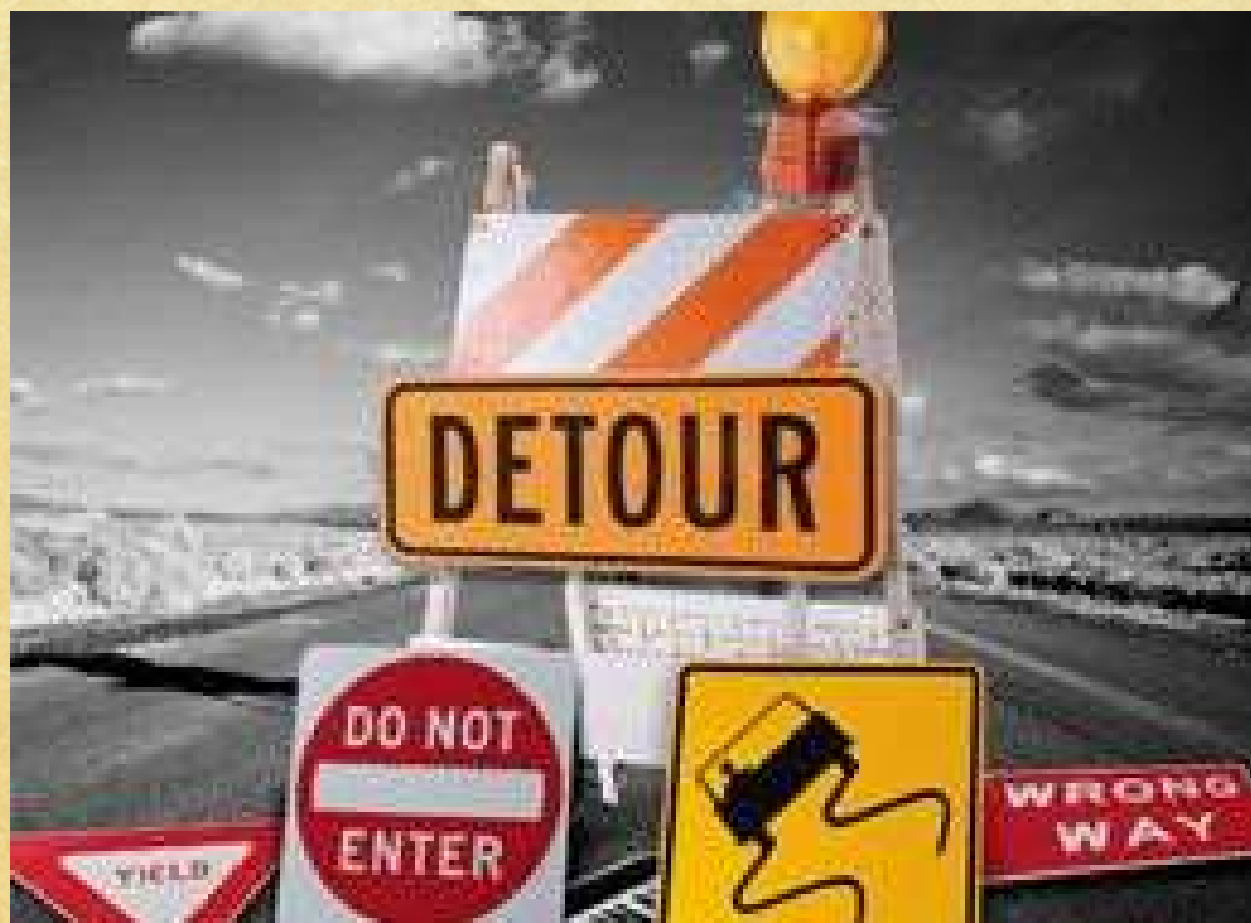
BukRate.com

*A road need not be paved in gold to
find treasures at its end.*

—Alan Brennert—

IF YOUR CAREER FALTERS: CHOOSE AN ALTERNATIVE PATH

1. Educational Experience
 - a. Younger people today must work at 2-3 part time jobs to meet their financial obligations
 - b. Life isn't always easy, and rose-coloured glasses won't make things appear brighter even if you are a rock star.
 - c. There are many roadblocks as one surfs the streets of glory seeking out a pot of gold at the end of the tunnel.
 - d. The main trait which seems to be of some importance here is perseverance and adaptability.



3. The Challenge of Adaptability

- a. It is important for people to recognize when change is imperative. But at the same time, one must carefully evaluate the impact of change on themselves personally and on their family.
- b. It has always been said it is better to have a job prior to seeking another job.



