AINNESOTA STATE UNIVERSITY, MANKATO

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STEP 1: SELF-DISCOVERY Holland's General Occupational Themes RIASEC ACTIVITY

Check the activities that you enjoy most:

1.	using hands (R)	41.	saving the environment (R)
2.	helping others (S)	42.	crafts (A)
3.	being artistic (A)	43.	designing (A)
4.	using body (R)	44.	using imagination (A)
5.	operating tools or machinery (R)	45.	showing empathy (S)
6.	expressing feelings (S)	46.	observing and collecting data (I)
7.	solving a scientific problem (I)	47.	diagnosing (I)
8.	discovering something (I)	48.	giving love (S)
9.	teaching (S)	49.	needing to understand (I)
10.	serving others (S)	50.	using thought process (I)
11.	using a systematic process (I)	51.	understanding self (S)
12.	making others happy (S)	52.	observing (I)
13.	fixing (R)	53.	directing others (E)
14.	musical activity (A)	54.	learning (I)
15.	creative writing (A)	55.	organizing others (E)
16.	social activity (S)	56.	using persuasion (E)
17.	repairing (R)	57.	using business machines (C)
18.	participating in sports (R)	58.	completing a task (C)
19.	detailed examination (I)	59.	intellectual achievement (I)
20.	visualizing in third dimension (A)	60.	being convincing (E)
21.	creating something (A)	61.	leading others (E)
22.	verbal activity (S)	62.	taking control (E)
23.	benefiting society (S)	63.	making judgments (I)
24.	selling something (E)	64.	being persistent (C)
25.	following instructions (C)	65.	follow-through with task (C)
26.	belonging to an organization (S)	66.	starting a business (E)
27.	physical activity (R)	67.	making money (E)
28.	effecting social change (S)	68.	writing reports (C)
29.	creative cooking (A)	69.	coordinating an activity (E)
30.	acting (A)	70.	talking to a group (E)
31.	inventing (I)	71.	taking notes (C)
32.	dancing (A)	72.	using office skills (C)
33.	volunteering (S)	73.	entertaining others (E)
34.	camping or hiking (R)	74.	managing people (E)
35.	restoring something (R)	75.	spelling (C)
36.	using mathematical skills (C)	76.	acquiring material goods (E)
37.	keeping records (C)	77.	exploiting others (E)
38.	relieving other's pain (S)	78.	conforming to others (C)
39.	collecting (hobbies) (I)	79.	seeking status (E)
40.	spiritual activity (S)	80.	taking orders (C)
	opiniaal adding (0)	00.	

Letter	Frequency of Appearance	Enter below the letter that appears most often (#1), the letter that appears next most often (#2), and finally, the letter that appears next most
Realistic (R) Investigative (I) Artistic (A) Social (S) Enterprising (E) Conventional (C)		frequently (#3). Check out your top letters on the following pages. 1. 2. 3. 3.

Holland's General Occupational Themes RIASEC REALISTIC (R-THEME)

Realistic people like activities, jobs, and co-workers related to nature and the outdoors; mechanical, construction, and repair activities; and military activities. They are interested in action rather than thought, and prefer concrete problems to ambiguous, abstract problems.

Typical Work Activities

- Doing jobs that produce tangible results
- Operating or designing heavy equipment or huge machines
- Using tools that require fine motor coordination and manual dexterity (e.g., dentist's drill, surgeon's scalpel, jeweler's tweezers)
- Operating precision machinery (e.g., drill press, x-ray machine)
- Fixing, building, repairing

Potential Competencies

- Mechanical abilities and ingenuity
- · Psychomotor skills
- Mathematical aptitude
- Physical strength

Self-concept and Values

- Emotionally stable, reliable
- Practical, thrifty, persistent
- Shy, modest
- Slow to accept radical new ideas
- Likely to avoid being the center of attention
- Uncomfortable talking about themselves
- · Inclined to take physical risks
- Likely to maintain traditional values

