

# DISCOVER A CAREER YOU'LL LOVE

Jayne Hayden, Career Advisor  
Centre for Career Development



UNIVERSITY OF  
**WATERLOO**

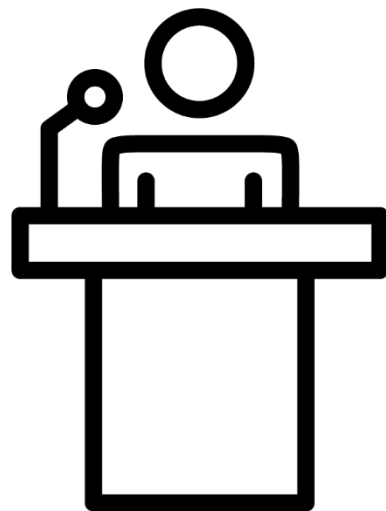
Centre for Career  
Development



# Jayne Hayden (she/her)

BA, MEd (Counselling Psychology)

- Career Advisor @ Centre for Career Development



UNIVERSITY OF  
**WATERLOO**

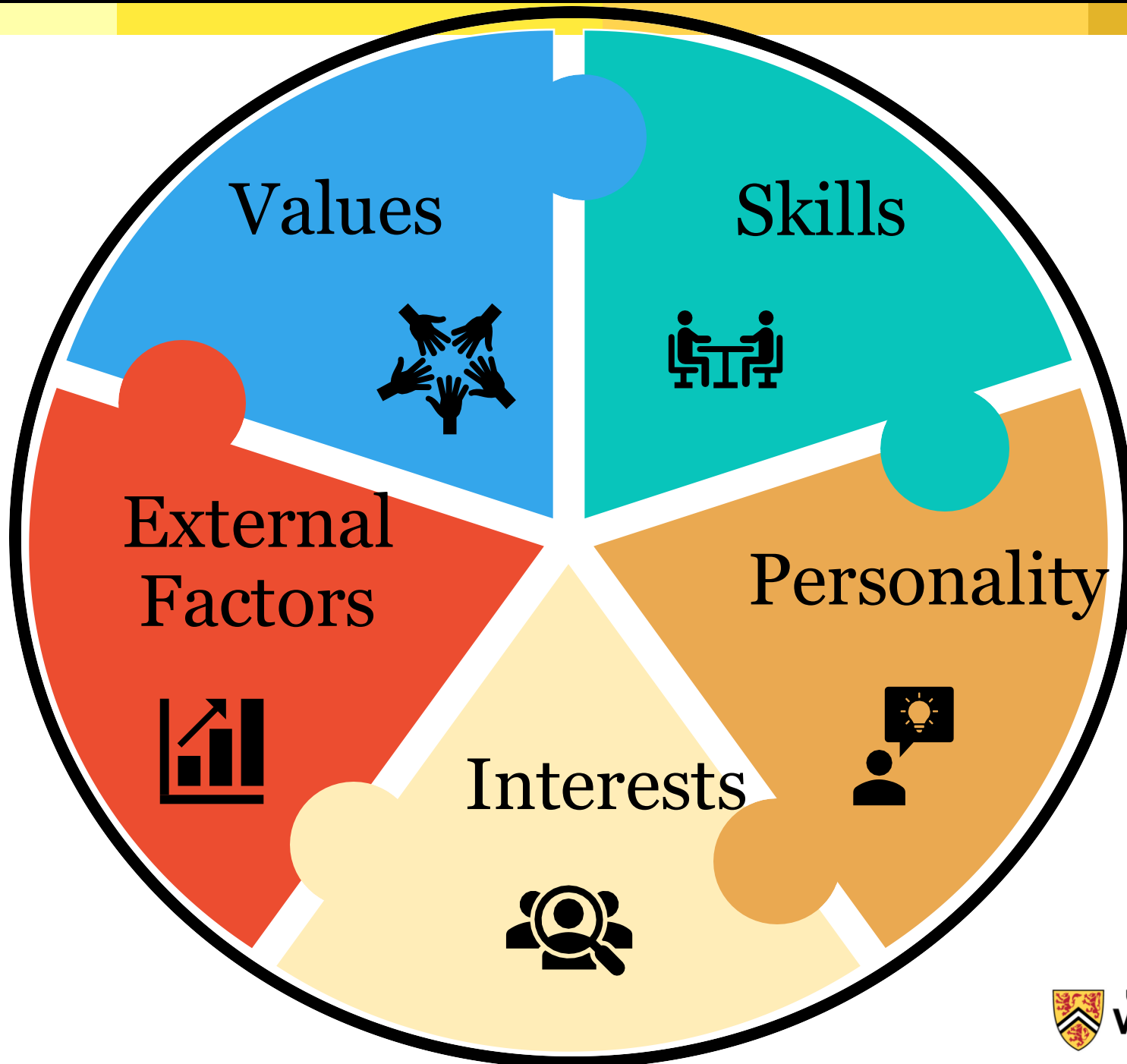
Centre for Career  
Development

# Land Acknowledgment

I acknowledge that I am a white settler on this land. I live and work on the traditional territory of the Neutral, Anishinaabeg and Haudenosaunee peoples. Both my home and my employer are situated on the Haldimand Tract, the land promised to the Six Nations that includes ten kilometres on each side of the Grand River. I share this land acknowledgement knowing that it does not undo