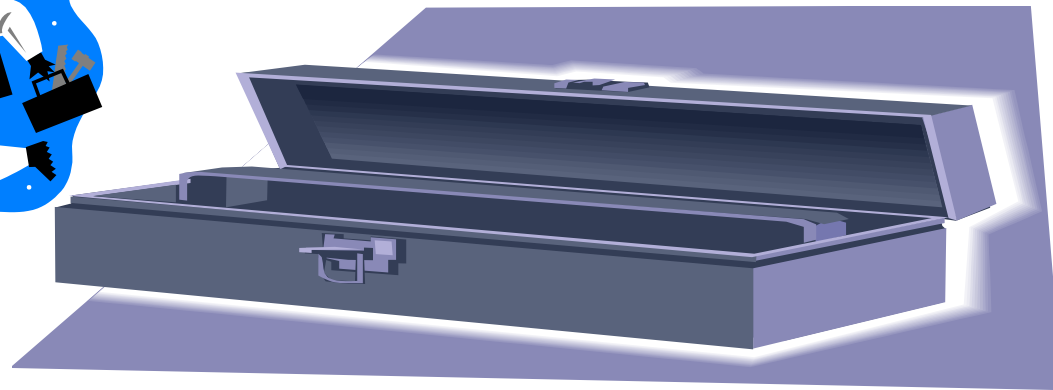


# Career Advising for the Undecided Student:

A TOOLBOX OF ACTIVITIES TO HELP STUDENTS DECIDE

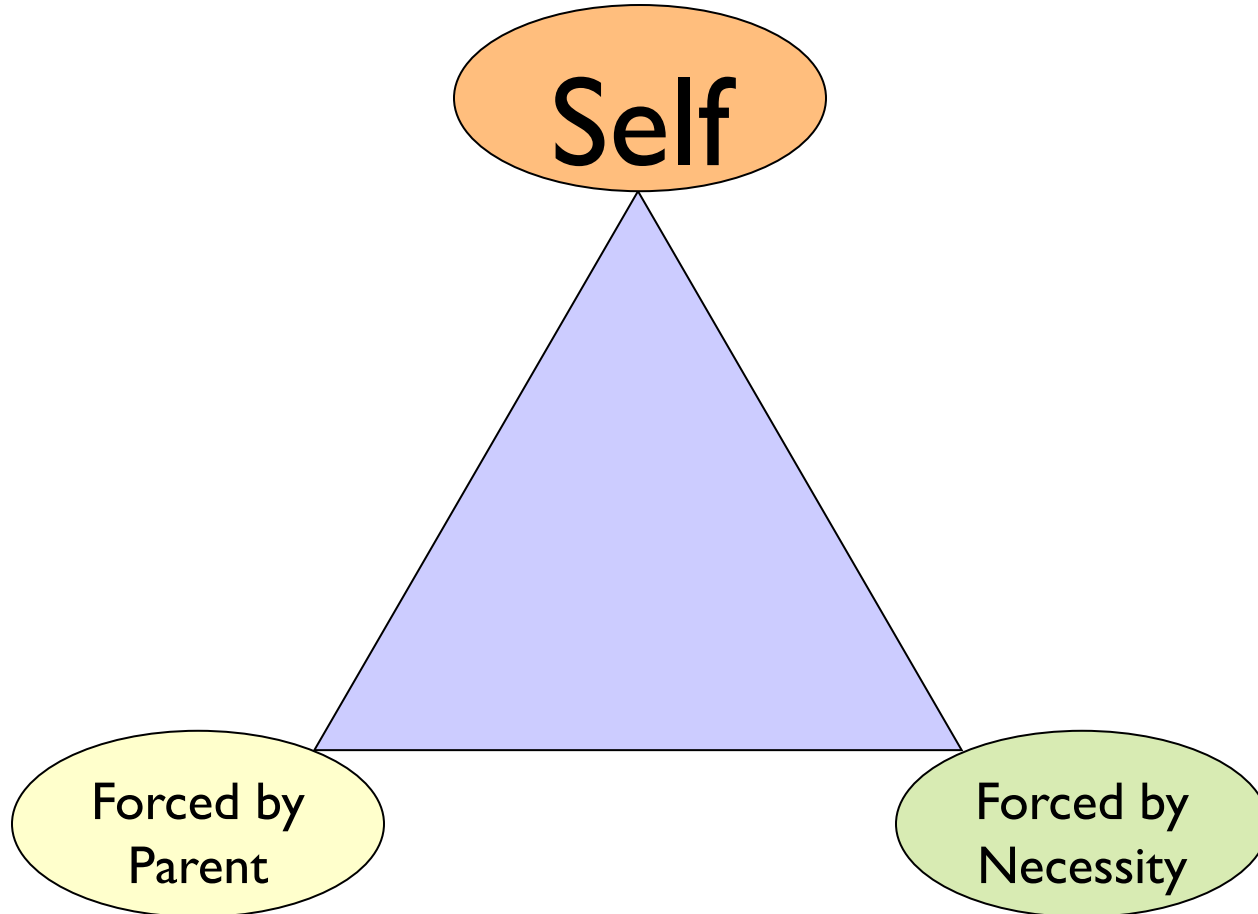


Arelia R. Dalton, M.Ed., LPCC-S  
Cuyahoga Community College

# Objectives

- Participants will learn important pre-assessment evaluations/considerations.
- Participants will learn traditional assessments that will assist in their decision making.
- Participants will learn creative assessment techniques that will assist in their decision making.

# What is motivating your student?



Who is your student?

