

Career Planning Workbook

Expansion Module 1: Identifying Interests

The Department of Post-Secondary Education, Training and Labour (Saint John), School District 6 and the Work Room Career Resource Centres have developed a program to assist students and their parents (or anyone acting in a career coaching capacity) to create a dialogue about careers and provide tools to assist students in preparing their career plan. PACE (Plan to Achieve Career Excellence) is divided into 5 sequential modules that combine to create an effective career plan. This workbook supports the first module-”Identifying Your Interests” by providing additional information, resources and activities to help people to identify their interests, skills and life/career goals.

This workbook is designed as an “add-on” resource to be used as part of the main PACE career planning system. While this is not a required delivery component, it may prove useful to anyone who requires advanced career support tools to help them to progress to the next stage of their career plan.

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A support website has been developed to provide additional resources. The web pages are colour-coded to correspond with the information contained in this workbook.

www.setyourowndpace.org

The PACE workshop and resources are not intended to be used as a substitute for professional career counseling. Instead, this workbook allows students and their parents/career coaches to do their own research and in the event they have questions concerning career planning, there are resources readily available to assist them.

For parents who are interested in receiving career coaching training, a 60 minute Introductory Career Coaching Workshop is available through The Work Room Career Resource Centres and select community partners. Expansion modules (such as this one) are available for those who complete the introductory workshop. For more information on PACE and related career products, workshops and resource material please visit:

www.careersthatwork.ca

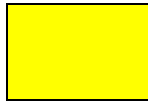
Interest Inventory

Name _____

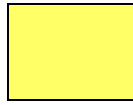
1. Personality Preferences (Holland Codes)



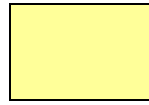
Realistic



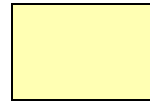
Investigative



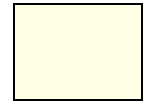
Artistic



Social



Enterprising



Conventional

2. Personality Preferences (Personality Dimensions) *



Resourceful



Inquiring



Organized



Authentic

* optional workshop available at some Work Room Career Resource Centres.

3. Rank order the following 13 industry clusters based on your interests.

- | | |
|--|---|
| <input type="checkbox"/> Architecture & Construction | <input type="checkbox"/> Medical & Health |
| <input type="checkbox"/> Arts & Culture | <input type="checkbox"/> Natural Resources & Transportation |
| <input type="checkbox"/> Business & Finance | <input type="checkbox"/> Science & Engineering |
| <input type="checkbox"/> Computers & Telecom | <input type="checkbox"/> Skilled Trades |
| <input type="checkbox"/> Education & Social Sciences | <input type="checkbox"/> Service Industry |
| <input type="checkbox"/> Fashion & Design | <input type="checkbox"/> Sports & Recreation |
| <input type="checkbox"/> Law & Government | |

4. List your top 10 interests

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Categorizing Your Interests:

1. In the table below, circle any activities that interest you. You don't have to have actual experience or skill with the activity.
2. Count the number of circled activities in each column and write the totals in the spaces provided.
3. Add the column totals from each table (on this page and the following page) to arrive at a grand total for each of the six categories (realistic, investigative, etc.).
4. Try your best to identify at least two areas of interest.
5. Compare your code to the definitions on page 7.

Fix mechanical things	Work on a scientific project	Sketch, draw, or paint	Work as a volunteer for a charity	Operate your own business	Operate office machines
Take a woodworking class	Study the stars through a telescope	Sing or play in a band	Help others with their personal problems	Prefer to lead than to follow	Saving/ Investing money
Repair your bike/vehicle	Solve a mathematical problem	Make home movies	Take a First Aid course	Supervise the work of others	Take an accounting class
Work outdoors	Watch tv crime scene dramas	Take photos	Work as a nurse	Like taking risks	Doing your own taxes
Operate motorized machines or equipment	Read for knowledge rather than entertainment	Act in a play	Teach children	Read business magazines or articles	Work in an office
Build things	Try to figure out how things work	Design fashions	Act as a coach	Meet important people	Write a business letter
Work alone	Use a microscope	Design interior spaces	Lead a group discussion	Give a talk or speech	Use a computer

R _____ **I** _____ **A** _____ **S** _____ **E** _____ **C** _____

Identifying your Interests

Categorizing Your Interests:

