

# Focus 2 Interpretation

## Planning for your future

[careers.ucr.edu](https://careers.ucr.edu)  
(951) 827-3631

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# Agenda

- **Revisit the Career Decision Making Model**
- **Understand how to self-interpret the results**
- **Explore majors & career paths that align with your VIPLS**
- **What's Next**

# CAREER DECISION MAKING PROCESS

## KNOW YOURSELF

Identify your values, interests, personality type and skills.

## EXPLORE OPTIONS

Research career options.

**Start  
with Why**

Answering "why" you want to pursue your career will help inform your career decisions and serve as a strong motivator.

Further develop your skills, network and job search strategy.

## TAKE ACTION

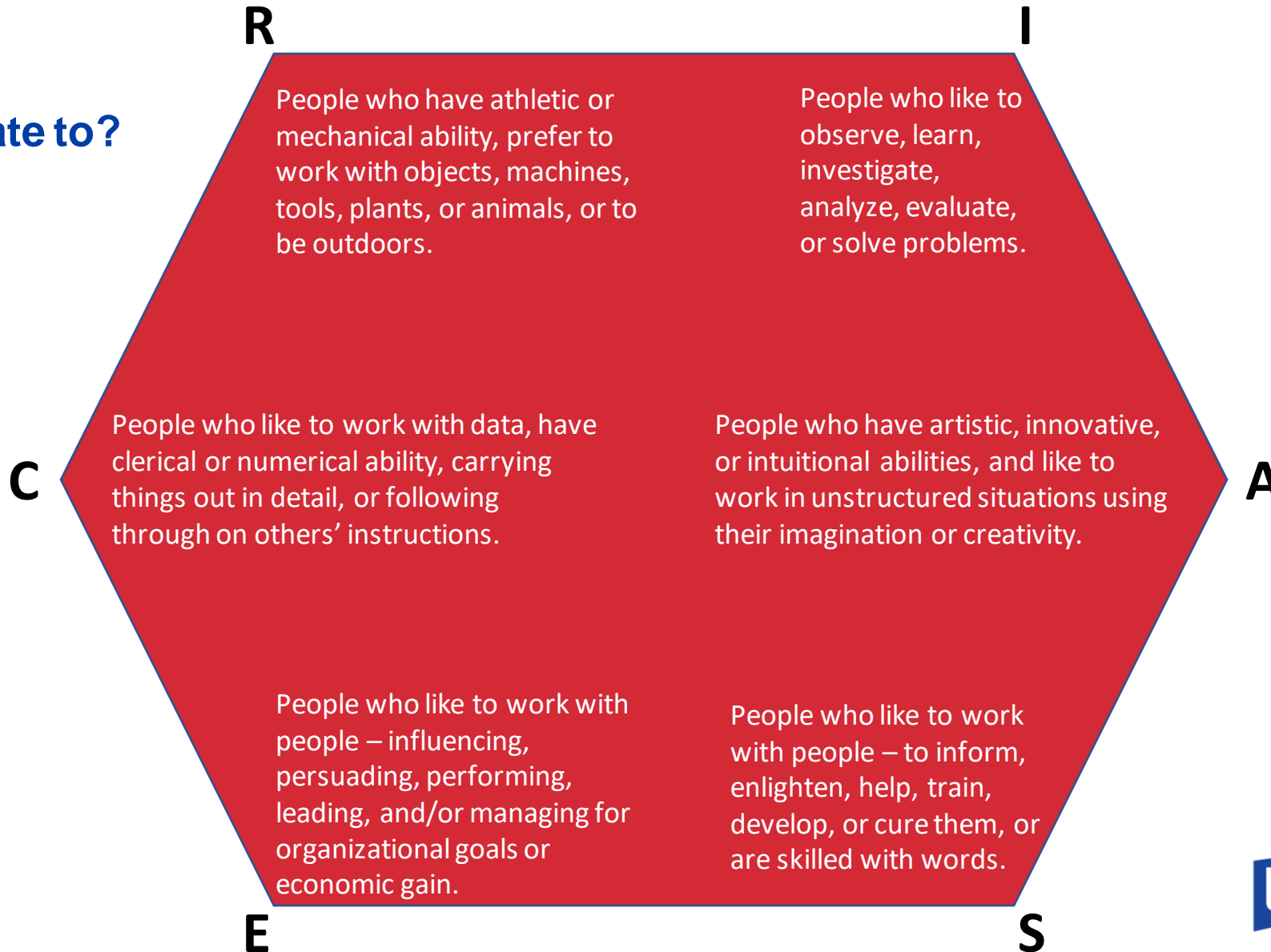
Reality-test fields of interest.

