

## **WORK VALUES INVENTORY by Donald E. Super (WHAT MOTIVATES PEOPLE?)**

**ALTRUISM:** work that allows you to contribute to the welfare of other people, a social service interest.

**AESTHETIC:** work that permits you to make beautiful things and contribute beauty to the environment.

**CREATIVITY:** work that enables you to invent new things, design new products or develop new ideas.

**INTELLECTUAL STIMULATION:** work that provides opportunities for independent thinking and for learning how and why things operate or function.

**ACHIEVEMENT:** work that gives you a feeling of accomplishment in doing a job well. People who value achievement like work that gives visible, tangible results.

**INDEPENDENCE:** work that allows you to work in your own way, as fast or as slowly as you wish.

**PRESTIGE:** work that give you standing or esteem in the eyes of others and evokes respect.

**MANAGEMENT:** work that permits you to plan and lay out work for others to do.

**ECONOMIC RETURNS:** work that pays well and enables you to have the things you want.

**SECURITY:** work that gives you a high probability of having a job, even in hard times.

**SURROUNDINGS:** work that is carried out under pleasant conditions (not too hot or cold, not too noisy or dirty). Surroundings, or the physical environment in which the work is done, are important to people with interests not specifically in the work itself but more in accompanying conditions of work on the job.

**SUPERVISORY RELATIONS:** work that is carried out under a supervisor who is fair and with whom you can get along; getting along with the boss.

**ASSOCIATES:** work that brings you into contact with coworkers whom you like. For some people, the social life of the job is more important than the nature of the work itself.

**WAY OF LIFE:** work that lets you live the kind of life you choose and be the type of person you wish to be.

**VARIETY:** work that provides an opportunity to do many different kinds of functions on the same job.

TOP 5: STUDENT

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

TOP 5: PARENT

1. \_\_\_\_\_

2. \_\_\_\_\_

3. \_\_\_\_\_

4. \_\_\_\_\_

5. \_\_\_\_\_

**CAREER SEARCH SURVEY:**

Career Interest Profiler (listed in Naviance program)

<http://www.self-directed-search.com/> (\$10 online career search)

**SPECIAL OPPORTUNITIES:**

The Works: Ohio Center for History, Art & Technology

<https://attheworks.org/>

COSI: The Science of Big Machines (annual event in June)

Columbus Museum of Art: JPMorgan Chase Center for Creativity (Free admission on Sundays)

Eastland-Fairfield Career Center: Career-Tech Saturday: An exclusive exploration event for students in Grades 3-5

Eastland-Fairfield Career Center: Test Drive Your Future Summer Camp: Current students in grades 6-8 can test drive their futures during annual FREE summer camp.

Young Chefs Academy (Gahanna, Ohio)

COMPLETE YOUR APPLICATION: *login***SNAPSHOT   EARN & LEARN   FRIENDS   GROWTH   BENE**

Part-Time

Columbus, Ohio

Facility: Columbus (Trabue Road)

Job ID: OHTRA1

Zip Code: 43228

**APPLY NOW**

Shift: Sunrise (4:00 AM - 9:00 AM)

Day (11:30 AM - 4:00 PM)

Twilight (4:30 PM - 10:00 PM)

Night (10:30 PM - 3:30 AM)

UPS is hiring individuals to work as part-time Package Handlers. This is a physical, fast-paced position that involves continual lifting, lowering and sliding packages that typically weigh 25 - 35 lbs. and may weigh up to 70 lbs. Part-time employees usually work 3 ½ - 4 hours each day and workdays can vary (Monday – Friday) or (Tuesday – Saturday) depending on the building needs. Package Handlers typically do not work on holidays.

Package Handlers receive a competitive hourly rate and also an attractive benefits package. Please note that these opportunities are part-time only working approximately 17 1/2 – 20 hours per week.

UPS provides an excellent employment opportunity for students. Through the UPS Earn and Learn program, our student employees receive all the paid benefits of a great part-time job with UPS, plus outstanding education assistance of up to \$2,625 per semester / \$5,250 per year with a maximum lifetime benefit of \$25,000. This assistance can be used for tuition, books and fees as long as you are attending an approved college, university, trade or technical school. You will be eligible for the Earn and Learn program on your first day of work.