Tend/train animals	Research before making a purchase	Read/write fiction or graphic novels	Play a team sport	Sell things	Keep accurate records
Pitch a tent	Understand physics laws and theories	Attend concerts & movies	Help others resolve a dispute	Promote or spread an idea	Have an attention for details
Solve mechanical puzzles	Solve puzzles	Work on crafts	Participate in a meeting	Win a Leadership or sales award	Use word processing software or spreadsheets
Plant a garden	Enjoy learning new things	Work according to your own rules	Talk to people	Take on a lot of responsibility	Work with numbers
Read a blueprint	Create a computer program	Use your Imagination to create something original	Enjoy using social media websites	Participate in a political campaign	Be very well organized
Play a sport	Seek to find truth/answers	Have your own unique style	Plan and supervise an activity	Convince people to do things your way	Set up a system for doing something and stick to it














R _____ **I** _____ **A** _____ **S** _____ **E** _____ **C** _____

Add the column totals from each table (on this page and the previous page) to arrive at a grand total for each of the six categories. Compare your code to the definitions on page 7.

					
Realistic	Investigative	Artistic	Social	Enterprising	Conventional

Coding Definitions:

Realistic

You have mechanical and athletic abilities. You like working outdoors with tools and objects, and you prefer dealing with things rather than people.

Auto mechanics
Building things
Wildlife biology

Farming
Fixing electrical things
Playing sports

Carpentry
Driving a truck

Investigative

You have math and science abilities. You like working alone and solving complex problems. You also like dealing with ideas rather than people or things.

Advanced math
Doing research
Building rocket models

Doing puzzles
Figuring out how things work
Working in a science lab

Physics
Astronomy

Artistic

You have artistic ability and imagination. You enjoy creating original work, and you prefer to deal with ideas rather than things.

Being in a play
Creating fashion designs
Reading about art or music

Going to concerts
Learning foreign languages
Playing with musicians

Creative writing
Drawing or painting

Social

You have social skills. You're interested in social relationships and helping others solve problems. You like dealing with people rather than things.

Attending sports events
Playing on a sports team
Helping people

Belonging to a club
Doing volunteer work
Working with elderly people

Making new friends
Teaching children

Enterprising

You have leadership and speaking abilities. You like to be influential, and you're interested in politics and business. You also prefer to deal with people and ideas, not things.

Being elected class president
Talking to salespeople
Working on a sales campaign

Selling a product
Buying materials for a store
Talking with people at a party

Being with leaders
Giving speeches

Conventional

You have clerical and math abilities. You prefer working indoors and organizing things, and you like dealing with words and numbers rather than people or ideas.

Filing letters and reports
Using business machines
Working nine-to-five

Using a cash register
Keeping detailed reports
Computer programming

Following a budget
Typing reports

Putting it all Together

The previous exercise is based on a theory of careers and vocational choice formulated by psychologist John L. Holland. Holland Codes (RIASEC) represent a set of personality types but does not assume that a person is just one type or that there are "only six types of people in the world." Instead, he assumed that any person could be described as having interests associated with each of the six types in a descending order of preference. When applying this theory is applied in interest inventories and career planning, it is usually only the two or three most dominant codes that are used. This can be represented graphically in the form of a hexagon.

The six personality types relate to each other in different ways. Some compliment each other while others frequently cause conflict because they are so dissimilar.

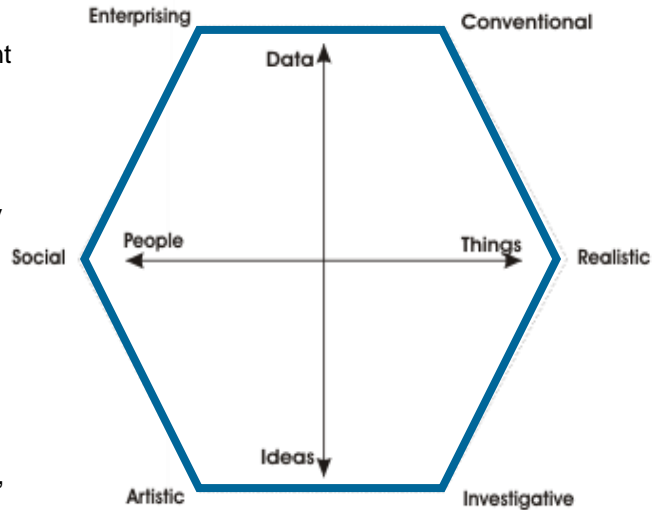
The shorter the distance between their corners on the hexagon, the more closely they are related. For example Artistic people are most like Social and Investigative people and least like Conventional people.

The diagram also demonstrates how the different personality types prefer to work with different stimuli: people, data, things, and ideas.