A Continuum

**Very Certain → Certain**  
**(but need more assurance)**

**→ Some Ideas but - Not  
Certain →**

**Undecided ↔ No Idea**

# Understanding your student: Student's emotions

## Negative Emotions:

- Fear
- Anxiety
- Depression
- Uncertainty
- Self-Doubt

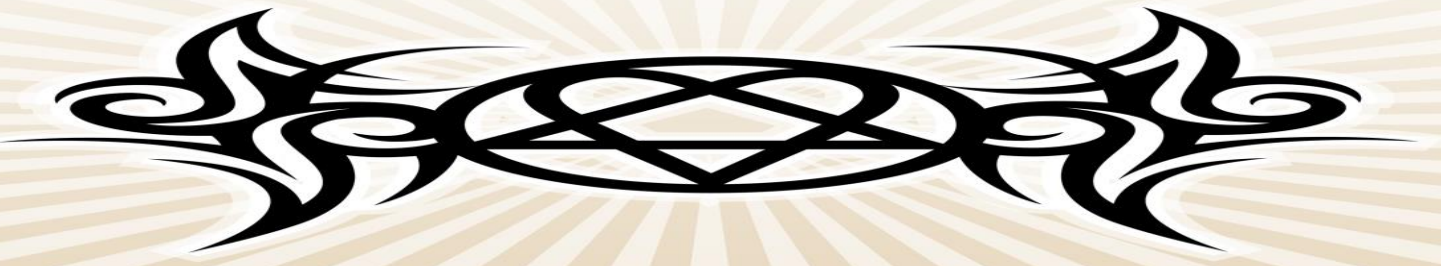
## Positive Emotions:

- Excitement
- Joy
- Motivated
- Determined
- Self-Confident

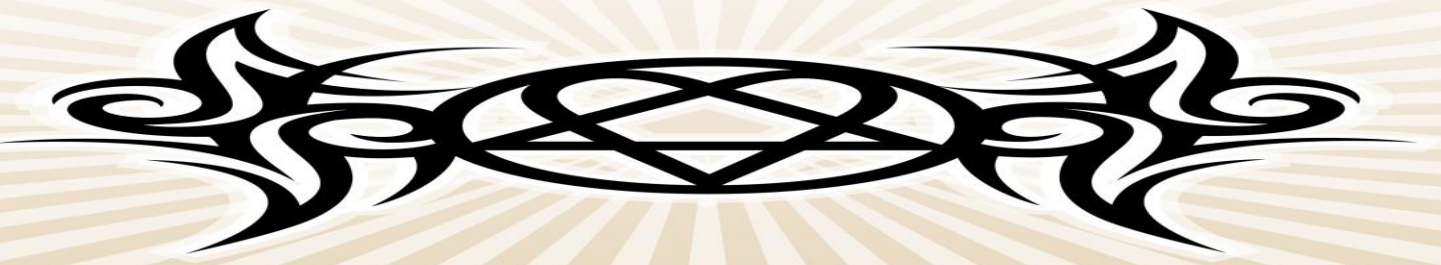
# Understanding your student: Developmental Levels

Donald Super's Theory

- 14 – 17: {PSEOP & High Tech Academy, Summer Early Admits}
  - **Growth Stage**: People Gain a Sense of their interest and talents
- 18 - 24 :The Traditional Student
  - During the **exploration stage** that follows, they explore career roles through school, work and recreational activities and tentatively begin a career.
- 25- 35: Non-Traditional Students
  - In the **establishment stage** that begins in the mid-20s and lasts into middle age, workers commit to a career and advance their skills and levels of responsibility. It's during this stage that careers peak.
- 36-59: Late Starters
  - **maintenance stage** follows, where workers tend to seek stability in their roles and relationships.
- 60, 65 + The Older Student
  - {Program 60}
  - The **decline stage** begins when older workers decrease productivity as they prepare to retire.



**BUILD ON YOUR  
STUDENTS'  
STRENGTHS**



# The Traditional Toolbox of Assessments

- Self-Directed Search
- “My Plan”
- The Keirsey Temperament Sorter – Similar to the Myers-Briggs Type Inventory
- [http://www.marthabowen.info/my\\_complete\\_list.htm](http://www.marthabowen.info/my_complete_list.htm)



# Holland Personality Types

(Holland, 1959, 1997)



# Creative Toolbox of Assessments

## The Mock Interview

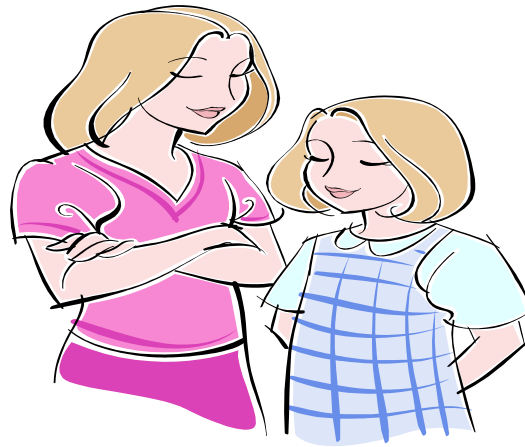


# The Mock Interview

- Allow the student to choose whatever career that he/she wants to for the interview.
  - Process the choice after the interview.
- Ask the right questions and use the answers as a building block.
  - What skills/qualities do you possess that will make you a good candidate for this job?
  - What are your strengths and weaknesses?
  - What are your short-term and long term goals?

# Creative Tool Box of Assessment

## The career role play



Let the student play the role of the advisor. Assess what type of questions he/she asks or comments that he/she makes.

# Creative Tool Box of Assessment

## Collage

(Values, Interest, & Goals)



# Career Highs and Lows

# Creative Toolbox of Assessments

## Worksheet(s) Overview



# Bringing it together!

- Shadowing
- Personal Testimonies
- Career Fairs
- Mentoring
- [www.tri-c.edu/careerservices](http://www.tri-c.edu/careerservices)



