Assessing Skills & Interests

GS Conference & Fair, March 2018
Agenda

- Why identify skills and interests?
- Interests – Holland Code
- Skill Mapping
- Discussion
Gallup’s 2013 State of the American Workplace study:

- 30% enjoy their jobs
- 52% show up but feel “disengaged”
- 18% are “actively discontent”

What might be some reasons why so many people end up “disengaged” or “actively discontent” at work?
Why do we self-assess?
The Premise:

You’ll be happier (more engaged) in an environment that matches your personality, skills, values and interests.
John Holland (1919–2008), American Psychologist and Professor of Sociology at Johns Hopkins University
R I A S E C

How you act and feel at work depends to a large extent on your workplace (or school) environment.

If you are working with people who have similar interests and skills, you will feel most comfortable with them.
REALISTIC
—
“The Doers”

- Prefer practical, hands-on physical activities with tangible results: building, repairing objects, nursing, working outside.
- Frank, hands-on, practical and good at handling emergencies.
INVESTIGATIVE
—
“The Thinkers”

* Prefer to solve abstract problems involving science or engineering related subjects. Curious about how and why things work. Like to observe, investigate, analyze, and research.
* Analytical, reserved, independent, precise.
ARTISTIC

“The Creators”

- Prefer unstructured situations involving self-expression of ideas and concepts – art, media, film, writing.
- Like to use imagination and originality: creative, expressive, sensitive, free-spirited.
SOCIAL

“The Helpers”

- Prefer direct service or helping opportunities involving advising, counseling, mentoring, teaching or group discussion. Drawn to social causes.
- Concerned with the welfare of others, compassionate, generous, tactful, cooperative.
ENTERPRISING – “The Persuader”

- Prefer working with people in situations involving persuasion, selling, or influence. Drawn to leadership roles.
- Adventurous, energetic, enthusiastic, assertive, confident, ambitious, competitive.
CONVENTIONAL

“The Organizers”

- Prefer structured environments involving data, finance, planning and organization. Value efficiency, order and stability.
- Detail-oriented, orderly, careful, loyal, conscientious, practical.
Are you a Doer? *(Realistic Interest Theme)*

Check off the values, interests, personality traits and skills below that describe you.

<table>
<thead>
<tr>
<th>Values</th>
<th>Interests</th>
<th>Personality</th>
<th>Skills</th>
</tr>
</thead>
<tbody>
<tr>
<td>Concrete tasks</td>
<td>Outdoor activities</td>
<td>Stable</td>
<td>Athletic ability</td>
</tr>
<tr>
<td>Practical things</td>
<td>Sports activities</td>
<td>Persistent</td>
<td>Mechanical, electrical skills</td>
</tr>
<tr>
<td>Clear goals, structure</td>
<td>Hands-on tasks</td>
<td>Efficient</td>
<td>Managing tasks</td>
</tr>
<tr>
<td>Doing, showing vs. telling</td>
<td>Tools, machines</td>
<td>Action oriented</td>
<td>Common sense</td>
</tr>
<tr>
<td>Making things work</td>
<td>Animals, plants</td>
<td>Reliable</td>
<td>Problem solving</td>
</tr>
<tr>
<td>Tradition, craftsmanship</td>
<td>Building things</td>
<td>Logical</td>
<td>Working with plants, animals</td>
</tr>
</tbody>
</table>

How many “R” check marks describe you? **Total them here:**

Realistic majors and careers: Circle any of interest!