## GAIN EXPERIENCE



# The Party

Who do you relate to?



## REALISTIC The “Do-ers”

People who have athletic or mechanical abilities, prefer to work with objects, machines, tools, plants, animals or to be outdoors.

Mechanics  
Carpenters  
Radiologic Technologists  
Corrections/Police Officers

Engineers\*  
Woodworkers  
Drafters  
Electricians



## INVESTIGATIVE The “Thinkers”

People who like to observe, learn, investigate, analyze, evaluate or solve problems.

Physicians  
Medical Lab Technologists  
Computer Programmers  
Management Consultants

Psychologists  
Software Engineers  
Engineers\*  
College Professors

## CONVENTIONAL The “Organizers”

People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow-through on others' instructions.

Accountants  
Bookkeepers  
Data Processors  
Paralegals

Actuaries  
Computer Operators  
Medical Records Technicians  
Insurance Adjusters/



*Taken from SDS, Holland,  
You and Your Career*



## ARTISTIC The “Creators”

People who have artistic, innovating or intuitional abilities and like to work in unstructured settings using their imagination and creativity.

Advertising Executives  
Architects  
Copywriters  
Landscape Architects  
Museum Curators  
Graphic Designers  
Technical Writers

Journalists  
Dancers  
Actors/Actresses  
Attorneys  
Librarians  
Writers/Editors  
Translators

## ENTERPRISING The “Persuaders”

People who like to work with people, influencing, persuading, performing, leading or managing for organizational goals or economic gain.

Real Estate Agents  
Travel Agents  
Financial Planners  
Managers/CEOs\*

Politicians  
Food Service Managers  
Sales Representatives  
Bartenders  
Stockbrokers



## SOCIAL The “Helpers”

People who like to work with people to enlighten, help, train or cure them, or are skilled with words.

Counselors\*  
Ministers/Chaplains  
Social Workers  
Speech Pathologists  
Human Resources

Teachers  
Dieticians  
Trainers  
Nurses

# University of California Riverside

## Welcome Kimberly!

Let's get started developing your personalized career and education plans!

### Career Planning Foundations



My Career Planning Involvement

START OVER

REVIEW

RESULTS



My Academic Strengths

START



Am I Career Ready?

START OVER

REVIEW

RESULTS

### Self Assessment

Discover majors and occupations that match your personal attributes



Work Interest Assessment

100% Complete

RESULTS

Review

Start Over



Values Assessment

100% Complete

RESULTS

Review

Start Over



Personality Assessment

100% Complete

RESULTS

Review

Start Over



Skills Assessment

100% Complete

RESULTS

Review

Start Over



Leisure Assessment

100% Complete

RESULTS

Review

Start Over

Combine Assessments

5/5 Completed



# Let's Take a Look at Your Results!

## YOUR RESULTS ⓘ

The first three work interest areas shown on the graph and described below are most important to you.



S	<b>Social</b> The Helpers
E	<b>Enterprising</b> The Persuaders
A	<b>Artistic</b> The Creators

Your Work Interest Holland Code is:

SEA

### Social: "The Helpers"

- Prefer to work with others with the team approach to problem solving.
- Enjoy teaching, caring for others, volunteering, mediating disputes, meeting new people, and working in groups.
- Highly verbal, express themselves well, and get along well in groups.
- Describe themselves as cooperative, friendly, and understanding.

### Enterprising: "The Persuaders"

- Enjoy selling and promoting, having power and status, giving talks and speeches, and leading groups.
- Enjoy influencing others and being in a leadership position.
- Often use their skills to influence others.
- Often enjoy discussing politics and competitive activities. Self-confident, talkative and energetic.

### Artistic: "The Creators"

- Prefer to be expressive and like the opportunity to create new things and be innovative.
- Typically do not like structure or conformity.
- Prefer to use their imagination and be creative.
- Enjoy activities such as: writing, poetry, photography, designing, singing, acting, dancing, painting, attending theaters and exhibits, and reading.

# Work Interests

## Broad interest patterns (Holland Codes)

Describes work preferences; Who am I? What type of work do I want to do? Where do I want to work?