Environments

- The outdoors; small, rural communities
- Situations calling for minimal interaction with others
- Situations permitting casual dress
- Organizations structured with clearly drawn lines of authority (e.g., armed forces, enforcement agencies, protection occupations)
- Manufacturing or industrial firms with tangible products
- Construction industry
- Mining and energy industries
- Transportation fields (e.g., air, trucking, local transit)
- Engineering and technical firms

Typical Hobbies

- Repairing old things (e.g., cars, machines, appliances)
- Building and rebuilding
- Reading magazines and books about outdoor sports, cars, airplanes, boats
- Hunting, fishing, camping, rock climbing
- Operating powerful recreational vehicles (e.g., speedboats, motorcycles, snowmobiles)
- Physically dangerous activities (e.g., skydiving, mountain climbing, auto racing)

Realistic Occupations

- R Carpenter
- R Cartographer
- R Rancher
- RI Engineer
- RI Forester
 - RI Pilot
 - RI Radiology Technologist
- RI Veterinarian
- RI Welder
- RIE Appliance Repairer
- RAS Occupational Therapist
- RS Fire Fighter
- RSE Warehouse Worker
 - RSC Exterminator
- RE Construction Worker
- RE Law Enforcement Officer
- RC Farmer
- RC Military Enlisted Personnel
- RCS Vocational Agriculture Teacher
- RCE Truck Driver

Typical R-Theme Items

- Auto Mechanic
- Electronics Technician
- Agriculture
- Being a Forest Ranger
- Popular Mechanics Magazines

INVESTIGATIVE (I-THEME)

Investigative people have a strong scientific orientation. They enjoy gathering information, uncovering new facts or theories, and analyzing and interpreting data. They prefer to rely on themselves in their work rather than on others.

Complex activities that require learning Typical Work Activities many facts, details, and principles Performing ambiguous or abstract tasks (e.g., skiing, sailing, scuba diving) Solving problems through thinking • Computers (evaluating, programming, Working independently discussina) Doing scientific or laboratory work . Reading Conducting research and analyses Astronomy Collecting and organizing data Chess Bird watching Potential Competencies Scientific ability Investigative Occupations Analytical skills Т Biologist Mathematical aptitude T Geographer Writing skills L Mathematician IA Economist Self-Concept and Values IA Language Interpreter Independent, self-motivated IA Scientific Illustrator Reserved, introspective IA Sociologist Analytical, curious IAS Psychologist Task-oriented (wrapped up in job) IS Hospital Supervisor Confident of scholarly and intellectual IF Pharmacist abilities IC Computer Operator Original, creative IR Chemist Given to unconventional values and IR Dental Hygienist attitudes IR Physical Therapist IR Physician Environments IRS Math-Science Teacher Unstructured organizations that allow freedom in work styles IRE Chiropractor Achievement- oriented institutions IRF Food Scientist IRC Research and design laboratories and firms Computer Programmer Universities and colleges IRC Systems Analyst Medical facilities Computer- related industries Typical I-Theme Items Author of technical books Typical Hobbies College professor Work (investigative types frequently are Psychologist consumed by their jobs, working 12 to 14-Chemistry hour days, as well as weekends, leaving Doing research work

little time for leisure, family, or social

activities)

ARTISTIC (A-THEME)

Artistic people value aesthetic qualities and have a great need for self-expression. This type, also includes people who enjoy being spectators or observers of the arts instead of actively creating art. Artistic types frequently express their artistic interests in leisure or recreational activities as well as in vocational activities or environments.