UPS is an equal opportunity employer. UPS does not discriminate on the basis of race/color/religion/sex/national origin/veteran/disability/age/sexual orientation/gender identity or any other characteristic protected by law



# AmeriCorps: Ways to Serve

**75,000** members serving. **21,000** locations. **1 million+** alumni.



**AmeriCorps NCCC** members strengthen communities and develop leadership skills through direct, team-based service. Teams of young adults, age 18-24, travel across the country to complete projects that meet crucial community needs. FEMA Corps members complete projects specifically designed by FEMA to support disaster preparedness and response.

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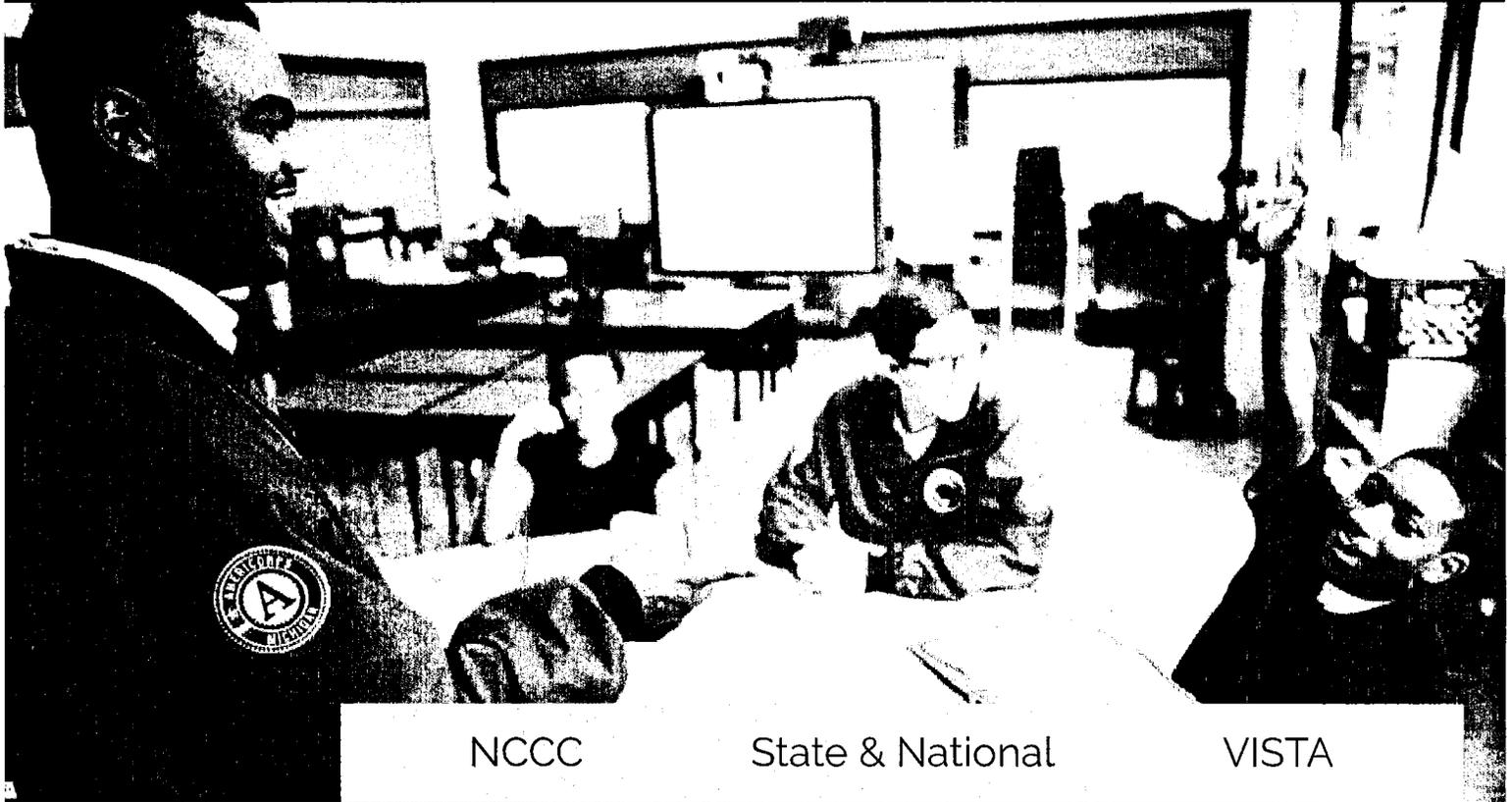
**AmeriCorps State & National** members engage in a diverse range of service projects at local, regional, and national organizations to address critical community needs of disaster services, economic opportunity, education, healthy futures, environmental stewardship and veterans and military families.

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**AmeriCorps VISTA** members go where the need is greatest: to communities facing poverty, inequity, and unemployment. VISTA members serve in a professional setting building partnerships, writing grants, and organizing volunteers. Above all, VISTA members are catalysts for change, working to advance local solutions.

# Which AmeriCorps Program is Right for Me?



	NCCC	State & National	VISTA
Type of Service	Conduct hands-on service projects with a team	Meet community needs through diverse projects	Work with organizations to fight poverty
Age	18 – 24 (18+ for leaders)	17+	18+
Eligibility	No prior experience necessary	No prior experience necessary	No prior experience necessary
Duration	10 – 12 months	Generally 3 – 12 months*	12 months
Location	Travel and serve on various projects	Anywhere in the country	Anywhere in the country
Living Allowance	Yes	Yes, depending on program	Yes
Education Award	Up to \$6,095**	Up to \$6,095**	Up to \$6,095** (or \$1,800 cash stipend)

Additional benefits vary by program but may include: child care, health care, meals, housing, transportation, federal non-competitive eligibility benefit, etc. Visit our website to see updated education award amounts and apply.

\*Service ranges from 300 to 1,700 hours, including full-time, part-time, half-time, quarter-time, and minimum-time positions.

\*\*Check [NationalService.gov](http://NationalService.gov) for most current education award amounts. Updated December 2018.

# Degrees and Certificates



Each link listed below contains detailed program information, links to learning outcomes, plans of study, and additional information for each area of study.

## Arts and Sciences

### Associate of Arts

### Associate of Science

### Associate of Technical Studies

## Engineering Technology Careers

### Engineering Technology

- Architectural Engineering Technology
  - Architectural CAD C OTC Certificate
- Civil Engineering Technology
  - Civil CAD COTC Certificate
- Electrical Engineering Technology
- Mechanical Engineering Technology

### Heavy Equipment Operation Technology

- Heavy Equipment Operator One-Year Certificate Program

### Manufacturing Engineering Technology

## Business and Information Technology Careers

### Accounting Technology

- Bookkeeping Skills COTC Certificate

### Business Management Technology

- Human Resources One-Year Certificate
- Management One-Year Certificate
- Office Administration One-Year Certificate
- Associate of Science Degree With a Concentration in Business

### Culinary Science Technology

## Public Services & Safety Careers

### Criminal Justice Technology

### Early Childhood Education Technology

### Emergency Medical Services Technology

- EMS Advanced COTC Certificate
- EMS Paramedic One-Year Certificate
- EMS Technician COTC Certificate

### Fire Science Technology

### Forensic Science Technology

### Human Services Program

- Addiction Studies Certificate
- Case Management for the Healthcare and Gerontology Professional Certificate

### Law Enforcement Technology

- Peace Officer's Basic Training

## Healthcare Careers

### Diagnostic Medical Sonography Technology

- General Major
- Cardiovascular Major

### Health Services Technology

- Associate of Applied Science Degree – Health Services Technology
  - Medical Coding Option
  - Pharmacy Technician Option
- Home Healthcare Provider Certificate
- Electrocardiography Certificate
- Phlebotomy Certificate
- Community Health Worker Certificate

- [Basic Baking and Pastry Skills COTC Certificate](#)
- [Basic Culinary Skills COTC Certificate](#)
- [Culinary Science Certificate](#)

**Digital Media Design Technology**

- [Graphic Design Option](#)
- [Web Design Option](#)

**Information Technology**

- [Programming/Software Development Option](#)
- [IT Specialist Option](#)

