

Instructor's Guide

for

RIASEC at Work

Match Your Personality to Careers

Overview

There are thousands of different *kinds* of jobs available in hundreds of different industries. Finding a job that is both satisfying and rewarding can be a challenge. Every job requires its own set of skills and comes with its own rigors and rewards. And just as not everybody is right for every job, every job is not right for everybody. People's personalities—the characteristics, traits, and preferences that make them who they are—are a major factor in choosing a career that is right for them. Research has shown that people who pick a career that fits with their personality are more likely to be satisfied and successful.

This video introduces a time-tested tool for career exploration that matches occupations with personality types: the Holland Personality Type or RIASEC system. As students progress through the video, encourage them to think about the kinds of work they enjoy or might enjoy. Tell them not to worry about pinning themselves to just one personality type, but to pay close attention to the jobs that go with the types that seem to best match their personality characteristics, interests, and values.

The video provides an overview of the six personality types comprising the RIASEC system. Each overview contains useful information about the work tasks, preferences, abilities, occupations, and overall job outlook associated with each type. It is recommended that students take a career interest assessment based on the RIASEC system before viewing the video. Doing so will give students a better understanding of their personality type and allow them to focus more on those parts of the video that address their own interests. Possible assessments include the *RIASEC Inventory*, *O*NET Career Interests Inventory*, and *Self-Directed Search* (all available from JIST Publishing).

The video can serve as an introduction to personality-based career exploration or be used as a tool in one-on-one career counseling. Feel free to pause the video after each chapter for activities or discussion or simply to allow students to write down job titles or career possibilities that interest them.

Presentation Suggestions

Begin by asking students to think about work or leisure activities that they enjoy doing. This could be a past or current job, a volunteer opportunity, or even a hobby. Ask what

kinds of work environments they feel comfortable in. Do they enjoy working with people, things, or ideas? Do they like working in large groups or small? Do they prefer to lead or take direction? Work indoors or out? Ask students if they have ever experienced job satisfaction, and if so, what made the work fulfilling? Tell students that career psychologists and researchers have been puzzling over these same questions for decades and have developed many useful tools for helping individuals find work that matches their interests, values, and natural abilities. Inform them that one of the best ways to find work that is satisfying and rewarding is to start with jobs that match their personalities.

When you feel students have begun thinking about these issues, give them the **Anticipation Quiz** to complete prior to watching the video. If you wish, allow the students to state their answers and discuss them.

Show the video. Encourage students to take notes or to make changes to the answers they put down for the Anticipation Quiz while watching the video.

At the conclusion of the video, ask students to discuss any changes they made to their answers on the Anticipation Quiz as a result of information they learned. Follow up this discussion with the **Activities**.

Use the **Discussion Questions** to request oral or written responses from students, or assign the questions as homework essays.

Give the **Quick Quiz** at the conclusion of class and correct the quizzes as a group. Assign the **Homework Option**, if desired.

Anticipation Quiz

Directions: Answer these questions as completely as possible. You may revise your answers as you watch the video.

1. What are some of the advantages of knowing your career personality type?
2. Can people have more than one career personality type?
3. What are some ways that you can explore careers that match your personality type?

Answer Key

1. Knowing your personality type allows you to find work environments with people who share your interests and values and work activities that match your abilities and preferences.
2. Yes. Most people cannot be pigeon-holed into one personality type, though they tend to have more dominant interests followed by secondary interests.

3. Reading about careers in reference books, such as the *Occupational Outlook Handbook*; informational interviewing; job shadowing; exploring outside hobbies and interests.

Activities

Activity #1

Title: Just My Type

Format: Pairs

Time: 15–20 minutes

Materials: My Career Personality worksheet, pen

Procedure:

1. When the video is finished, ask students to pick the RIASEC type that matches their own values and interests best. Have students then find someone else in class with the same dominant personality type. In some cases you may need to have students choose a secondary type. If there is an odd number of students with the same type, then create one group of three for that type.
2. Have students share with each other why they feel they are predominantly that personality type. What about the description on the video appealed to them? What past work experiences have they had to convince them that this personality type fits them best? Simply sharing this information can help students decide how well that personality type suits them and give them additional career options to explore.
3. Have students fill out their personality worksheets in their pairs or groups. They can then use that worksheet when exploring specific careers.

Activity #2

Title: Search and Research

Format: Individual

Time: 20–25 minutes

Materials: Paper, pen, career reference materials (at least one per student)

Procedure:

1. Bring in several copies of career reference materials. These can be books, magazines, pamphlets, newspapers, directories, Web sites, etc. Briefly explain how to use each resource. Explain to students that they will be researching two or three jobs that interested them and that were mentioned in the video.
2. Answer any questions students might have about career research. Give them some idea of what to look for, including work tasks, work environment, earnings, job growth, education and training required, and number of job openings. Have them record the information they find on a piece of paper.
3. Once students have finished researching at least one job, you can have them each give a one-minute presentation about their findings to the class.

Discussion Questions

1. What leads to job satisfaction? How do you know when you have it? Conversely, what are the primary reasons people aren't satisfied with their jobs? How easy or difficult is it to find work that matches your interests, values, and abilities?
2. Why is it important to work with people who share your values and interests? Is it better to work with people who all have similar viewpoints, ideas, and interests, or is it better to have some degree of diversity in the workplace? Why?
3. What is the value of career exploration? Why bother researching careers in the first place? What are some of the best ways to find out whether a career choice is right for you?

Quick Quiz

Note: You may read these questions out loud, allowing time for students to respond, or copy and hand this out as a written exercise.

Directions: Indicate whether each statement describes a **Realistic**, **Investigative**, **Artistic**, **Social**, **Enterprising**, or **Conventional** personality type.

1. Value self-expression and the freedom to do things their own way
2. Prefer teaching, helping, and healing others
3. Like starting up and carrying out new projects
4. Prefer practical, hands-on problems and solutions
5. Like work that is precise and detail-oriented
6. Like to work with forms, designs, and patterns
7. Prefer to follow set routines and know what is expected of them
8. Prefer work that involves critical thinking and abstract ideas
9. Good at persuading others and making decisions
10. More often have jobs that are high paying and in high demand but require a lot of education
11. Like to work with concrete data and details that lead to clear results
12. Like to work with plants, animals, tools, or machinery
13. Usually involved in starting a business or keeping it running
14. Would much rather work with people than with machines or data
15. Enjoy doing research

16. Prefer an unstructured work environment and the freedom to do things on their own
17. Like to promote learning and personal development
18. May enjoy hiking, gardening, and being outdoors

Answer Key

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|-----------------|-------------------|-------------------|
| 1. Artistic | 7. Conventional | 13. Enterprising |
| 2. Social | 8. Investigative | 14. Social |
| 3. Enterprising | 9. Enterprising | 15. Investigative |
| 4. Realistic | 10. Investigative | 16. Artistic |
| 5. Conventional | 11. Conventional | 17. Social |
| 6. Artistic | 12. Realistic | 18. Realistic |

Homework Option

Have students find a local newspaper with a large classifieds section. Using notes from the video, instruct them to find three jobs that match their primary and/or secondary personality types. Students should pick one of those jobs and call to inquire about setting up an informational interview to learn more about the industry and the position.

My Career Personality

Name: _____

My most dominant RIASEC personality type: _____

Why this personality type appeals to me:

Kinds of work environments I would prefer to work in:

Kinds of work tasks I would prefer to do:

Skills I have that make me suited to this kind of work:

Specific occupations I should explore further:
