

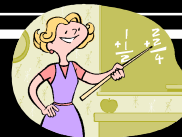
Apprenticeships Business Management Hospitality & Tourism Law, Public Safety, Security Human Services Education And Training Arts, A/V Technology & Communications	ENTERPRISING	ENTERPRISING	ENTERPRISING	ENTERPRISING	ENTERPRISING	ENTERPRISING	ENTERPRISING
	Marketing	Government	Public	Administration	Finance	CHAD	Logistics
	Sales	Government	Public	Administration	Finance	CHAD	Logistics
	Service	Marketing	Government	Public	Administration	CHAD	Logistics
	Service	Marketing	Government	Public	Administration	CHAD	Logistics
	Service	Marketing	Government	Public	Administration	CHAD	Logistics
	Service	Marketing	Government	Public	Administration	CHAD	Logistics
	Service	Marketing	Government	Public	Administration	CHAD	Logistics
Internships Health Science Science Technology Engineering Math Architecture Construction ED Manufacturing Transportation Distribution Logistics Agriculture Food Natural Resources	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
	ARTS	SOCIAL	SOCIAL	SOCIAL	SOCIAL	SOCIAL	CONVENTIONAL
<div> <div> Susan H. Gubing & Karen McKenna www.games2careers.com </div> <div> How Favorite Childhood Activities Can Provide Clues to Career Success </div> </div>							
Shadowing & Mentoring	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC
	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC
	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC
	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC
	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC
	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC
	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC
	CONVENTIONAL	ENTERPRISING	SOCIAL	BILL	ARTISTIC	INVESTIGATIVE	REALISTIC

Making Appropriate Career Choices

Today's Agenda

- Career DNA
- Focus on your DNA Interests
- Games²Careers.
- Tips for recruiting and developing your workforce.

Yes, there will be a test at the end of the presentation!



CAREER DNA

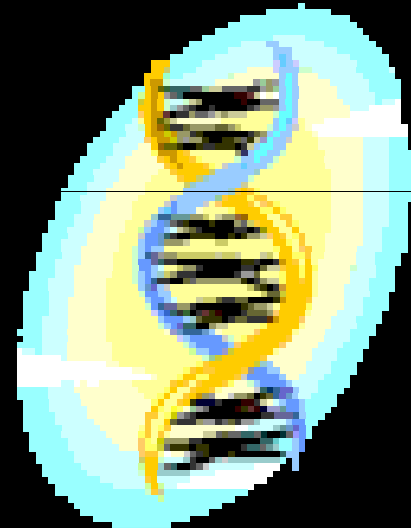


Who Am I?
What Careers Are Appropriate For Me?

Discover Your Career DNA

Dynamic Natural Abilities

- Interests
- Personality Traits
- Work Preference
- Aptitudes
- Learning Styles
- Multiple Intelligence



John Holland – Holland Code

INTERESTS



Games → Interests → Careers

CAREER DNA - INTERESTS



6 Categories



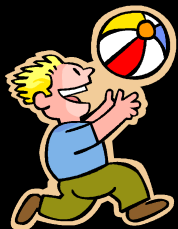
Blend

Realistic

"The Doers"

Likes to:

- Work with machines, tools
- Work with plants or animals
- Stand while working or be outside
- Likes to be active - doer



Toy tool sets, toy kitchen and grocery store sets, erector sets, Lincoln logs, Lego's, Tonka toy trucks, inventor sets, models, action figures, toy army men, playing sports

Investigative

“The Thinkers”

- Likes to
 - Observe, Investigate
 - Analyze, Evaluate
 - Solve problems, Think

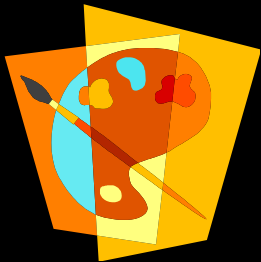


Toy doctor set, chemistry sets, telescope, constellation globes, archaeology/dino dig sets, bug collecting, ant farms, fossil making kit, scavenger hunts.

Artistic

“The Creators”

- Likes to:
 - Work in unstructured situations
 - Use imagination and creativity



PlayDoh, Lite Brite, drawing, crayons, markers, finger paints, sticker books, stenciling, sewing, arts and crafts of all kinds!

Social

"The Helpers"

- Likes to:
 - Inform and train people
 - Cure people
 - Skilled with words

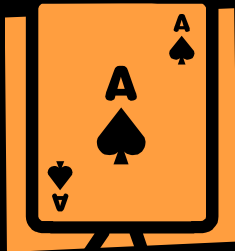


Stuffed animals, group/team games, play school, teach someone to read or write, play acting, play nurse, play with dolls (Barbie, Cabbage Patch, etc.)