Typical work activities		•	Readi	ng
Composing, writing		•	Writing poetry or stories	
•	Creating artwork (e.g., painting, sculpting,	•	Collec	cting artwork
	photography)	•	Playin	ig a musical instrument
•	Working independently	•	Danci	ng
•	Acting, performing			
•	Playing musical instruments	Artistic occu	pations	
•	Decorating, designing	•	A	Art Museum Director
		•	А	Art Teacher
Potential Con	npetencies		А	Artistic
•	Creativity, imagination	•	А	Author- Reporter
•	Verbal- linguistic skills		А	Entertainer- Musician
•	Musical ability		А	Librarian
•	Artistic aptitudes		А	Photographer
		•	AS	English Teacher
Self-Concept	and Values		AS	Music Teacher
•	Independent, nonconforming		AE	Advertising Executive
•	Impulsive, expressive		AE	Costume Designer
•	Impractical, disorderly		AE	Interior Decorator
•	Intuitive, complicated		AE	Public Relations Director
•	Sensitive, emotional		AR	Landscape Gardener
•	Drawn to beauty and aesthetic qualities		AIR	Architect
			AIR	Sculptor
Environments	3		AI	Anthropologist
•	Unstructured, flexible organizations that		AI	Ballet Dancer
	allow self- expression		AI	Lawyer
•	Artistic studios (preferably one's own)		AIS	Orchestra Conductor
•	Theaters and concert halls		/	
•	Institutions that teach artistic skills (e.g.,	Typical A-Th	neme Iter	ns
	universities, music and dance schools, art	·		r of novels
	institutes)			or decorator
•	Museums, libraries, and galleries		Literat	
•	Advertising, public relations, and interior-	.		hony concerts
т · , , , , , , ,	decorating firms			zines about art and music
Typical Hobbies			Maga	
•	Drawing, sketching, painting			
•	Photography			
•	Attending dance and musical concerts			
•	Gong to theaters, museums, and galleries			

SOCIAL (S-THEME)

Social people like to work with people; they enjoy working in groups, sharing responsibilities, and being the center of attention. They like to solve problems through discussions of feelings and interaction with others.

alterition. They like to solve problems through discu	
Typical Work Activities • Teaching, explaining • Enlightening, guiding • Helping • Selecting and training • Informing, organizing • Solving problems, leading discussions	 Artistic and realistic activities (frequently social people, who are engaged in S-Theme occupations, have vocational interests that are in these areas; as much as they enjoy working with people, in their leisure time they feel a need for the solitude of R-Theme and A-Theme activities for their own self-preservation, to prevent burn-out).
 Social and interpersonal skills Verbal ability Teaching aptitude Listening skills 	Social Occupations S Elementary Teacher S Licensed Practical Nurse S Playground Director
Self-concept and values Humanistic, idealistic Ethical, responsible Tactful, cooperative Kind, generous Understanding, insightful Friendly, cheerful Concerned for the welfare of others Environments Social-service agencies 	 S Special Education Teacher SE Juvenile Parole Officer SE Child Care Center Manager SE Community Education Coordinator SE Mental Health Worker SE School Administrator SE Guidance Counselor SEC Social Science Teacher SEC Rehabilitation Courselor SEC Production Coordinator SC Ticket Agent
 Schools Religious organizations Personnel offices Medical-service and health-care facilities Mental-health clinics <i>Typical Hobbies</i> Entertaining others Attending conventions Doing volunteer and community-service work Organizing group social events (e.g., hayrides, picnics, excursions, parties, etc.) 	 SR Physical Education Teacher SRE Agricultural Extensions Agent SRE Recreation Leader SI Student Personnel Worker SA Social Worker SA Speech Pathologist Typical S-Theme Items High School Teacher Social Worker Taking responsibility Adjusting to difficulties of others Leading a Scout Troop

ENTERPRISING THEME (E-THEME)

Enterprising people seek positions of leadership, power, and status. They enjoy working with other people toward organizational goals and economic success. They like to take financial and interpersonal risks and to participate in competitive activities.

competitive a	activities.
Typical Work Activities	Typical Hobbies
 Selling, purchasing Political maneuvering Entertaining clients Leading committees, groups, organizations, companies Giving speeches, talks, presentations Managing people and projects 	Belonging to clubs and organizations Sporting events, as participant or spectator Entertaining and partying Political activities Attending conventions Vacationing at expensive resorts Enterprising Occupations
 Verbal skills suited to public speaking, persuading, and selling Social and interpersonal skills Leadership skills Self-Concept and Values Status-conscious Ambitious, competitive Sociable, talkative Witty, argumentative Domineering, aggressive Adventurous, risk-taking Optimistic, energetic, popular Attracted to money, power, and material possessions Environments Industrial and manufacturing firms Government and political organizations 	E Beautician E Chamber of Commerce Executive E Elected Public Official E Life Insurance Agent E Personnel Director E Restaurant Manager EC Appliance Salesperson EC Buyer EC Corporate Executive ERC Agribusiness Manager ER Auctioneer ER Nursery Manager EI Computer Salesperson EI Investments Manager EI Investments Manager EI Marketing Executive EA Flight Attendant ES Encyclopedia Salesperson
 Seats of power and finance (e.g., large corporations, executive offices, brokerage firms) Retail and Wholesale firms (e.g., auto dealerships, department stores, real-estate firms) Fund-raising organizations Small, independently owned businesses 	ES Home Economics Leacher ES Sales Manager ESC Receptionist Typical E-Theme Items Auto Salesperson Sales Manager Stockbroker Starting a conversation w/ a stranger People who assume leadership