the injustices faced by indigenous peoples historically and ongoing. I share it in an effort to showcase my deep respect for and commitment to learning, unlearning and reconciliation.

To learn more about the University of Waterloo's active work towards reconciliation please visit the [Office of Indigenous Relations](#).





# Learning outcomes

- Discover your key interest motivators for work activities
- Identify work environments that will motivate you, and those that may not
- Identify 3-5 career options that align with your interests

# Interests assist with

- Career planning
- Résumé, cover letter and work search
- Branding
- Interviews

# Interests self – assessment

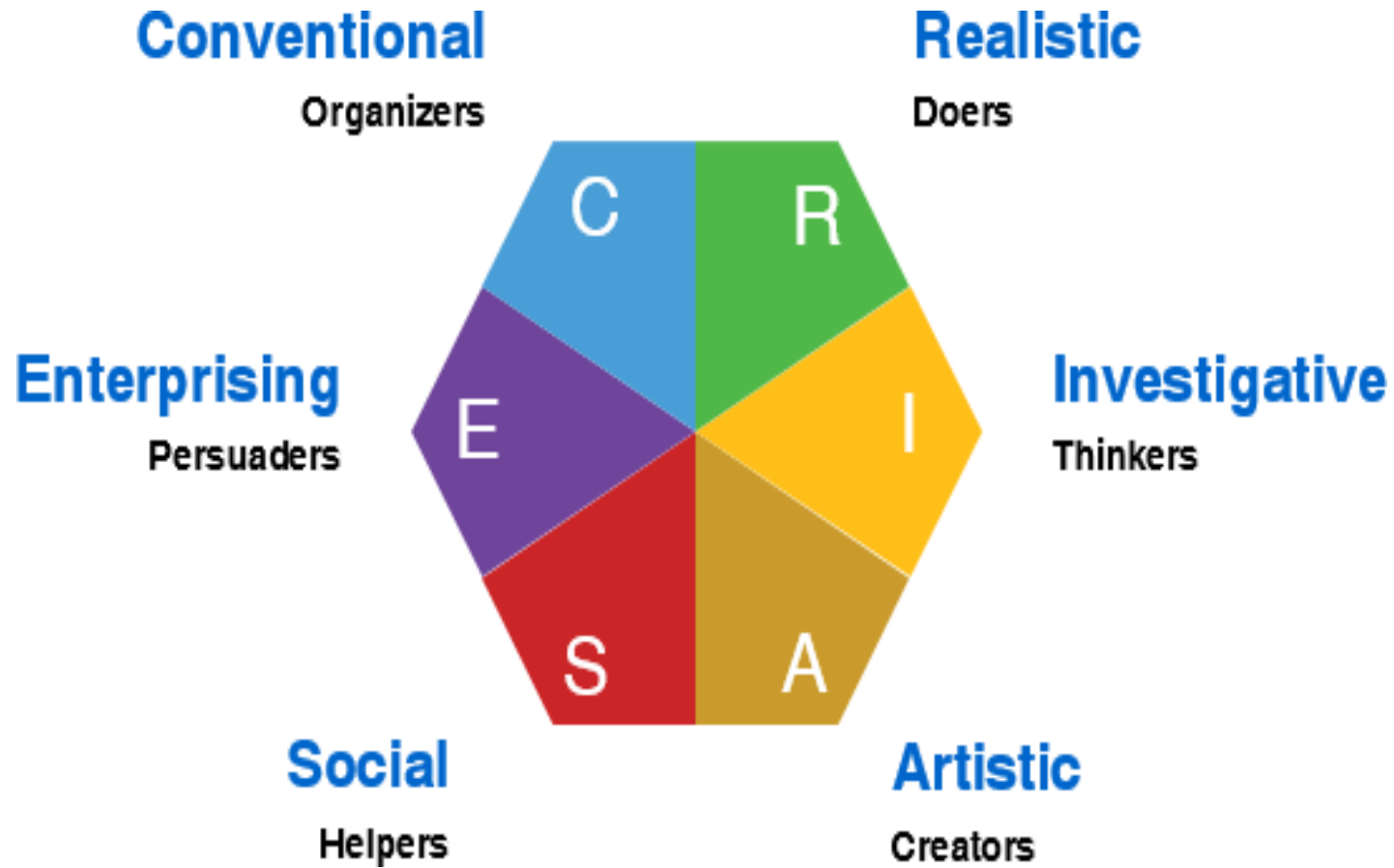
- How was the experience of completing your interest assessment booklet?
- What were your top 3 results?