## YOUR RESULTS

**S** Social  
The Helpers

**E** Enterprising  
The Persuaders

**A** Artistic  
The Creators

Your Work Interest Holland Code is:

SEA



Filter Results

ICON LEGEND

SELECT EDUCATION LEVEL FOR OCCUPATIONS:  Associate Or 2 Year Degree  Bachelor Degree  Advanced Degree

Sort By: Alphabetical

Cancel Update

### Occupations Matching Your Results

OCCUPATION	SUPPORTING MAJORS/PROGRAMS AT UNIVERSITY OF CALIFORNIA-RIVERSIDE	US NATIONAL MEAN SALARY	JOB FAMILY
CAMP DIRECTOR	Education Psychology Business Administration and Management	\$27,230.00	Personal Care & Service
CHAPLAIN	Education French Philosophy Religion/Religious Studies Psychology History	\$49,450.00	Community & Social Service
FAMILY CASEWORKER	African-American/Black Studies Hispanic, Puerto Rican, and Mexican Studies Asian-American Studies Women's / Gender Studies	\$47,510.00	Community & Social Service

# Work Interests

## Reflection

- Any surprises?
- How do your results relate to your past volunteer, work, education, and leisure activities?
- What majors/occupations/job families are coming up that interest you?
- Take some time & "save" some of the majors that you would possibly consider.



YOUR RESULTS ⓘ

Altruism/Helping Society
  Creativity
  Helping Others



Filter Results

ICON LEGEND ⓘ

SELECT EDUCATION LEVEL FOR OCCUPATIONS:  Associate Or 2 Year Degree  Bachelor Degree  Advanced Degree

Sort By: Alphabetical ▾

Cancel Update

Occupations that match all 3 Values that you have selected

OCCUPATION	SUPPORTING MAJORS/PROGRAMS AT UNIVERSITY OF CALIFORNIA-RIVERSIDE	US NATIONAL MEAN SALARY	JOB FAMILY
ARCHITECTURE PROFESSOR	Education	\$92,890.00	Education & Training
CLINICAL PSYCHOLOGIST	Psychology Neuroscience	\$78,690.00	Life, Physical, & Social Science
COUNSELING PSYCHOLOGIST	Neuroscience Psychology	\$78,690.00	Life, Physical, & Social Science
HEALTH PSYCHOLOGIST	Psychology Neuroscience	\$78,690.00	Life, Physical, & Social Science
SCHOOL PSYCHOLOGIST	Psychology Education	\$78,690.00	Life, Physical, & Social Science

Occupations that match 2 of 3 Values that you selected that you may want to consider

OCCUPATION	SUPPORTING MAJORS/PROGRAMS AT UNIVERSITY OF CALIFORNIA-RIVERSIDE	US NATIONAL MEAN SALARY	JOB FAMILY
ACADEMIC ADVISOR	Education	\$57,620.00	Community & Social Service

# Values

- Considered valuable data when deciding on career path
- May or may not be similar to your interests assessment
- Values are often developed throughout the course of one's life

## YOUR RESULTS ⓘ

### Your Personality Type



- You like to focus your attention on the people around you and have harmonious interactions with them.
- You prefer projects where you can work with people in a cooperative way.
- You are sociable and when working on group projects you motivate and provide leadership to others.
- You recognize and appreciate people's talents and try to help them to reach their full potential.
- You think best when talking and discussing ideas with people and like exploring new ideas and working in an orderly fashion.

### Choosing Your Career:

People with your personality type are attracted to occupations that require cooperation and teamwork between people, where you can help them develop their abilities, and improve their well being. Examples of such occupations are found in the fields of teaching, counseling, health sciences, psychology, arts and literature.

CONTINUE

# Personality


- Not as comprehensive as MBTI
- May or may not be similar to your other assessments
- MBTI & other personality assessments will help you understand how you like to work and how you work with others
- Great way to further understand yourself in the workplace


## YOUR RESULTS




Sociable, Motivator, Systematic, Altruistic, Facilitator



 Filter Results





 ICON LEGEND

SELECT EDUCATION LEVEL FOR OCCUPATIONS:  Associate Or 2 Year Degree  Bachelor Degree  Advanced Degree

Sort By: Alphabetical 

Cancel Update

### Occupations Matching Your Results

OCCUPATION	SUPPORTING MAJORS/PROGRAMS AT UNIVERSITY OF CALIFORNIA-RIVERSIDE	US NATIONAL MEAN SALARY	JOB FAMILY
ACADEMIC ADVISOR	Education 	\$57,620.00	Community & Social Service
ACTOR/ACTRESS	Visual and Performing Arts Dance Theater and Drama Film/Cinema Studies Music	\$35,310.00	Arts, Entertainment, Sports, & Media
ADMISSIONS COUNSELOR	Education  Psychology	\$57,620.00	Community & Social Service
AGRICULTURAL SCIENCES PROFESSOR	Education  Biology/Biological Sciences Biochemistry and Molecular Biology Botany/Plant Biology Plant Pathology/Phytopathology	\$96,630.00	Education & Training
ALUMNI RELATIONS COORDINATOR	 Asian Studies	\$66,540.00	Arts, Entertainment, Sports, & Media

# Personality

## YOUR RESULTS ⓘ



Listening



Managing People



Teaching



Filter Results

ICON LEGEND ⓘ

SELECT EDUCATION LEVEL FOR OCCUPATIONS:  Associate Or 2 Year Degree  Bachelor Degree  Advanced Degree

Sort By: Alphabetical ▾

Cancel

Update

## Occupations that match all 3 Skills that you have selected

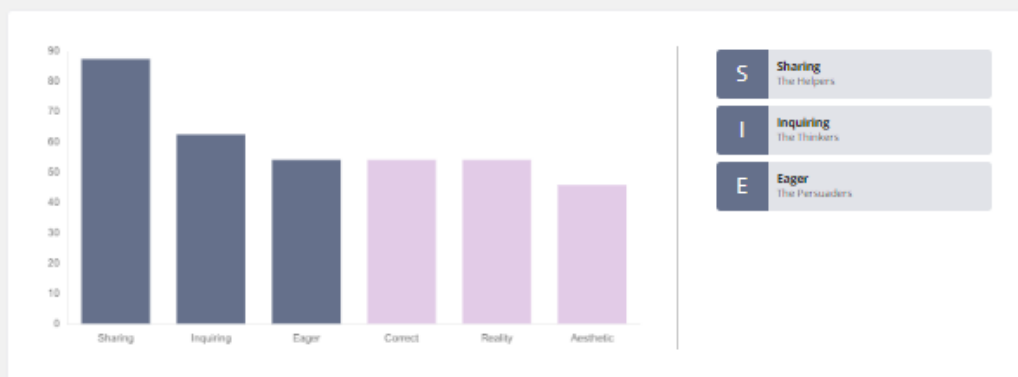
OCCUPATION	SUPPORTING MAJORS/PROGRAMS AT UNIVERSITY OF CALIFORNIA-RIVERSIDE	US NATIONAL MEAN SALARY	JOB FAMILY
ATHLETES BUSINESS MANAGER	Business Administration and Management Business/Managerial Economics	\$86,560.00	Business & Financial
ATHLETIC DIRECTOR ⓘ	Psychology	\$41,000.00	Arts, Entertainment, Sports, & Media
CAMP DIRECTOR ⚙️	Business Administration and Management Education 👍	\$27,230.00	Personal Care & Service
CATERING ADMINISTRATOR	Business Administration and Management	\$56,010.00	Management
CHILD CARE CENTER ADMINISTRATOR	Psychology Sociology Business Administration and Management Education 👍	\$52,150.00	Management

# Skills

- Take this lightly...you can ALWAYS gain skills
- What skills do you WANT to gain, hone or utilize in your studies/future occupation?
- What skill requirements exist in the major, occupation(s) or job family(ies) that you are interested in based on your collective assessment results?

## YOUR RESULTS

The first three leisure interest areas shown on the graph and described below are most important to you.



- S** Sharing  
The Helpers
- I** Inquiring  
The Thinkers
- E** Eager  
The Persuaders

**Sharing: "The Helpers"**

- Enjoy helping and advising people.
- Tend to be concerned about peoples' welfare.
- Promote learning and personal development and are very interested in human relationships.
- Often described as being helpful, responsible, warm, cooperative, idealistic, sociable, tactful, friendly, kind, sympathetic, generous, patient, and understanding.

**Inquiring: "The Thinkers"**

- Like to be involved in activities that have to do with ideas and thinking and search for facts and figure out problems mentally.
- Like to observe, learn, investigate, analyze, evaluate, or solve problems.
- Prefer working with ideas rather than with people or things.
- Often described as being analytical, curious, methodical, rational, cautious, independent, precise, reserved, complex, intellectual, and modest.

**Eager: "The Persuaders"**

- Like to influence others.
- Enjoy persuading others to see their point of view.
- Like to work with people and ideas, rather than things.
- Often described as being adventurous, energetic, optimistic, agreeable, extroverted, popular, sociable, self-confident, and ambitious.

**Correct: "The Organizers"**

- Like to be involved in activities that follow set procedures and routines.
- Like to work with data and details, have clerical or numerical ability, and carry out tasks in great detail.
- Often described as being conforming, practical, careful, obedient, thrifty, efficient, orderly, conscientious, and persistent.