CONVENTIONAL (C-THEME)

Conventional people work well in large organizations, but they prefer subordinate roles rather than leadership positions. They especially like activities that require attention to detail and accuracy.

Typical Work Activities	Typical Hobbies
Typing and filing	Collecting (e.g., stamps, coins, etc.)
Operating office machines	Home-improvement projects
Organizing office procedures	Building models (e.g., airplanes,
Keeping records and financial books	dollhouses, electric trains, etc.)
Writing business reports	Civic and fraternal organizations
 Making charts and graphs 	 Games (like Monopoly) with clear-cut
	rules
Potential Competencies	
Manual dexterity	Conventional Occupations
 Mathematical aptitude 	C Accountant
 Efficiency, organization 	C Bookkeeper
Perfectionism	C Dental Assistant
	C Proofreader
Self-Concept and Values	C Secretary
Conscientious, preserving	C Statistician
Practical	CR Key Punch Operator
 Self-controlled, conservative 	CR Telephone Operator
Orderly, systematic	CRI Timekeeper
Precise, accurate	CIS Time-Study Analyst
Careful, inflexible	CIS Estimator
 Mindful of money and material 	CSA Library Assistant
possessions	CS Cashier
	CE Banker
Environments	CE Credit Manager
Large corporations	CE Store Salesperson
Business offices	CE IRS Agent
 Financial institutions (e.g., banks, credit 	CES Business Education Teacher
companies)	CES Court Reporter
Accounting firms	CER Executive Housekeeper
Quality-control and inspection departments	
Structured organizations with well-ordered	Typical C-Theme Items
chains of command	Bank Cashier
	Private Secretary
	Statistician
	Regular hours for work
	Developing business systems

To explore more occupation options for each RIASEC letter code, visit https://www.onetonline.org/find/descriptor/browse/Interests/

Exercise by Becky Boyd, Johnson County Community College and <u>Where Do I Go Next: Using Your Strong Results to</u> <u>Manage Your Career</u> by Fred Borgen and Judith Grutter.

STEP 2: DISCOVER MAJORS The MAJOR Major Exercise

Review the list of Minnesota State University, Mankato majors below.

- 1. Cross off any that you know are not interesting to you. These are majors you would not consider.
- 2. Put a question mark next to majors that are unfamiliar. These are majors you'd like to learn more about.
- 3. Circle the majors that grab your attention. These are majors you are interested in.

Major/Concentration	Notes
Accounting	
Agriculture and Agribusiness	
BS Agricultural Sciences	
BS Agribusiness & Food Innovation	
Alcohol & Drug Studies	
American Indigenous Studies	
Anthropology	
Applied Health Science	
BS Health Education & Preparation	
BS Public Health	
BS Occupational Therapy Preparation	
BS Healthcare Administration Preparation	
Applied Leadership	
Art and Design	
BA Art	
BFA Art	
BFA Graphic Design	
Art History	
Art Teaching	
Automotive Engineering Technology	
Aviation	
BS Aeronautics	
BS Aviation Management	
BS Professional Flight	
Bell Program Integrated Engineering	
Biochemistry	
Biology	
BS Biomedical Sciences	
BS Cytotechnology	
BS Ecology	
BS General Non-Specialized	
BS Microbiology	
BS Nuclear Medicine Technology	
BS Plant Science	
BS Toxicology	
BS Zoology	
Biology Teaching (5-12)	
Biotechnology	
Business Administration	
Chemistry	
Chemistry Teaching	
Civil Engineering	
Cognitive Science	
BS Biology	
BS Computer Science	
BS Philosophy	
BS Psychology	
Communication	
BS Communication Studies	
BS Integrated Communication	
BA Mass Communication	
BS Mass Communication	
BS Public Relations	
Communication Sciences and Disorders	
Computer Engineering (BSEC)	
Computer Engineering Technology	
Computer Information Technology	1
Computer Science	

