

Why is this important?

- **You will spend upwards of 90,000 hours working in your life**
- **Across America, ~50% of people say they are satisfied with their jobs**
- **Only 20 percent feel very passionate about their jobs**

Instructions

- Fill in each quadrant of the matrix with at least 4-8 answers
- Be thoughtful, take time to think through each one
- The examples are just examples, you are welcome to come up with your own terms

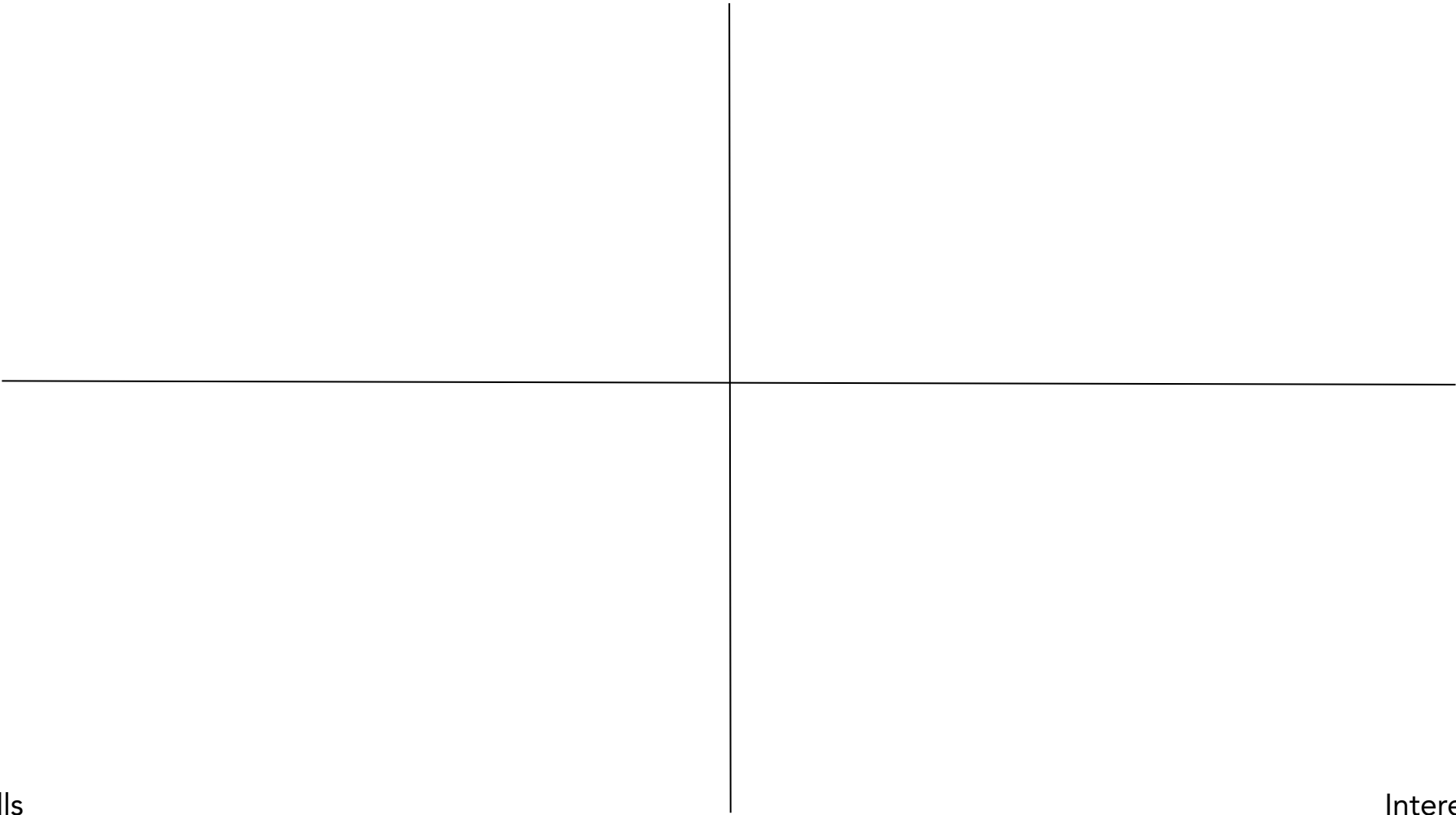
Career Exploration Matrix

Personality

Values

Skills

Interests



Step 1: Personality

Holland's Personality Traits

- **Realistic:** Practical, mechanical, and realistic.
- **Investigative:** Scientific, and intellectual.
- **Artistic:** Expressive, independent, and original.
- **Social:** Helpful, friendly, and loyal.
- **Enterprising:** Sociable and ambitious.
- **Conventional:** Organized, structured, and dependable



Career Exploration Matrix

Personality

Values

Social

Conventional

Others:

Inquisitive

Dedicated

Skills

Interests



Step 2: Values

What do you value in a career? What is important to you?

Intrinsic Values: the actual tasks involved in practicing a particular occupation (fulfillment) (ex: helping others, challenging yourself, leading others).

Extrinsic Values: the by-products of an occupation (rewards) (ex. Salary, travel, security)

Lifestyle Values: the environment and lifestyle an occupation provides (wellness/happiness) (ex: work/life balance, location, commute)

Values Examples

- Autonomy
- Fast-Paced
- Flexible
- Helping Society
- Leadership
- Creativity
- Meaning
- Recognition
- Benefits
- Income
- Prestige
- Job Security
- Work/Life Balance
- Collaborative
- Location
- Challenging
- Predictable
- Supportive
- Community
- Helping Others
- Independent

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Helping Others

Growth

Balance

Skills

Interests

Step 3: Areas of Interests

What topics interest you? What excites you? (Not just what you study)

Think about what experiences have you had in the past that you enjoyed?



Areas of Interests Examples

- Law
- Video Games
- Sports
- International Relations
- Biology
- Fashion
- Teaching



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International Relations

Civics

Political Science

Career Coaching

Skills

Interests

Step 4: Skills

- **Which skills are you highly proficient in that you enjoy using?**

These are your “motivated” skills- ones that will keep you energized if you use them in your work.

- **Which skills are you highly proficient with, but dislike using?**

These are your “burnout” skills- ones that you’re good at, but that can drain you if you use them too much in your work.

- Don’t write these down, but use them to narrow your list of skills you actually enjoy using

- **Transferable vs. Job Specific**



Skills Examples

Research

Accounting

Policy making

Listening

Organization

Teaching/Coaching

Writing

Program Development

Conflict Resolution

Public Speaking

Strategic Thinking

Data Analysis

Creative Thinking

Management

Design

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Strategic Thinking

Political Science

Programming

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Make a Professional Hypothesis



I want a job/career that..... (choose up to 4 things)

I want a job where I create something that people can use everyday. I want a job that allows me enough flexibility to pick up my kids from school. I want a job where I'm directly interacting with people in need.



Career Exploration Ideas

- **Personal Contacts**

- Talk with family and friends.

- **Networking**

- Talk to people already working in the field of interest.

- **Job Shadow**

- **Use resources**

- Go to libraries, career centers, alumni center, guidance offices, or online resources (LinkedIn, Glassdoor, Handshake)

- **Intern/Volunteer**

Open Forum