# So, what does it all mean?



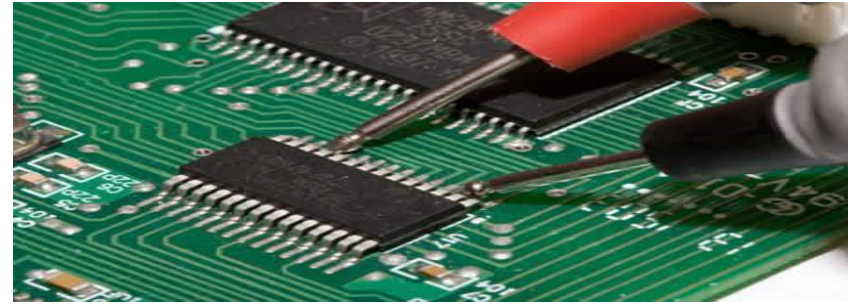


# 6 Themes



# Realistic the “doers”

- **Realistic people like:**
  - Solving concrete problems
  - Producing tangible results
  - Finding solutions to mechanical problems
  - Using tools/heavy equipment
  - Building things
  - The outdoors
  - Working by themselves



- **Productive in work environments that are:**
  - Organized/structured
  - Clear in lines of authority
  - Stable
  - Outdoors
  - Product driven
  - Physical

# Investigative the “thinkers”

- **Investigative people like:**
  - Conducting research
  - Solving complex problems
  - Performing intellectually challenging tasks
  - Theoretical models
  - Teaching
  - New ideas
  - Working independently

- **Productive in work environments that are:**
  - Research-oriented
  - Scientific
  - Intellectual/academic
  - Unstructured
  - Indoors



# Artistic the “creators”

- **Artistic people like:**
  - Conceptualizing
  - Expressing individuality
  - Writing/Composing/Performing
  - Designing
  - Working independently
- **Productive in environments that are:**
  - Self-Expressive
  - Flexible
  - Aesthetic
  - Idealistic
  - Unstructured