Construction Management	
Corrections	
Criminal Justice	
Dance BA	
BFA Dance	
BS Dance	
BS Dance Therapy Pre-Professional	
BS Private Studio Teaching	
Dance Teaching (K-12)	
Dental Hygiene (completion program exists – ask for details)	
Earth Science	
Earth Science Teaching (5-12)	
Economics	
Electrical Engineering	
Electronic Engineering Technology	
Elementary Education	
English	
BA Creative Writing	
BFA English Creative Writing	
BA English Literature	
BA English Studies	
BS Technical Communication	
English Teaching (5-12)	
Environmental Science	
Ethnic Studies	
BS Business Corporate	
BS International Community and Human Services	
BS Local Community and Human Services	
BS Optional or Other Extended Program Courses	
BS Public Government	
Exercise Science	
BS General Exercise Science	
BS Practitioner	
Family Consumer Science	
BS Child Development and Family Studies	
BS Dietetics	
BS Food and Nutrition	
Family Consumer Science Teaching (5-12)	
Film and Media Studies	
Finance	
BS Financial Planning and Insurance	
BS General Finance	
Food Science Technology	
French	
French Teaching (K-12)	
Gender and Women's Studies	
Geography	
BA Geography	
BS Geography	
BS Geography Professional	
Geology	
German	
German Teaching (K-12)	
Health and Physical Education - Teaching (K-12)	
Health Informatics	
History	
Humanities	
Integrated Communication	
Integrated Engineering	
Interdisciplinary Studies	
International Business	
International Relations	
Iron Range Engineering	
Law Enforcement	
Management	
BS Business Management	
BS Human Resource Management	
Management Information Systems	
Manufacturing Engineering Technology	
Marketing	
Mass Communication	<u> </u>
Mathematics	
Mathematics Teaching (5-12)	
	· · · · · · · · · · · · · · · · · · ·

Mechanical Engineering	
Medical Laboratory Science	
Music	
BA Music	
BA Performance	
Music Industry	
BS Music Industry BS Songwriting and Audio Production	
Music Teaching (K-12) BS Instrumental General Music K 12	
BS Vocal General Music K 12	
Nursing (completion program exists – ask for details) Philosophy	
BA Philosophy	
BA Honors in Philosophy	
Philosophy, Politics, and Economics (PPE)	
BA Economics	
BA Philosophy	
BA Political Science	
Phy Ed Developmental Adapted Phy Ed Teaching (PreK-12)	
Physics Teaching (5-12)	
Political Science	
Psychology	
Recreation, Parks, and Leisure Service	
BS Leisure Behavior	
BS Leisure Planning Management	
BS Resource Management	
BS Therapeutic Recreation	
Scandinavian Studies	
Social Studies	
BS Anthropology	
BS Economics	
BS Ethnic Studies	
BS Gender Women's Studies	
BS Geography	
BS History	
BS Political Science	
BS Psychology	
BS Sociology	
Social Studies Teaching (5-12)	
Social Studies Teaching BS Anthropology	
Social Studies Teaching BS Economics	
Social Studies Teaching BS Geography	
Social Studies Teaching BS History	
Social Studies Teaching BS Political Science	
Social Studies Teaching BS Psychology	
Social Studies Teaching BS Sociology	
Social Studies Teaching BS Sociology	
Social Work	
Sociology	
Spanish	
Spanish for the Professions	
Spanish Teaching (K-12)	
Special Education	
Sport Management	
Statistics	
BS Statistics BS	
BS Actuarial Track	
Theatre Arts	
Theatre Arts BA	
Theatre Arts BFA Acting	
Theatre Arts BFA Design Technology	
Theatre Arts BFA Musical Theatre	
Theatre Arts BS	
Twin Cities Engineering	
Urban and Regional Studies	

DIG DEEPER

Your next step involves learning more about the majors you placed a question mark next to or circled.