**COTC Short-Term Technical Certificates**

- [Bookkeeping Skills COTC Certificate](#)
- [Architectural CAD \(Computer Aided Drafting\)](#)
- [Basic Baking and Pastry Skills COTC Certificate](#)
- [Basic Culinary Skills COTC Certificate](#)
- [Peace Officer Basic Training](#)
- [Civil CAD \(Computer Aided Drafting\)](#)
- [Emergency Medical Services Technician](#)
- [Emergency Medical Services Advanced](#)
- [State-Tested Nurse Aide \(STNA\)](#)
- [Addiction Studies Certificate](#)
- [Case Management for the Healthcare and Gerontology Professional Certificate](#)
- [Community Health Worker Certificate](#)
- [Electrocardiography Certificate](#)
- [Home Healthcare Provider Certificate](#)
- [Phlebotomy Certificate](#)
- [Pharmacy Technician Certificate](#)

**Nursing Technology**

- [A.D.N. two-year program](#)
- [L.P.N. to A.D.N. program](#)
- [Practical Nursing one-year program](#)
- [State-Tested Nurses Aide \(STNA\) COTC Certificate](#)

**Radiologic Science Technology**

**Surgical Technology**

- [Surgical Technology One-Year Certificate](#)

**One-Year Certificate/Degree Programs**

- [Emergency Medical Services Paramedic](#)
- [Surgical Technology](#)
- [Practical Nursing](#)
- [Heavy Equipment Operator](#)
- [Culinary Skills](#)
- [Human Resources](#)
- [Management](#)
- [Office Administration](#)

Associate Degrees and Certificate ...



Home | Academics | Transfer Degrees | Preferred Pathway

# Preferred Pathway

The Preferred Pathway at Columbus State gives you many options to start your bachelor's degree debt-free. In fact, in 2015-2016, 76% of our students took on zero student debt! Our low tuition and commitment to keeping education affordable means Preferred Pathway students graduate ready to start planning for the future – not paying off the past!

Transfer agreements with our nine Preferred Pathway partners allow you to complete the first two years of requirements in your chosen major at Columbus State, then transfer seamlessly and complete your bachelor's degree.

For specific program information for each Preferred Pathway partner, **click the school logo below.**



[Capital University](#)



[CCAD](#)



[Franklin University](#)



[Miami University](#)



[Ohio Dominican](#)



[Ohio University](#)



[Ohio Wesleyan](#)



[Otterbein](#)



[Ohio State](#)

## Start on the Preferred Pathway

**Incoming Students:** [Contact Admissions](#) for information about Preferred Pathways

**Current Students:** Contact your [Columbus State Advisor](#) or meet with [University Advisors in the Transfer Center](#) (Aquinas Hall, 126) to find out more about your Preferred Pathway options and next steps.

Preferred Pathway Commercial



Donate Today!