Career Motivator:  
expressing creativity



UNIVERSITY OF  
**WATERLOO**

Centre for Career  
Development

# Social the “helpers”

- **Social people like:**
  - Helping
  - Encouraging
  - Teaching
  - Counselling/Guiding
  - Working collaboratively
- **Productive in environments that are:**
  - Supportive
  - Cooperative
  - Idealistic
  - Relationship-based



Career Motivator:  
helping others



UNIVERSITY OF  
**WATERLOO**

Centre for Career  
Development

# Enterprising the “persuaders”



Career Motivator:  
persuading and influencing

## Enterprising people like:

- Debating ideas
- Selling
- Managing people and projects
- Taking risks
- Discussing business

## Productive in environments that are:

- Competitive
- Fast-paced
- Entrepreneurial
- Profit-oriented



UNIVERSITY OF  
**WATERLOO**

Centre for Career  
Development

# Conventional the “organizers”

- **Conventional people like:**
- Organizing information and details
- Writing reports
- Operating computers
- Managing data
- Making charts and graphs

**Productive in environments that are:**

Structured

Organized

Practical

Hierarchical



Career Motivator:  
organizing



UNIVERSITY OF  
**WATERLOO**

Centre for Career  
Development

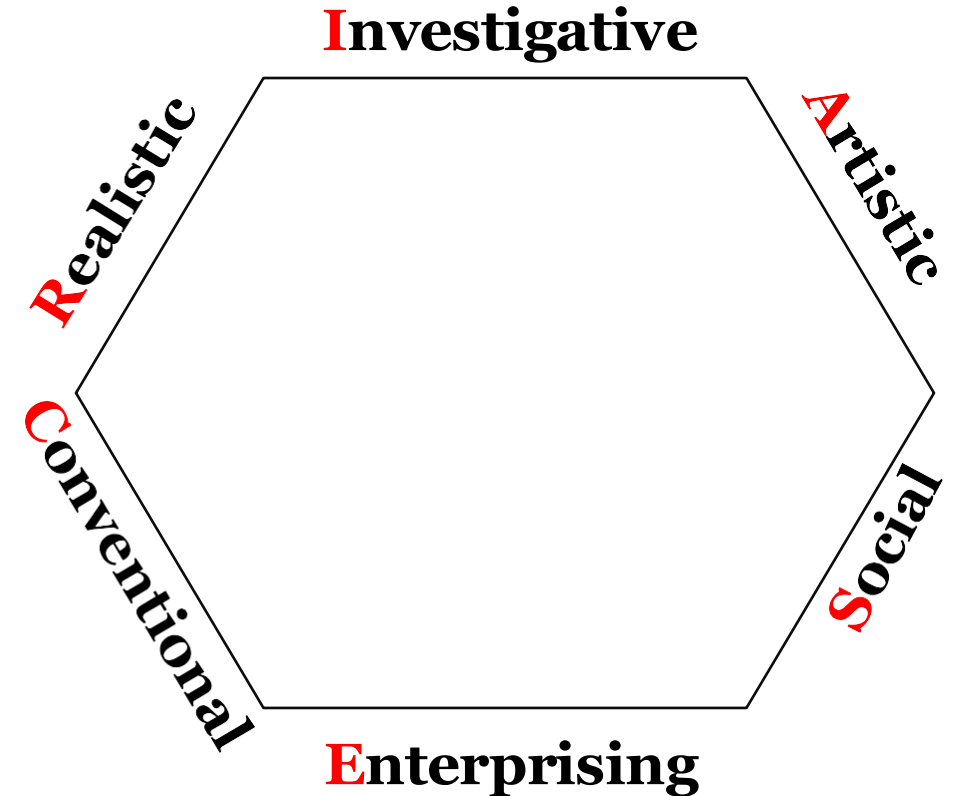
# What are your key motivations

- Which two or three themes seem to describe you the most?
- Do one or two of these seem more like you than the other one or two of these three themes?
- Write down your responses in the handout



# The six personality types

- **Consistency:** how compatible a person's predominant trait is with second and third trait.
- **Differentiation:** how strongly one trait is preferred over the others.
- **Congruence:** match between a person's type and their work setting.