<table>
<thead>
<tr>
<th>Major (School)</th>
<th>Interest Code</th>
<th>Career</th>
<th>Interest Code</th>
</tr>
</thead>
<tbody>
<tr>
<td>Anthropology (LBA)</td>
<td>IRE</td>
<td>Wind Energy Engineer</td>
<td>RIE</td>
</tr>
<tr>
<td>Biotechnology (SCI)</td>
<td>RIE</td>
<td>Surveyor</td>
<td>RCI</td>
</tr>
<tr>
<td>Biomedical Engineering (ET)</td>
<td>IRE</td>
<td>Police Patrol Officer</td>
<td>REC</td>
</tr>
<tr>
<td>Clinical Lab Science (MED)</td>
<td>RIC</td>
<td>Biological Technician</td>
<td>RIC</td>
</tr>
<tr>
<td>Computer &amp; Information Science (SCI)</td>
<td>IRE</td>
<td>Construction Manager</td>
<td>ERC</td>
</tr>
<tr>
<td>Computer Engineering (ET)</td>
<td>IRE</td>
<td>Electrician</td>
<td>RIC</td>
</tr>
</tbody>
</table>
Thinking back to age four, list your occupational daydreams in order. Try to list at least 10.

For example:
- Mother
- Veterinarian
- Scientist
- Astronomer
- Blacksmith
- Banker
- Therapist
- Artist
- Inventor
- Science Teacher
Earliest Occupational Daydreams

- Now Assign RIASEC Codes!
- For example:
  - Mother (S)
  - Veterinarian (SI)
  - Scientist (I)
  - Astronomer (I)
  - Blacksmith (R)
  - Banker (E)
  - Therapist (SA)
  - Artist (A)
  - Inventor (IA)
  - Science Teacher (IS)
Graduate Programs

- Technical (R, I, C)
  - MEng, MS, MArch etc.

- Business (E, C)
  - MBA, EMBA etc.

- Arts (A)
  - MFA, MM etc.

- Humanities/Social Sciences (S, A, I, C)
  - MA, PhD, MLS, MLA, PhD, PsyD etc.

- Law/Policy/Criminal Justice (A, S, I, C)
  - MPP, MPA, JD, MCJ etc.

- Natural Sciences (I, R, C)
  - MS, PhD etc.

- Education/Human Services (S, I, C)
  - MEd, MSW, EdD etc.

- Medical (I, R, S, C)
  - MSc, MPH, PharmD, OD, MD etc.
Discussion
[In groups of 3 or 4]

- What insights do you have about your graduate school goals, given your interests? Do you see overlap? Do you see areas of conflict?
- What graduate programs are your group-mates considering that might be possibilities for you?
- What might be the Holland Codes of your future classmates? What are the Holland Codes of the people you have gone to school or worked with in the past?
What are your transferrable skills?

Transferable Skills Worksheet

Over the years, you have developed many skills from coursework, extracurricular activities, internships, jobs and your total life experiences. Almost any job, course project, student organization activity, or volunteer experience you have had provided you with particular skills that can be transferrable, or relevant and useful, in future work or volunteer experiences.

Skills and Qualities Important to Employers

According to the 2014 National Association of Colleges and Employers (NACE) Job Outlook Survey, the top 10 qualities/skills employers seek are transferrable skills:

1. Ability to work in a team structure
2. Ability to make decisions and solve problems
3. Ability to plan, organize and prioritize work
4. Ability to verbally communicate with persons inside and outside the organization
5. Ability to obtain and process information
6. Ability to analyze quantitative data
7. Technical knowledge related to the job
8. Proficiency with computer software programs
9. Ability to create and/or edit written reports
10. Ability to sell or influence others

It is interesting to note that, without fail, communication skills and team work rank high on the list of skills employers want year after year. Which of the top ten skills do you excel in? How have you demonstrated these? How can you develop them further?

Take Stock of Your Transferable Skills

Review the lists in the following 5 categories, and underline all the skills you have. Then go back and circle the 10 underlined skills you would or already enjoy using most. Write these top 10 skills in the spaces provided under “Ten Most Preferred Skills” and write a brief example of how you have demonstrated each skill in a job, class, internship, or extracurricular activity. This will help
• LinkedIn “See Alumni” tool – Psychology
• Jullien Gordon’s “Skills Challenge” Activity
• University of Tennessee Knoxville – Major does not equal career handout