Enterprising

“The Decision Makers”

- Likes to:
 - Supervise, Influence
 - Persuade, Lead
 - Manage, strategize
 - Handle the finances. “The buck stops here!”

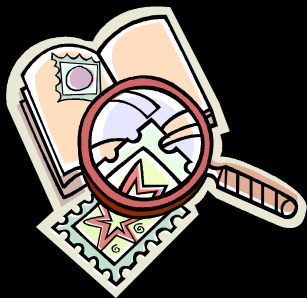


Play bank, Monopoly, set up car wash, sell lemonade from a stand, play board games such as chess, checkers.

Conventional

“The Organizers”

- Likes to:
 - Work with data
 - Follow instructions
 - Carry out detailed tasks
 - Organize

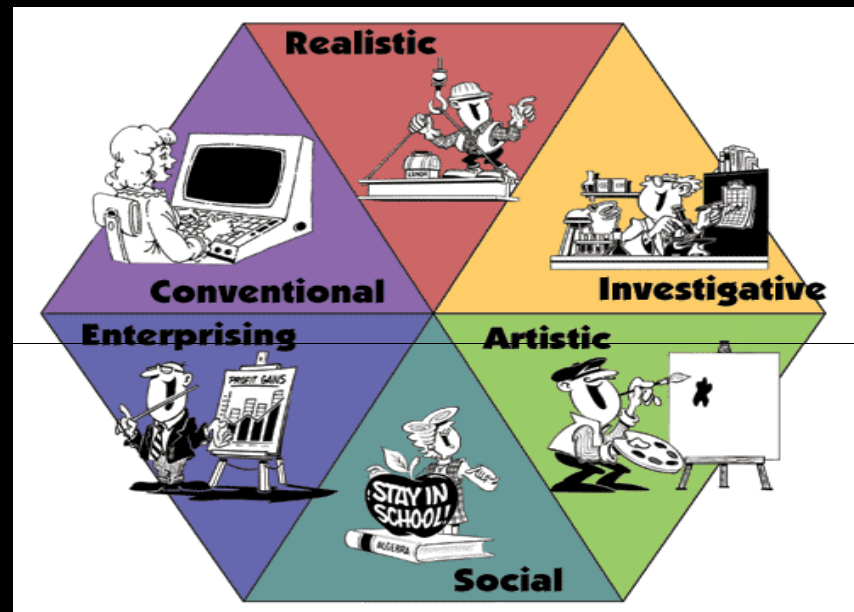


Collect baseball cards, organize desk, books, arrange papers, play office.

Holland Code

- What three letters define your Holland Code and Interests?

RIS, AEC, CSI, SAR, ICE,
RAE, CIR, ERS....???



This “interest code” can assist individuals in choosing educational pathways, college majors, and future careers.

How did you play?

Playing alone?



Offense



Playing with others?



Defense

Careers in Human Resources

- ✓ Recruitment
 - ✓ Training
 - ✓ Compensation & Benefits
 - ✓ Labor
-
- ✓ Legal
 - ✓ Strategic Planning
 - ✓ Information Technology



HR PROFESSION and the Holland Code

Realistic

- Computer Networking
- Electronic Equipment Operator
- Information Technology
- Coordinator
- Capture /Travel Scout
- Real Estate Analyst
- OSHA/Safety Person



Investigative

- Labor Relations Specialist
- Job Analysts
- Industrial/Organization
- Psychologists
- Paralegals (Research)
- Benefits and
- Compensation Analyst
- Health & Safety Specialist
- Pension Auditor
- Strategic Staffing Specialist

HR PROFESSION and the Holland Code

Artistic

- Designer of forms and training programs.
- Website Creator
- Event Planner
- Video/photographer
- Desktop Publisher
- Marketing Creator



Social

- Recruiter
- Employment Interviewer
- Education Specialist
- Trainer
- Community Relations Outreach
- Counselor/Career Advisor
- College Coordinator
- Wellness Coordinator
- Receptionist

HR PROFESSION and the Holland Code

Enterprising

- HR Director
- Compensation and Benefits Manager
- Talent Director
- Director of Diversity
- Safety Manager
- HR Consultant