Use the academic catalog to help make decisions on what your POSSIBLE MAJORS may be. Available at: <u>https://www.mnsu.edu/supersite/academics/catalogs/</u>

- 1. Click on the major you're curious about.
- 2. Read the course list and check out the fine print of the classes involved.
- 3. Do a gut check. How do you feel right after imagining taking these classes?

Write down any majors that you're still actively considering.

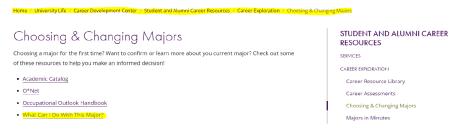


STEP 3: CONNECT MAJORS & CAREERS What Can I Do With This Major?

If you're like many students, one of your key reasons for finding a major is to open up doors to possible careers. That said, at first glance, relatively few major titles tell you much about careers associated with them. Sometimes we mistake that lack of direct connection as a lack of career opportunities. That's NOT the case.

That's where the WCIDWTM site comes in!

What Can I Do With This Major? offers insight into the areas, employers, and strategies connecting majors to careers. You can find it on our CDC website <u>mnsu.edu/cdc</u> using this path:



Explore the possible majors you listed on page 9 on WCIDWTM. The MNSU major name may not match word for word the majors listed on this page, but you're likely to find a similar one. If you need assistance, CDC Staff or your Advisor are both good options. Write down any of the areas of employment or employers that interest you within that major below.

Major	Area of employment/employers of interest

Stop. Ask yourself – what do I need to know about these areas of employment or employers that would help me feel more confident?

STEP 4: FINDING FACTS ON CAREERS

Now that you've started linking your possible major with careers, let's learn more about the career prospects you're considering! For example:

- Are your favorite careers growing or declining?
- Can you do them in Minnesota (or your home state/country)?
- Do you need a graduate degree to pursue them?
- Do they align with your most important values and desires?

There are many resources with lots of information that can help. O*Net Online is an example of a thorough tool that can answer some of your questions. You can find it at: https://www.onetonline.org/

Look up your possible careers. Search them in the "Occupation Quick Search" on the top right of the page.

Career	Likes	Dislikes

Stop. Ask yourself – given all of the information I have gathered, am I confident in pursuing a particular major?

STEP 5: PUTTING IT ALL TOGETHER

- 1. Look back at your first list of possible majors. Now that you've investigated majors/career opportunities, which majors still make the cut?
- 2. List majors of interest below; if possible, rank them in terms of your interest (10= I'm very excited about this option; 1= no thank you; not interested).

Major	Possible Ranking (#10-1)

Stop. Ask yourself – given the majors above, am I confident in pursuing one? If so, am I ready to declare it? If not, what would have to happen for me to decide?

NEXT STEPS

The exercises you've done represent a few of many different opportunities to explore majors/careers. If you're not feeling 100% sure of a particular path, you're not alone. Many of us (yes, even some of us who've graduated!) never feel completely sure of our choices. We do the best we can with the information we have at the time. Career development happens for all of us over our entire lifetimes.

Think about what next steps make the most sense for YOU right now. Here are a few examples of next steps you could take.

- o Declare your major: link.mnsu.edu/majorbutton
- Do more research (Academic Catalog, O*Net, OOH, etc.)
- o Meet with your Academic Advisor: link.mnsu.edu/findmyadvisor
- o Meet with a Career Advisor in the CDC: link.mnsu.edu/cdcappointments
- o Do an informational interview
- Job shadow
- o Check out Candid Career Video Library: link.mnsu.edu/candidcareer
- o Take an assessment. FOCUS available here: link.mnsu.edu/focus-assessment
- Watch Majors in Minutes Videos. Find them here: <u>mankato.mnsu.edu/mim</u>
- Get involved to discover interests, skills, and strengths (clubs, org, volunteer, part-time job, internship, etc.)
- o Other _

/y Next Steps:
Other Notes:



Minnesota State University, Mankato A member of Minnesota State