# Interest Contradiction

- May choose one area of interest for your work goals, and another for your leisure
- Can perform job activities associated with one theme and work in an environment of another theme
- Create or mold a job to fit
- Periodically change careers

# Small group discussion – Breakout rooms

- How are your highest Interest themes present in your life now?
- Are any missing that you could activate?
- Which ones represent current or potential work-related interests?
- Where does your hobby or dream job you wrote down fit?

Life is more than just work!





Q electrician Go



## O\*NET OnLine features

Introduction ▾

Occupation Keyword Search ▲

Q dental assistant

Examples: 25-1011.00, dental assistant

Search O\*NET SOC occupations



## More career sites & resources

"I want to be a..."

Start the career you've dreamed about, or find one you never imagined. Discover your interests with the [O\\*NET Interest Profiler](#) and find more exploration options at [My Next Move](#).

Find your career at My Next Move



# O net online

Job Zone

STEM

All Occupations

## Advanced Searches

Job Duties

Related Activities

Soft Skills

Technology Skills

## Browse by O\*NET Data

Abilities

Interests

Knowledge

Skills (Basic)

Skills (Cross-Functional)

Work Activities

Work Context



## ¿Habla español?

[Mi Próximo Paso](#) incluye tareas, aptitudes, información sobre salarios y más de 900 carreras diferentes.

Visite [Mi Próximo Paso](#) 



## O\*NET Resource Center

Our O\*NET information portal has data and tools for workforce professionals and developers, including:

[Current O\\*NET data files](#)

[Interest Profiler](#)

[License agreements](#)

[O\\*NET Content Model](#)

[O\\*NET-SOC occupation taxonomy](#)

[Reports and documents](#)

[Training videos](#)

[Web Services](#)

Find more options on the [home page](#), or search the site:



Search the Resource Center

Go

# O-net online

## Browse by O\*NET Data

O\*NET Data descriptors are categories of occupational information collected and available for O\*NET-SOC occupations. Each descriptor contains more specific elements with data ratings.

Interests

### Interests

Preferences for work environments and outcomes.

Want to discover your interests? Take the [O\\*NET Interest Profiler](#) at My Next Move.

**Realistic** — Realistic occupations frequently involve work activities that include practical, hands-on problems and solutions. They often deal with plants, animals, and real-world materials like wood, tools, and machinery. Many of the occupations require working outside, and do not involve a lot of paperwork or working closely with others.

**Investigative** — Investigative occupations frequently involve working with ideas, and require an extensive amount of thinking. These occupations can involve searching for facts and figuring out problems mentally.

**Artistic** — Artistic occupations frequently involve working with forms, designs and patterns. They often require self-expression and the work can be done without following a clear set of rules.

**Social** — Social occupations frequently involve working with, communicating with, and teaching people. These occupations often involve helping or providing service to others.

**Enterprising** — Enterprising occupations frequently involve starting up and carrying out projects. These occupations can involve leading people and making many decisions. Sometimes they require risk taking and often deal with business.

**Conventional** — Conventional occupations frequently involve following set procedures and routines. These occupations can include working with data and details more than with ideas. Usually there is a clear line of authority to follow.



## Interests Search for: Artistic, Social Save Table (XLS/CSV)

Selected occupations matching your chosen interest areas are displayed below. Occupations are sorted by [Job Zone](#), to help you find occupations that match your current or expected level of education, training, and experience.








Have a three-letter interest code? You can focus your search by choosing up to three interest areas, to see the occupations which match your choices.