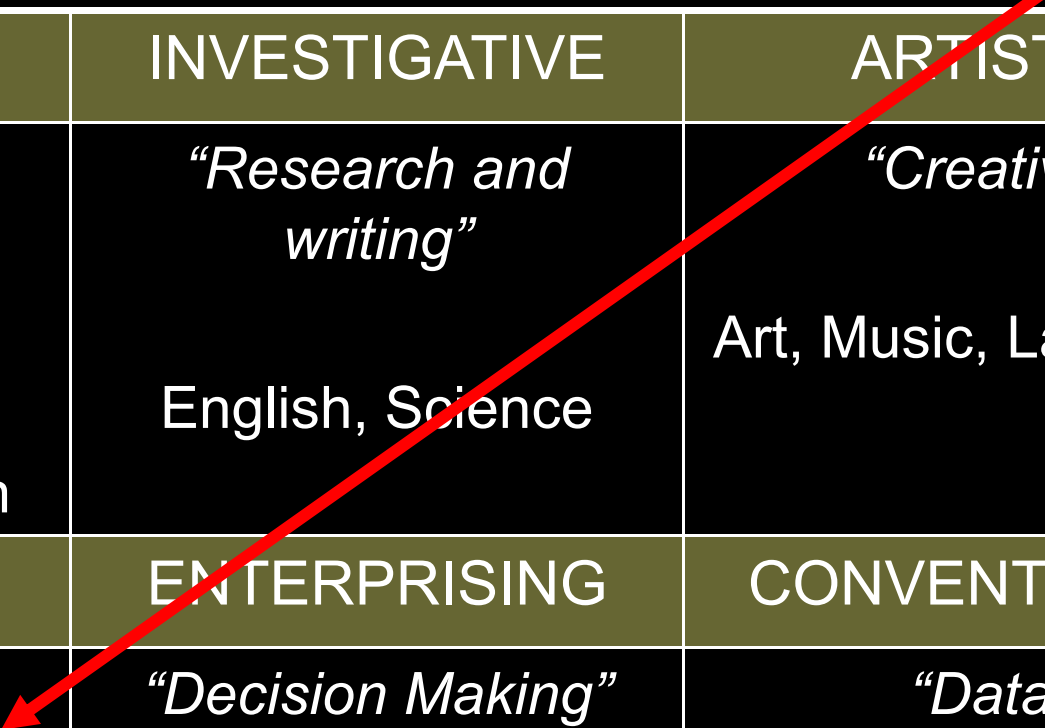


Conventional

- Accounting and Payroll Clerks
- Compensation and Benefits Clerks
- Paralegal Clerks
- Word Processors
- Data Processing Clerks
- Office Assistants

Holland Code Analysis - Teaching

REALISTIC	INVESTIGATIVE	ARTISTIC
<i>"Hands on"</i> Technology Family Consumer Science Physical Education	<i>"Research and writing"</i> English, Science	<i>"Creative"</i> Art, Music, Language
SOCIAL	ENTERPRISING	CONVENTIONAL
<i>"People - verbal"</i> Teaching Elementary	<i>"Decision Making"</i> Social Studies Business Math	<i>"Data"</i> Math Business



Holland Code Analysis - Sports

REALISTIC	INVESTIGATIVE	ARTISTIC
<i>"Hands on"</i> Professional Athlete Equipment Manager Groundskeepers Umpire/referee	<i>"Research and writing"</i> Sports Journalism Sports Medicine	<i>"Creative"</i> Photographer Uniform/logo design
SOCIAL	ENTERPRISING	CONVENTIONAL
<i>"People - verbal"</i> Physical Ed. Teacher Coach, trainer Equipment Sales Sports Announcer	<i>"Decision Making"</i> Team Owner Event Manager Sports Agent	<i>"Data"</i> Sports Statistician Sports Accountant Administrative staff

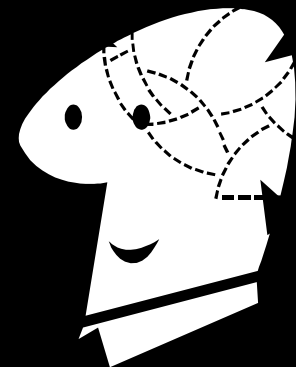
Computer College Majors

REALISTIC	INVESTIGATIVE	ARTISTIC
Computer Engineering Networking Robotics	Computer Science Programming Technical Writing	Graphics Animation Media
SOCIAL	ENTERPRISING	CONVENTIONAL
Marketing/Sales Business Administration	Economics Business Management	Office Administration Data Processing
www.careersmarts.com	<i>Susan Gubing</i>	21

Tips for Recruiting/Developing

Why Use these tools?