The previous exercise was not an official assessment or quiz but an exercise modified from the Holland Code Career Model to help you narrow down your interests into more manageable categories. By doing so, it may direct you towards your career goals quicker and easier.

It is important to remember that every person requires a blend of all these personality types to be successful in their life. This exercise demonstrates what areas of your personality you are most comfortable with and come naturally to you.

Over time you may find that your job, training and/or life experience may cause your personality preferences to change.



Personality Dimensions®

Personality Dimensions® is a dynamic tool that builds on the foundations of temperament theories that spans 25 centuries. It emphasizes the self-discovery process, and uses a highly effective “edu-tainment” model to help participants understand their personality preferences in a fun and informative environment.

Personality Dimensions® is based on leading-edge research into human motivation and behaviour and helps to explain what motivates behaviour in people with different personalities or temperaments. This interactive human relations and communications process enhances the basic values of self-esteem, dignity and self-worth.

The introductory workshop is 3 hours in duration and can be offered in a school setting or to the public in a group format. Select Work Rooms can provide this service as there are two licensed facilitators on staff who can provide the training.

Additional application workshops are also available that address topics such as team building, communication, self esteem and career planning.

For more information on how Personality Dimensions® can compliment your PACE training please contract your local Work Room Career Resource Centre www.careersthatwork.ca.

Successful completion of PACE (and this module) are not dependant on attending a Personality Dimensions® workshop. This is just one of many additional resources that support the PACE career planning process.

Here are some other options that can be effective.

Personal journal

Keep track of your activities for the next couple of weeks. Write down the places you went, things you did, people you hung out with and past times (movies, tv, videogames, sports, etc). Review your journal at the end of a couple of weeks to discover how you enjoy spending your time. This may give you insight into your interests and give you a starting point for your career plan.

Consult your social network

Who knows you better than the people in your social network (friends, family, teachers and employers)? Ask them for their perceptions of the things you like to do and suggestions of careers that may compliment their interests. You don't have to act on their recommendations as you are only collecting information at this point. They may have unique insights that you may not have considered.

Vocational testing

If you are really stuck and can't think of things that interest you, you may benefit from consulting your high school guidance counsellor about doing more formalized vocational testing and interest inventories to help find a good starting point for your career planning.

Industry Clusters

1. Review the 13 industry clusters on this page. There are a few examples of the types of jobs that would be found in each industry cluster. Some clusters are very similar, so you may notice overlap in the types of jobs found under each classification.
2. Rank order the industry clusters based on how well they match your interests. Place a number in each circle starting with 1=1st choice to 13=last choice.

Architecture & Construction

Skilled Trades
Engineer
Labourer

Business & Finance

Accountant
Entrepreneur
HR Manager

Medical & Health

Doctor
Nurse
Dentist
Veterinarian

Art & Culture

Actor
Archaeologist
Film Director
Graphic Designer
Sociologist
Writer

Education & Social Science

Clergy
Psychologist
Teacher

Science & Engineering

Astronaut
Scientist
Biochemist

Computers & Telecom

Video game Designer
Programmer
Webmaster

Skilled Trades

Carpenter
Plumber
Electrician
Welder

Law & Government

Police
Lawyer
Firefighter
Military

Service Industry

Bartender
Salesperson
Custodian

Fashion & Design

Hairstylist
Florist
Interior Designer
Tattoo Artist
Model

Sports & Recreation

Athlete
Coach
Disk Jockey

Natural Resources & Transportation

Farmer
Pilot
Fisher

Congratulations!

You have completed your first step in the PACE career planning system: "Identifying Your Interests".

Hopefully through the instruction provided by your PACE facilitator and working through these exercises has provided you with a better idea of your interests and how important they are as a first step in your career plan.

Please list 10 interests that you have identified through this module that you would like to use as a starting point for the next step in your plan: "Researching Careers".

_____	_____
_____	_____
_____	_____
_____	_____
_____	_____

Preview of the next step: **Researching Careers**

- PACE participants will use the interests identified in Module 1 to match them with potential occupations in the workforce.
- Many resource tools will be introduced to assist people in doing effective research.
- PACE participants will be provided access to the online Career Cruising program which will provide ongoing research support 24/7.

CareerCruising

- Participants will be encouraged to narrow down their prospective career options to a few manageable alternatives that they can put into an effective action plan.



Developed through the partnership of the Department of Post Secondary Education Training, and Labour (Saint John Regional Office), School Districts 6/8 and The Work Room Career Resource Centres.