1st —  2nd —  3rd —

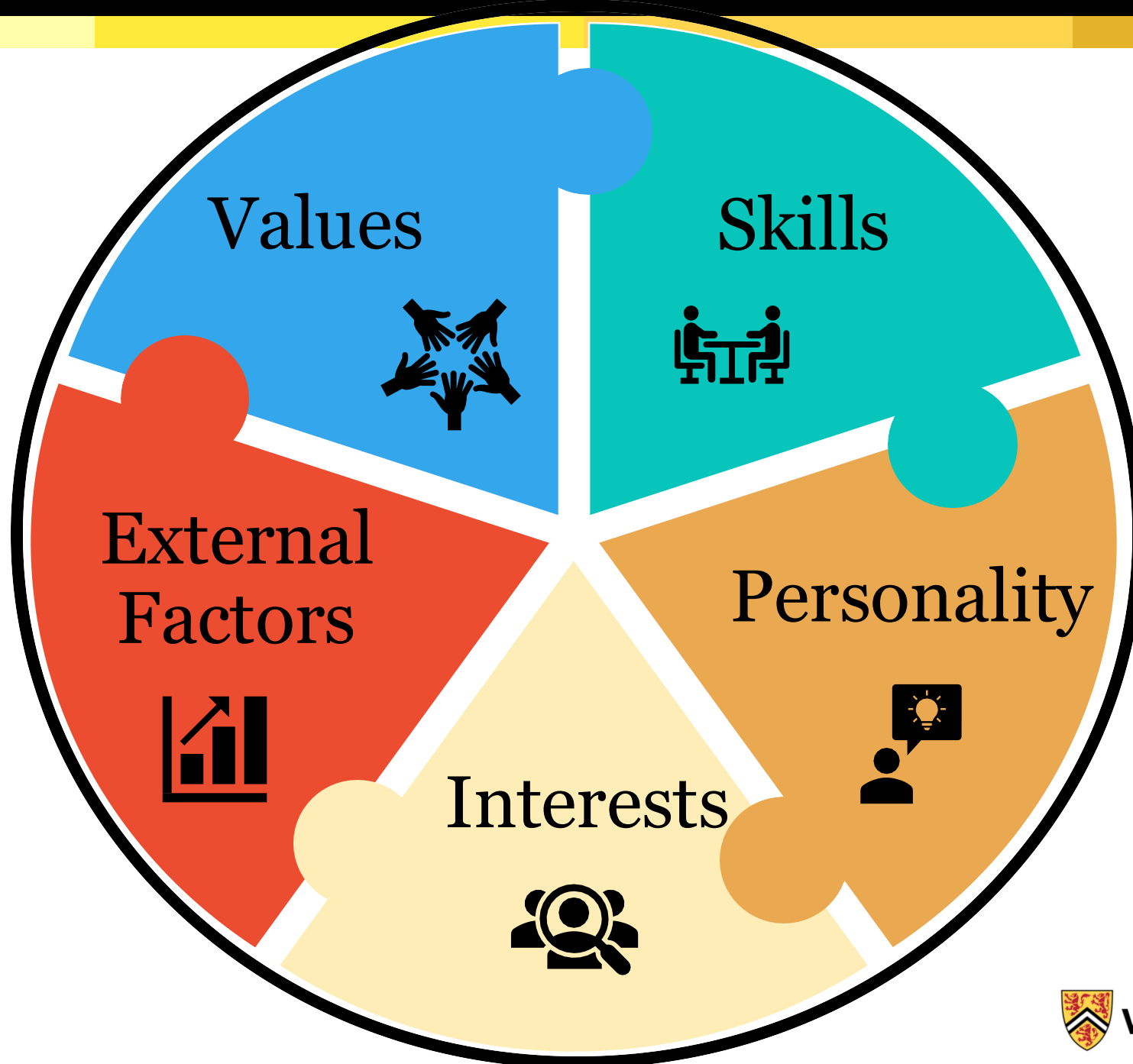
Want to discover your interests? Take the [O\\*NET Interest Profiler](#) at My Next Move.

### You have chosen: AS

52 occupations displayed.

