

# Using CHOICES & The Career Key in the Career Decision Process

A PRESENTATION

BY CHOICES

CAREER ADVICE

Presenter - Angela deFreitas



# History of CHOICES

- Founded in 1997 by Angela deFreitas
- Gives specialised information to Caribbean students about decision-making for their career, education & life



# THE CHOICES PROGRAMME

- Based on the premise that all persons (especially those still in school) should be helped in determining the following three essential things:
  1. Who am I and how can I ensure success in my career, education & life?
  2. What are the essential (foundation) skills which will help me to be successful in the workplace or create success for myself in my own life?
  3. How can I make good decisions for my career, education & life?

# HOW???

- Organisers of career expos, workshops, seminars
- Psychometric Test: The Career Key
- Publications: CHOICES Career & Education Magazine
- The Graduates' Guide To Making The Best Decisions for Career, Education & Life
- Help Your Child With Career Choice – A Guide for Parent's Guide

# How?? Our resources

- CHOICES Career Resource Package
- DVD's –Get Ready For Work

# The Career Key

- An internationally recognised psychometric test
- Created by Dr. Lawrence Jones to help youth and adults become more self-reliant and competent in their career exploration and decision-making.
- “It is based on the best science and practices of career counselling ... and the most complete and accurate information available.”

# Psychometric Tests

- Designed to help us to identify our:
  - Interests
  - Skills
  - Personality types
  - Values
- 
- How can these be best matched with one's school or career goals?

# Psychometric tests

- Aim to depict the relationship between our own personal attributes and related career fields.
- They give us suggestions of a variety of careers that might be a good match for us.



# Dr. John Holland

- Many counsellors are introduced to the theory of Dr. John Holland during their training.
- This theory is described in best detail in his book “Making Vocational Choices”.

# Personality Theory of Dr. John Holland

- Dr John Holland:
- “People work best in environments that match their personality type.”
- “Birds of the same feather flock together”
- 6 personality types match 6 work environments

# What The Career Key does:

- 1. Assesses the user's resemblance to Holland's 6 personality types
- 2. Relates their personality to compatible occupations
- 3. Encourages career exploration by describing further steps to be taken

# The Six Holland Personality Types

- Realistic (Doers )
- Investigative (Thinkers)
- Artistic (Creators)
- Social (Helpers)
- Enterprising (Persuaders)
- Conventional (Organisers)
- They are usually placed in this order and referred to as RIASEC

# Features of The Career Key

- A short completion time – usually 20-30 minutes depending on reading ability
- Immediate results – no waiting for a “professional’s” review or report
- An open assessment process - You mark it yourself based on a theory which you know and understand
- Low error rate - based on over 20 years of research and studies
- Many compatible occupations identified
- It is yours to keep

# Users of the Career Key

- Secondary level students
- College students
- Adults

# How To Use It

- The Career Key may be self-administered
- Used in small groups or classrooms
- Individual group counselling

# The Test

- Should help us to:
- Recognise a few key characteristics about ourselves
- Understand what we are interested in
- Establish our strengths, abilities
- Recognise our personality type



# Do It Yourself

- The best way to become familiar with the Career Key is to actually do it!!!

# Some feedback

- “Just thought I would write you and commend you on The Career Key. I am an Australian-based service assisting students in secondary schools with all aspects of the job application process. The Career Key will be a fantastic avenue for students who are unsure as to their career paths.” – Natalie, Australia
- “I haven’t found the perfect job yet, but I am confident that I am armed with new information!” – Jon, College student