**Reality: "The Doers"**

- Prefer hands-on activities, and tend to focus on things in the physical world.
- Enjoy working with tools or machines, and often gravitate toward careers that can be performed outdoors.
- Often described as being frank, genuine, humble, practical, natural, and persistent

## YOUR RESULTS

- S** Sharing  
The Helpers
- I** Inquiring  
The Thinkers
- E** Eager  
The Persuaders



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## Occupations Matching Your Results

OCCUPATION	SUPPORTING MAJORS/PROGRAMS AT UNIVERSITY OF CALIFORNIA-RIVERSIDE	US NATIONAL MEAN SALARY	JOB FAMILY
AGRICULTURAL SCIENCES PROFESSOR	Education Biology/Biological Sciences Biochemistry and Molecular Biology Botany/Plant Biology Plant Pathology/Phytopathology	\$96,630.00	Education & Training
ANTHROPOLOGY AND ARCHEOLOGY PROFESSOR	Education Anthropology	\$91,940.00	Education & Training
AREA AND CULTURAL STUDIES PROFESSOR	Asian Studies Latin American Studies Russian Studies Southeast Asian Studies German Studies African-American/Black Studies American Indian/Native American Studies Hispanic, Puerto Rican, and Mexican Studies Asian-American Studies Women's / Gender Studies Education Foreign Languages and Literatures Linguistics French Spanish Classic Languages, Literatures, and Linguistics International Relations and Affairs Ethnic Studies	\$84,590.00	Education & Training
AUDIOLOGIST		\$79,290.00	Healthcare Practitioners & Technical

# What to do with these assessments...

- Look at ALL majors (Focus 2 is connected to UCR major options)
  - Create saved majors list & saved jobs list
  - "What Can I Do If I Majored In..."
- Identify job titles of interest
- Research them on O\*Net Online
- "What Can I do With This Major" site to explore career options
- Use them when looking at internship descriptions

Remember that *you know yourself best*, so if an occupational scale is “dissimilar” but you think it might be interesting, trust yourself!

## Explore the Possibilities

Use these tools for ongoing career and education exploration

What can I do with a major in ... Offered at University of California-Riverside? ↻

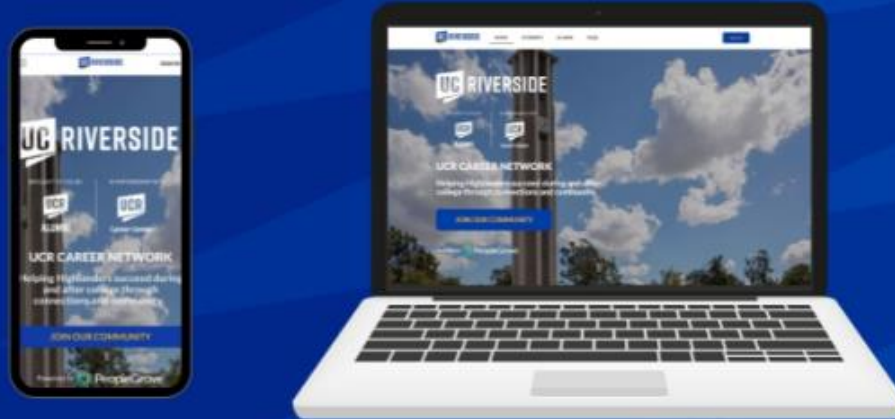
What can I do if I majored in ... ↻

Explore any Occupation ↻

Explore Occupations by Job Family ↻

Compare 2 Occupations Side by Side ↻

# UC RIVERSIDE | Career Network



Join the UCR Career Network, an online community for networking, mentoring, and job opportunities for alumni and students.

## MENTORING

Matching process that connects current students with alumni or alumni with one another.

## JOB SEARCH

Job board for those currently seeking employment or for alumni looking to hire other Highlanders.

## NETWORKING

Discussion boards to meet and network with others who have similar career questions.

**REGISTER AT [CAREERNETWORK.UCR.EDU](https://careernetwork.ucr.edu)**



**Location:** We are located in the Career Center Plaza. Our entrance is the University Lecture Hall and the Surge Building, behind the UCR Campus Store.

**Hours:**

Mon. - Fri. 8 am to 5 pm

*Individual counseling appointments available*

*Schedule on Handshake*

**Drop-in Hours:**

Mon. - Fri. (days & times vary)

*View drop-in schedule on our website <https://careers.ucr.edu/>*



## Career Center



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**Connect. Inspire. Empower**