Career Development Map

Choices

Options (What?)
- Opportunities
- Needs
- Networks
- Rela Model
- Idy Variab

Paths (How?)
- Education
- Competencies
- Experience
- Interest
- Personality

Profile (Why?)
- Value
- Skill strengths

Strategies

Research
- Information/Networking

Preparation
- Resume/CV
- Cover Letter / Personal Statement
- Reference / Reflection

Networking
- Interviewing

Experiential Learning
- Internships / Jobs
- Traditional
- Organic / Systemic
- Volunteer Opportunities

(Pascoe, 2007)

Career Center
220 Hendricks Hall • (541) 346-3235 • career.uoregon.edu
Career Center Services

- Information and referral
- Career counseling/advising (e.g., including self-assessment instruments)
- Workshops and presentations
- For-credit courses
- Network development (e.g., employer partnerships, focus areas)
- Information sessions
- Networking events (e.g., networking nights, industry nights)
- On-campus recruiting
- Career fairs
- Networking interfaces (e.g., UO Job Link, GoinGlobal, LinkedIn)
- Interactive website
- Soon: Experiential Learning Interface
Career Development Map

Holland's Career Interests

Realistic

Investigative

Artistic

Conventional

Social

Enterprising

(Holland, 1987)
HTC Interpretation

• Your 1st letter is most likely your purpose or “calling in life”
• Your 2nd letter is most likely your strategy for the implementation of your 1st one
• Your 3rd is most likely your preferred tool for your implementation of your 1st and 2nd letters
• Question: What careers could fully engage someone with your code?
• HTC examples and applications
• Strategies for further individual and collective engagement at work

Communication Design & Delivery

(Adapted from Jakobson, 1954)

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## Career Action Plan

Name: ___________________________________  Section/Session: ___________________  Date: ____________

**Step 1. Assess Your Career-Choice/Branding Criteria:**
List and reflect on the most important elements of your personal profile. Be specific:

<table>
<thead>
<tr>
<th>Career Values (i.e., top 3 values)</th>
<th>Strengths/Skills (e.g., &quot;major-role&quot;)</th>
<th>Knowledge (e.g., education)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1.</td>
<td>a)</td>
<td>i)</td>
</tr>
<tr>
<td>2.</td>
<td>b)</td>
<td>ii)</td>
</tr>
<tr>
<td>3.</td>
<td>c)</td>
<td>iii)</td>
</tr>
</tbody>
</table>

Indicate which of your choices is/are non-negotiable and why:

<table>
<thead>
<tr>
<th>Career Interests (e.g., Holland Theme Code)</th>
<th>Personality (e.g., MBTI Personality Type)</th>
<th>Life variables (e.g., other unique characteristics)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>I.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>II.</td>
</tr>
<tr>
<td></td>
<td></td>
<td>III.</td>
</tr>
</tbody>
</table>

Indicate which of your choices is/are non-negotiable and why:

**Step 2. Explore Your Range of Career Options:**
List 4 different jobs/careers you have/could enjoy(ed) based on your criteria above and rank them below based on how closely they match your non-negotiable criteria. To learn more about career options and their match to your criteria see the Department of Labor Occupational Outlook Handbook at www.bls.gov/search/ooh.htm; and the O*Net Online database at http://www.onetonline.org/find/descriptor/browse/Interests/):

1. __________________________ ( )  3. __________________________ ( )
2. __________________________ ( )  4. __________________________ ( )

**Step 3. Focus on your Best Option or Best Next Step for You Right Now:**

WHAT one, specific career goal best matches your criteria above at this point (e.g., occupation, career, other); keep in mind that, according to the Department of Labor, the Millennial generation is expected to change careers 8.5 times in their lifetime.

Next Career Goal: __________________________________________

WHY might this be the best career goal for you at this point? List three specific, applied, and compelling arguments about how this could be your best next step:

A. (Example: An Executive Director of a nonprofit organization could benefit from a purpose to help others, wanting to do so by learning about the organization’s, community’s, and clients’ challenges/opportunities, and problem-solving with them creatively to support their development. My HTC is Social, Investigative, and Artistic, which indicates a potential, exciting match between my interests and this career.)

1. __________________________________________

2. __________________________________________

3. __________________________________________
Step 4. Assess What Your Occupation/Career of Interest Will Require from You:
List 3 strengths (i.e., 2 transferable and 1 specialized), and a passion your occupation/career of interest needs you to have in order to consider and hire you.

<table>
<thead>
<tr>
<th>Transferable strength:</th>
<th>Transferable strength:</th>
<th>Specialized strength/knowledge:</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. (Example: a nonprofit organization would need an ED candidate to have strong communication and collaboration strengths, complex budgeting knowledge and abilities, and a d) clear passion for serving those in need in our community)</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Passion:</th>
</tr>
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<td></td>
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</table>

Step 5. Develop an Action Plan to Prepare for What They Want and Accomplish Your Goal:
List 4 key strategies you plan to implement to get you closer to prepare for what your occupation/career of interest wants from you and to get closer to your Step 3 goal. Make sure that all your strategies are critical, future, distinct, and SMART*:

<table>
<thead>
<tr>
<th>What strategies will you implement to get closer to your Step 3 goal and Step 4 requirements? Describe SMART* actions you will take.</th>
<th>WHEN will each action occur? (Include actual dates and briefly justify their sequence and time relevance.)</th>
<th>HOW will you support your completion of your strategies; with whom or what organization will you research/network/collaborate? (e.g., specific names, contact info. / URLs)</th>
</tr>
</thead>
<tbody>
<tr>
<td>(Example: I plan on following up with ED X to explore experiential-learning opportunities, preferably focused on fund-raising and/or development work.)</td>
<td>(Example: I will contact ED X by <strong>/</strong>/__ so that I can begin my experiential learning prior to the summer.)</td>
<td>(Example: The contact information of Organization Y is available at <a href="http://www.xyz.org/about/staff">www.xyz.org/about/staff</a>; the phone number is 123-456-7890)</td>
</tr>
<tr>
<td>1.</td>
<td>WHY is this action key to your goal? How do you believe it will get you closer to it? Please explain.</td>
<td></td>
</tr>
<tr>
<td>2.</td>
<td>WHY is this action key to your goal? How do you believe it will get you closer to it? Please explain.</td>
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*SMART: specific, measurable, aligned/agreed-upon, realistic/relevant, and timed (projectsmart.co.uk)