STRENGTHENING YOUR CAREER GUIDANCE SKILLS: QUESTIONING AS AN ENGAGEMENT STRATEGY

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STUDENT SUCCESS NATIONAL NETWORK
GUIDED PATHWAYS

Establishing Pathways

- Defining Programs and Paths
  - College Readiness
  - Program Maps
  - Transfer and Career Paths

- Creating Meaningful Learning Experiences
  - Professional Development
  - Course Design and Assessment

- Helping Students Choose and Enter a Path
  - Orientation and Registration
  - Career Exploration
  - Advising
  - Student Success Course

Navigating Pathways

- Helping Students Stay on the Path
  - Academic and Personal Support
  - Ongoing Advising
  - Career and Transfer Assistance

LEARNING OUTCOMES

- Participants will discover how questions can engage students in career exploration, planning, and decision-making.
- Participants will develop questions to use when advising students.
- Participants will be able to determine when and how to best use questioning in the career exploration process for students.
ENGAGING STUDENTS IN SELF-ASSESSMENT

Formal Assessments
- Strong Interest Inventory
- Myers Briggs
- Focus II

Conversational Questions
- Active listening
- Open-ended questions

EXPLORING INTERESTS IS NOT ENOUGH

Self-Directed Search (SDS) group:
- Identified more career alternatives

But, NO differences on:
- Career exploration
- Decision making self-efficacy
- Career indecision
- Seeking career counseling

Behrens & Nauta (2013)
VALUES

TEAMWORK
ADVANCEMENT
CREATIVITY
STRUCTURE
SALARY
INDEPENDENCE
ALTRUISM
PRESTIGE
CONSISTENCY
SECURITY
FLEXIBILITY

TURN AND TALK

Develop a question about values and ask a partner

Switch roles
QUESTIONS ABOUT VALUES

After reviewing the list of values, which ones are most important to you?
What matters to you?
What is your why?
What would people who know you best say matters to you?
What can’t you live without?
Who/what influences you and the decisions that you make?
What’s not important to you?

SKILLS AND ABILITIES

Leadership
Problem-solving
Teamwork
thinking
Communication
Professionalism
Critical
Relationships
ACTIVITY: FAST PASS CONVERSATION

Write a question that would help you understand your student’s skills and abilities.

QUESTIONS ABOUT SKILLS AND ABILITIES

After reviewing the list of career skills, which ones would you say are your strengths?

What subjects did you perform the best in as a high school or college student?

What skills have you have gained from work experience, volunteering, sports/clubs/organizations, or other community activities?
INTEREST AREAS

MENTIMETER MULTIPLE CHOICE

Go to www.menti.com and use the code 96 56 96
MENTIMETER RESULTS

After reviewing the interest areas, what would your top three interests be in order of importance?

What was your favorite subject in high school or college?

What do you do for fun?

What kinds of blogs, stories, articles, websites do you read on a regular basis?

Who do you follow on social media and why?

What don’t you like to do? Why?
EXPERIENTIAL LEARNING

ACTIVITY TIME: PLEASE STAND IF YOU PARTICIPATED IN ONE OF THESE EXPERIENTIAL LEARNING OPPORTUNITIES WHILE YOU WERE IN COLLEGE

- Internships/Cooperative Education
- Job shadow
- On-campus and off-campus jobs
- Leadership activities & opportunities
- Clubs
- Sports
- Service Learning
- Volunteering
ACTIVITY TIME: PLEASE STAND IF THIS EXPERIENCE POSITIVELY INFLUENCED YOUR CAREER DECISION. (MEANING IT REAFFIRMED YOUR PATHWAYS)

- Internships/Cooperative Education
- Job shadow
- On-campus and off-campus jobs
- Leadership activities & opportunities
- Clubs
- Sports
- Service Learning
- Volunteering

ACTIVITY TIME: STAND IF IT INFLUENCED A CAREER CHANGE!

- Internships/Cooperative Education
- Job shadow
- On-campus and off-campus jobs
- Leadership activities & opportunities
- Clubs
- Sports
- Service Learning
- Volunteering
QUESTIONS ABOUT EXPERIENTIAL LEARNING

What type of co-curricular activities have you or would you like to participate in?

What type of internship would be of most interest to you?

What did you like most/least about______?

When you’ve had a great day, what did you do?

What do you like most/least about your current job?

NETWORKING

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QUESTIONS ABOUT NETWORKING

Who do you know?
Who would like to have as a mentor?
Who do your connections know?
Who knows you?
How can you grow your network?
What activities can you engage in to build your network?
How can you use social media to build your network?
How do you maintain your connections?
What do you have to offer to others in your network?

DECISION MAKING

QUESTIONS ABOUT DECISION-MAKING

- How well do you know your values, skills, and interests as they relate to career?
- What information have you already gathered about career options?
- What information do you need or do you want to know about career paths?
- Who have you talked with about your career options?
- What planned and unplanned events influenced your decision?
- Have you decided on a career path?
- What majors align best with your chosen career path?
- How confident are you that you have made a good career decision?
- Do you know what steps you need to take to achieve your career goal?

ACTION PLAN

When would conversational questioning work better than formalized assessments?

When would you use questions versus advice/directives?
THANK YOU

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