- Better understanding of self
- Teamwork
- Career Management – Career DNA
 - Engage your employees



Banking

REALISTIC	INVESTIGATIVE	ARTISTIC
<i>"Hands on"</i> Computer Operator Bank Security Bank Teller	<i>"Research and writing"</i> Appraiser Financial Analyst	<i>"Creative"</i> Marketing/Graphic Arts
SOCIAL	ENTERPRISING	CONVENTIONAL
<i>"People - verbal"</i> Customer Service Rep. Trainer Human Resources Credit Counselor	<i>"Decision Making"</i> Branch Manager Economist Controller/Accountant Credit Loan Officer Investment Banker	<i>"Data"</i> Accounting Clerks Data Entry Clerks Mortgage Clerks

Tips for Recruiting/Developing

Can schools and colleges
help you with this process?



Earl S. Flat's
Resume



ACareerAtHCASM

Our Strength. Your Passion.

The Strength of HCA. The Passion of People Like You.
Looking for a career? Choose your direction now.

I am a
Working Professional

I am a
College Student

I am a
**Middle/High
School Student**



There are certain site components - audio, video, etc - that require Flash Player 8 to view. If you would like to experience the flash content, but do not yet have a Macromedia Flash 8 player, you can [download the free installer](#) for your computer.

www.beanurseathca.com/

Middle and High School Students

Be A Nurse@HCASM

CAREER PROGRAM FOR MIDDLE & HIGH SCHOOL STUDENTS

[LOGIN](#)

[TELL A FRIEND!](#)

[HCAID SCHOLARSHIP](#)

- Why Nursing?
- Becoming a Nurse
- Paying For School
- Nursing Careers
- Nursing School
- HCA
- What Next?
- HCA Divisions
- Scholarships
- eNewsletter



Why Nursing? → Why Nursing?

Welcome to BeANurse@HCA... a world of opportunity waiting just for YOU!

Right now, you're thinking about your future and considering the numerous opportunities available to you. If you're considering a career in health care you've made a great choice!

Currently, nursing ranks firmly in the top 10 occupations expected to have the most job opportunities. In fact, it's estimated that there are over 100,000 vacant nursing positions right now. And that's expected to reach 800,000 by the year 2020.

So let's add it up: Being a nurse means...

- you're assured of getting a great job because the need for nurses is high... and only getting higher
- you can work most anywhere you want because nursing positions are available *everywhere in the world* and in lots of different healthcare settings
- you'll have incredible flexibility in your work schedule - days, nights, weekends, part time, full time... *any time you want!*
- you'll have almost unlimited career growth and advancement opportunities

Bottom line? *Being a nurse is the smartest career move you can make right now!*

FEEL REWARDED!
Become a Member Now!

Sign-up

[Login/Register](#)

[Media & Resources](#)

[Legal](#)

[Contact](#)

[For Professionals](#)

[For College Students](#)



What do you want out
of a career?

[Our Strength](#)[Your Passion](#)[A Career at HCA](#)[Find A Facility](#)[Scholarships](#)[Team Up](#)

The Strength of HCA. The Passion of People Like You.

Consider the advantages of a career at HCA. The security and stability of America's leading health care provider. Unmatched potential for variety, flexibility and career growth. And the joy of teaming up with people just like you, people who are passionate about the care and improvement of human life.

Why is HCA the place for you?

HCA is the leading provider of healthcare services in the nation with the widest range of employment opportunities.

With close to 300 facilities in 23 states, plus England and Switzerland, you have the opportunity to work almost anywhere you want to live. And once you are a part of the HCA family of affiliate hospitals, you can always choose to relocate plus wherever you decide to go, your seniority goes with you.

We offer flexible opportunities that fit your lifestyle, and our benefits packages are considered among the best for healthcare professionals.

Start your career with HCA today! You'll love being a part of our team!

[sign up](#)

- Find the career you've been looking for at HCA.RightJobOnline.com
- Get email updates on career opportunities tailored to your career goals
- Updates on health news and information from around the US and the world!
- Invites to career events at sponsoring HCA affiliate facilities

Career Home

♥ [View Today's Jobs](#)

♥ [On the Team](#)

- [A Learning Community](#)
- [Valuing Diversity](#)
- [Worklife Integration](#)
- [Recreation and Fellowship](#)
- [Helping Our Community](#)
- [Company Benefits](#)
- [Meet Ford People](#)
- [Living in SE Michigan](#)

♥ [Our Company](#)

♥ [Career Programs](#)

♥ [How We Hire](#)

♥ [Questions](#)

On the Team

What's it like to be on the team at Ford Motor Company? Find out about our U.S. employee programs and resources, from training to diversity, from worklife to recreation. Get details of company benefits, and discover Southeast Michigan, the heart of our worldwide operations, where we are a leading corporate citizen.