Steps to Choosing a Career

1 Assess yourself



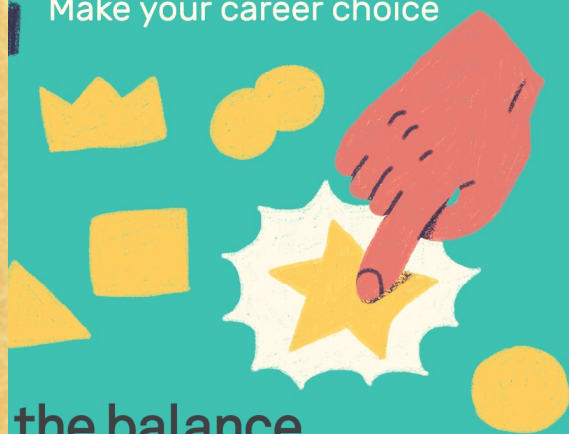
2 Make a list of occupations to explore



3 Conduct information interviews



4 Make your career choice



the balance

5 Identify your goals



6 Write a career action plan





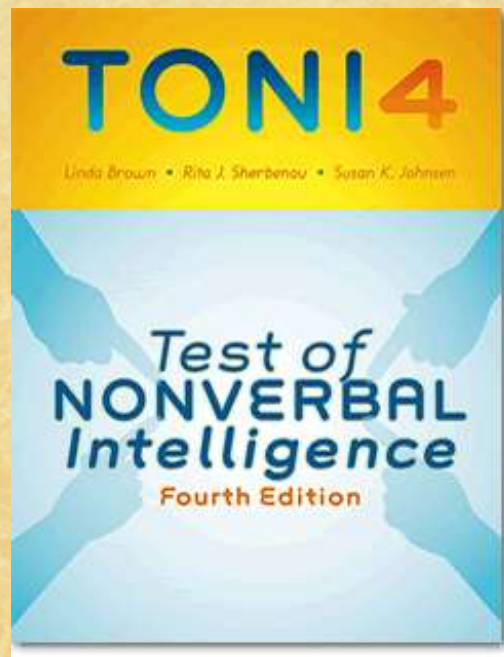
Questions commonly asked by students regarding College or University Programs:

1. How do I know which program I should take?
2. Have I made the right choice?
3. After my education is completed, will I end up in a job that I will like?

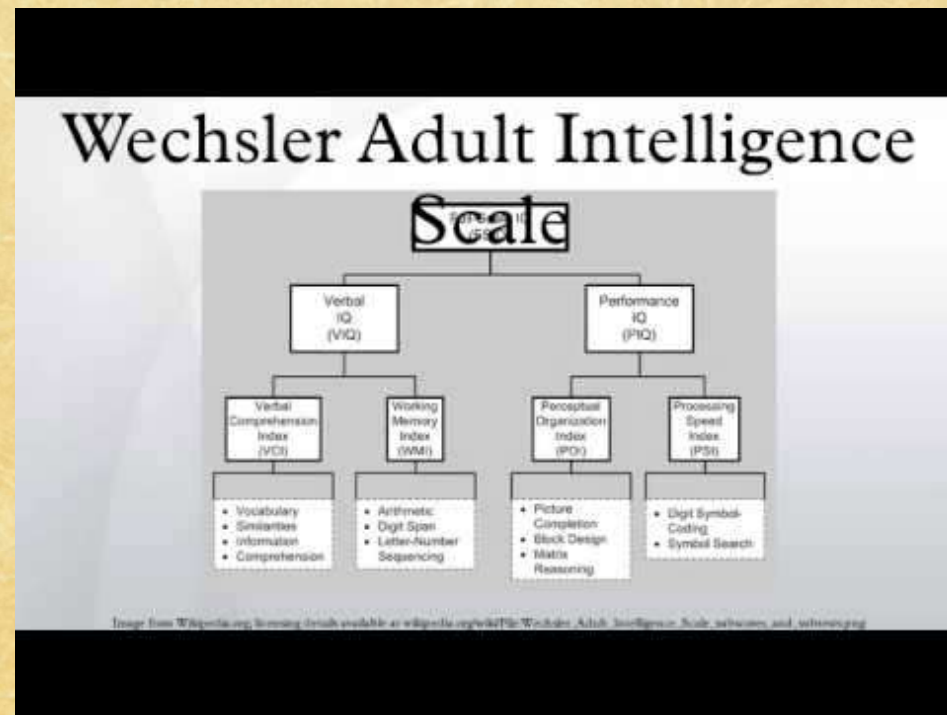
2. Intellectual Assessment

Non-Verbal Intelligence Tests

- a. Raven's Progressive Matrices (RPM)
- b. Test of Non-Verbal Intelligence (TONI)



3. Combined: Verbal/ Non-Verbal Intelligence Tests
- a. Wechsler Abbreviated Intelligence Scale (WASI)





4. Vocational Assessment

- a. Strong Vocational Interest Inventory (SVI)
- b. Jackson Vocational Interest Survey (JVIS)

6. Personality Evaluation

a. NEO.

The NEO PI-R personality domains and sub-domains (facets)



Neuroticism

1. Anxiety
2. Angry hostility
3. Depression
4. Self-consciousness
5. Impulsiveness
6. Vulnerability



Extraversion

1. Warmth
2. Gregariousness
3. Assertiveness
4. Activity
5. Excitement-seeking
6. Positive emotions



Openness

1. Fantasy
2. Aesthetics
3. Feelings
4. Actions
5. Ideas
6. Values



Agreeableness

1. Trust
2. Straightforwardness
3. Altruism
4. Compliance
5. Modesty
6. Tender-mindedness



Conscientiousness

1. Competence
2. Order
3. Dutifulness
4. Achievement striving
5. Self-discipline
6. Deliberation

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