Interests <input type="text" value="All"/>	Job Zone <input type="text" value="All"/>	Code	Occupation
SA	2	39-9011.00	<a href="#">Childcare Workers</a>  <b>Bright Outlook</b>
SA	2	39-9011.01	<a href="#">Nannies</a> 
AS	3	39-5012.00	<a href="#">Hairdressers, Hairstylists, and Cosmetologists</a>
AS	3	27-2042.00	<a href="#">Musicians and Singers</a>
SA	3	25-2011.00	<a href="#">Preschool Teachers, Except Special Education</a>
SA	3	25-3021.00	<a href="#">Self-Enrichment Teachers</a> 
AS	4	27-3011.00	<a href="#">Broadcast Announcers and Radio Disc Jockeys</a>
AS	4	27-2032.00	<a href="#">Choreographers</a> 
AS	4	27-3091.00	<a href="#">Interpreters and Translators</a> 
AS	4	27-2041.00	<a href="#">Music Directors and Composers</a>
AS	4	27-2012.00	<a href="#">Producers and Directors</a> 
AS	4	27-3031.00	<a href="#">Public Relations Specialists</a> 
SA	4	25-3011.00	<a href="#">Adult Basic Education, Adult Secondary Education, and English as a Second Language Instructors</a>
SA	4	25-2023.00	<a href="#">Career/Technical Education Teachers, Middle School</a>
SA	4	25-2021.00	<a href="#">Elementary School Teachers, Except Special Education</a> 
SA	4	25-2012.00	<a href="#">Kindergarten Teachers, Except Special Education</a>
SA	4	25-2022.00	<a href="#">Middle School Teachers, Except Special and Career/Technical Education</a>







# Other interests' assessments

- TypeFocus (access code: uw74)

[typefocus.com](http://typefocus.com)

- Career Cruising (username: uwaterloo - password: crc)

[careercruising.com](http://careercruising.com)

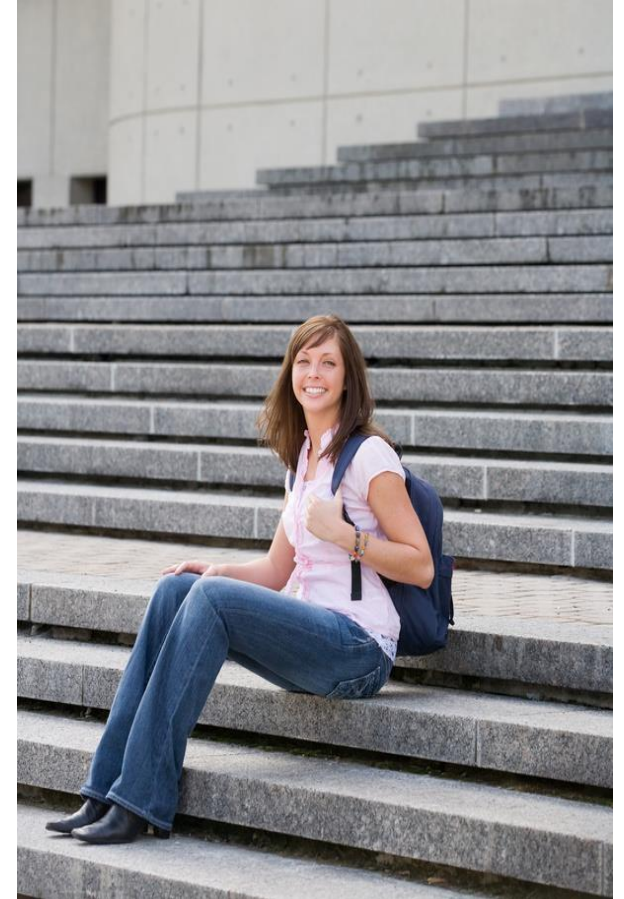
# Sustainable development goals



# CCA is here for you

Next step? Figure out the rest of the puzzle!

- Register and attend the Fundamental workshops
  - Mapping out Your Career
  - Career Matchmaking: Personality and Your Career
  - Skills to Build Your Career on
- Book a Career Planning appointment



UNIVERSITY OF  
**WATERLOO**

Centre for Career  
Development

# Questions?



**We want to hear  
from you!**

Please complete our survey!



UNIVERSITY OF  
WATERLOO



**Thank you!**

[uwaterloo.ca/career-development](https://uwaterloo.ca/career-development)



UNIVERSITY OF  
**WATERLOO**

Centre for Career  
Development