⬆ [back to top](#)

[Contact Us](#) | [Privacy](#)

©Copyright 2003 Ford Motor Company. All rights reserved.

RETURNING USERS

[LOGIN >>](#)

OUR PEOPLE



Meet Ross...
[TEXT >>](#)

www.mycareer.ford.com/CareerPrograms.asp

Career Home

[View Today's Jobs](#)[On the Team](#)[Our Company](#)[Career Programs](#)[How We Hire](#)

- [Our Hiring Processes](#)
- [Campus Visits and Career Fairs](#)
- [The Qualities We Look For](#)

[Questions](#)

How We Hire

How We Hire

Our process for matching people like you with our hiring needs is personal, thorough and efficient. However, it may be different from what you expect! You can read details in this section, where you can also see when we are coming to your campus or professional organization's conference. This section also explains qualities that can bring success at Ford Motor Company.

[back to top](#)[Contact Us](#) | [Privacy](#)

©Copyright 2003 Ford Motor Company. All rights reserved.

RETURNING USERS

[LOGIN >>](#)

OUR PEOPLE



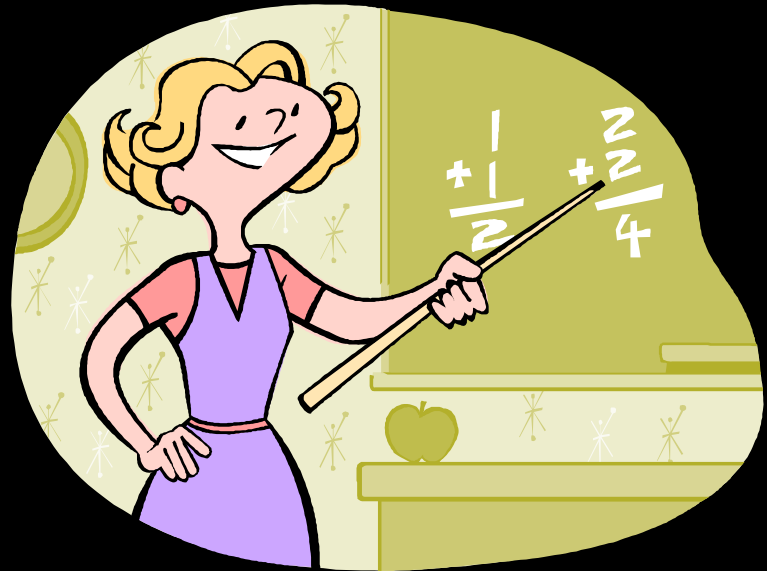
Meet Keith...

[TEXT >>](#)

Thank you! Any Questions?

Susan H. Gubing

- Instructor for
SUNY Oswego,
Dowling, BOCES,
SCOPE.
- Career
Counselor/Consul
tant



Career Management
Workforce Development

Happy Holidays

CareerSmarts

Susan H. Gubing

Industry/Education Consultant

116 Brookside Drive
Smithtown, NY 11787

Phone: (631) 979-6452

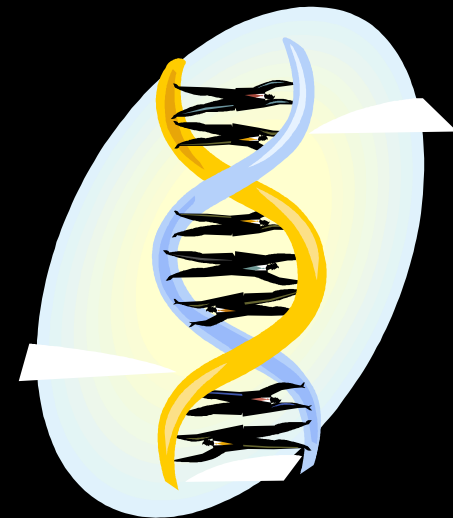
E-mail: sue@careersmarts.com

Website: www.careersmarts.com

TALENT SMARTS

Determining your employees *Career DNA*!

- Interests
- Personality
- Work Importance



TALENT SMARTS



Where do you start?

- Decide on which positions you would like to analyze.
- Decide on which tools you would like to use.

TALENT SMARTS

1. Apply the tools to your test groups.
2. Record results.
3. Look for patterns.
4. Use in future employment strategy.





<http://online.onetcenter.org>

- O*NET's Interest Profiler identifies broad interest areas.
 - Skills Profiler identifies skills and matches them to jobs.
 - O*NET's Ability Profiler identifies strengths and occupations that match.
- O*NET's Work Importance Locator identifies features about jobs that are important.

www.onetcenter.org/tools.html

Choosing a Career Can Be Fun!



Knowledge

Application