**Career Development Online Resources**

**Introduction:** The career development process is cyclical and involves an individual’s emerging self-awareness and knowledge about career options. This growth leads to some initial career targets. Experimentation with specific courses, job shadow opportunities and internships aligned to the career targets leads to greater self and career awareness. This process may continue throughout our professional lives as we learn from each educational and career opportunity. An understanding of the process and access to career resources are the tools that help students along in their journey to a satisfying career.

**Holland Code and the Self-Directed Search:** Hopkins career theorist Dr. John Holland conducted extensive factor analysis of many thousands of individuals and discovered a patterning of six personality types which, when graphed in order of preference provide a valuable tool to match an individual to careers that also match their personality type well. These are: Realistic (Doer), Investigative (Thinker), Artistic (Creator), Social (Helper), Enterprising (Persuader) and Conventional (Organizer). Most of the career inventories used by the federal government and Carroll County Public Schools are based on the instrument first developed in 1953 and last revised in 1997.

**Career Zone Index** - <http://careerzone.ny.gov>

Click on “Assess Yourself.”

This site offers a graphic which is helpful for understanding the Holland Code. A good activity using this site is to review each of the six categories and predict which three will emerge as the strongest once the assessment is taken. Making predictions helps a person gain the driver’s seat and understand how the tool is designed to work. Once a student enters their predicted code it gives a list of careers which link to descriptions of each including projected growth and salary ranges. The information is based upon New York State’s economic opportunities rather than a national view.

**My Next Move** - [www.mynextmove.org](http://www.mynextmove.org)

This site provides a Holland Code Assessment (see tab “Tell us what you like to do.”) The results give you the score breakdown for each of the six tested areas. That information allows the user to make adjustments in case several categories are tied or nearly tied.

**O\*NET OnLine** - [www.onetonline.org](http://www.onetonline.org)

The “Advanced Search” icon gives you an opportunity to enter your top Holland Code descriptors and research careers. Go to the tab for “interests.” Enter the category with your highest scores. The next screen will allow you to enter the second and third ranking categories. Of the career listed you can easily identify those with high growth potential and those involving green technologies. By clicking on those interesting you, you can gain information about the work and typical salary ranges.

**Carroll Community College – Career Development (G.O.A.L.S.) -** [**http://www.carrollcc.edu/Student-Services/Student-Resources/Career-Development/**](http://www.carrollcc.edu/Student-Services/Student-Resources/Career-Development/)

The Career Development Center views career development and planning as a lifelong process. We are here to help you focus on your career needs, develop a plan to achieve your goals and prepare for the changing employment market. Assessment, individual counseling as well as workshops, career events, classroom presentations and connections with employers are available. The development of your career is a process of choices, decisions and learning through a series of steps. Get started by viewing the GOALS plan and contacting the Career Development Center for further assistance.

**Myers Briggs Type Indicator Test**

The MBTI is a personality test used for many different purposes including career research. You may have encountered it in any setting as a team building activity. A personality assessment is used to identify individual’s placement on each of four “preference” ranges. These “personality types” are compared with those most prevalent among specific careers.

One link to career information based upon this theory can be found through the “My College Quick Start” resource that accompanies your student’s PSAT results. Another can be found by going to [www.humanmetrics.com](http://www.humanmetrics.com). Take the seventy two question personality test and use the links to careers.

**Career Ship – An Online Career Exploration Adventure -** <http://mappingyourfuture.org/planyourcareer/careership/>

CareerShip® is a free online career exploration adventure for middle and high school students. CareerShip is a product of [Mapping Your Future](http://mappingyourfuture.org/), a public-service web site providing free career, college, financial aid, and money management information and services. Students can review careers by cluster, review the featured career, match careers to their interests, or search for a particular career. For each career, students will have access to a variety of information, such as task, wages, career outlook, interest, education, knowledge skills and similar careers.

**What Parents Can Do to Help**

* **Listen to what your child likes to do and notice any patterns within their preferences. Point this out to them.**
* **When you compliment your student’s successes try to identify the key skills that contributed.**
* **Share stories about your own career development decisions.**
* **Help students network with family and friends to ask about careers of interest.**
* **Work with resources together so that it can be a time to share more than a pressure to decide moment.**
* **If you have resources through your career for internships please let the career coordinator at your school know.**