ABOUT US GAP YEAR ADVICE GAP YEAR RESOURCES

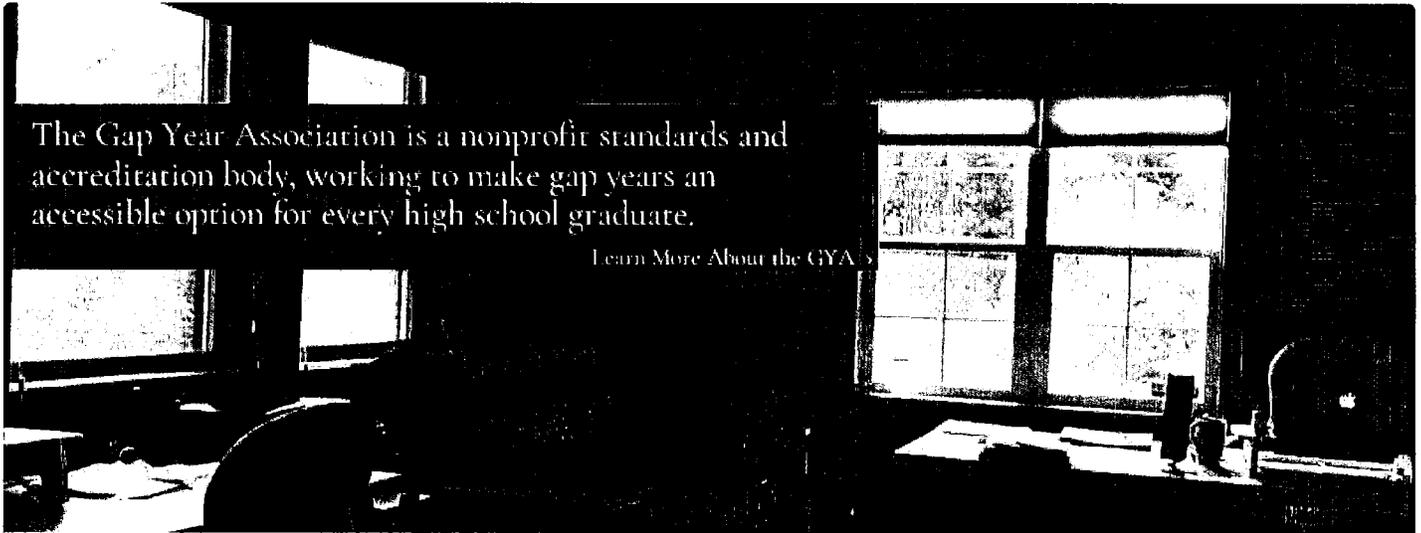
ASSOCIATION MEMBERS PRESS CONTACT



# GAP YEAR ASSOCIATION



Go to...



The Gap Year Association is a nonprofit standards and accreditation body, working to make gap years an accessible option for every high school graduate.

[Learn More About the GYA](#)

Get Started

Gap Year Programs

Gap Year Advice

About Us

Standards of Accreditation



Volunteering



International



Internship



Partnerships



Integrity

Gap Year Recipe

Our favorite gap year recipe is rooted in EXPERIENTIAL LEARNING, lasts a MINIMUM of two months, and includes:

- (1) Volunteering
- (2) Career Exploration
- (3) Paid Work

Search Gap Year Programs

Start searching gap year programs who are members of the Gap Year Association.

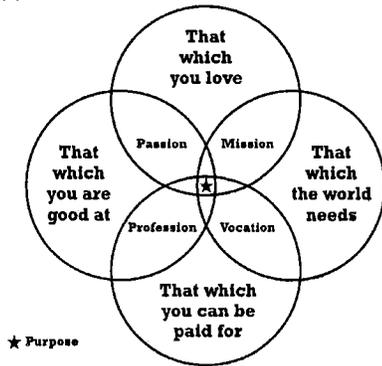
SEARCH PROGRAMS

Gap Year Data

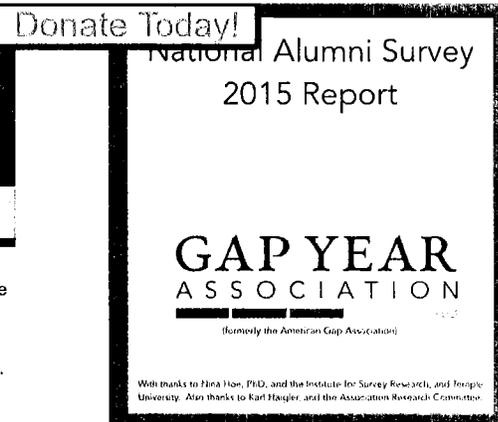
The 2015 National Alumni Survey results are in and they are fantastic. Among the many results that were noted, improved civic engagement, improved college graduation rates, and improved GPAs in college.

Gap Year Brochure

(4) Free Radical.



Download a copy of the GYA Gap Year Brochure here! The brochure is designed to promote the concept of gap years and we're happy to ship bundles of them to the United States or Canada.



### Official Gap Year Colleges

Long Island University, Global College - in 8 countries, is a four-year Bachelor of Arts in Global Studies combining full-time international immersion, structured classroom time, field study, internships, and community service. Empowering graduates to become socially responsible global leaders in a richly diverse and increasingly complex world.



### Business Supporters

Lodestone Safety International (LSI) helps international education and service organizations operate as safely as they should be. Our pragmatic, hands-on approach builds skills and puts tools in your hands to meet risk management challenges faster, smarter and more efficiently. Sample services: Customized Workshops, Safety Reviews and Program Development Strategies.



### Thank You GYA Sponsor

For young adults who need more clinical life-coaching support than a traditional gap year can provide, PaciaLife offers residential "pre-gap year" programs with therapeutic structures in Portugal, Puerto Rico, and Portland.





# Guide to Holland Code

## WHAT'S INSIDE

- What are your Career Interests?**.....p. 2  
*Includes Holland Code.*
- The Six Holland Types**.....p. 3  
*Includes Realistic, Investigative, Artistic, Social, Enterprising, and Conventional.*

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### **MU Career Center's Guide to Holland Code:** Part of the Career and Major Exploration Guide Series

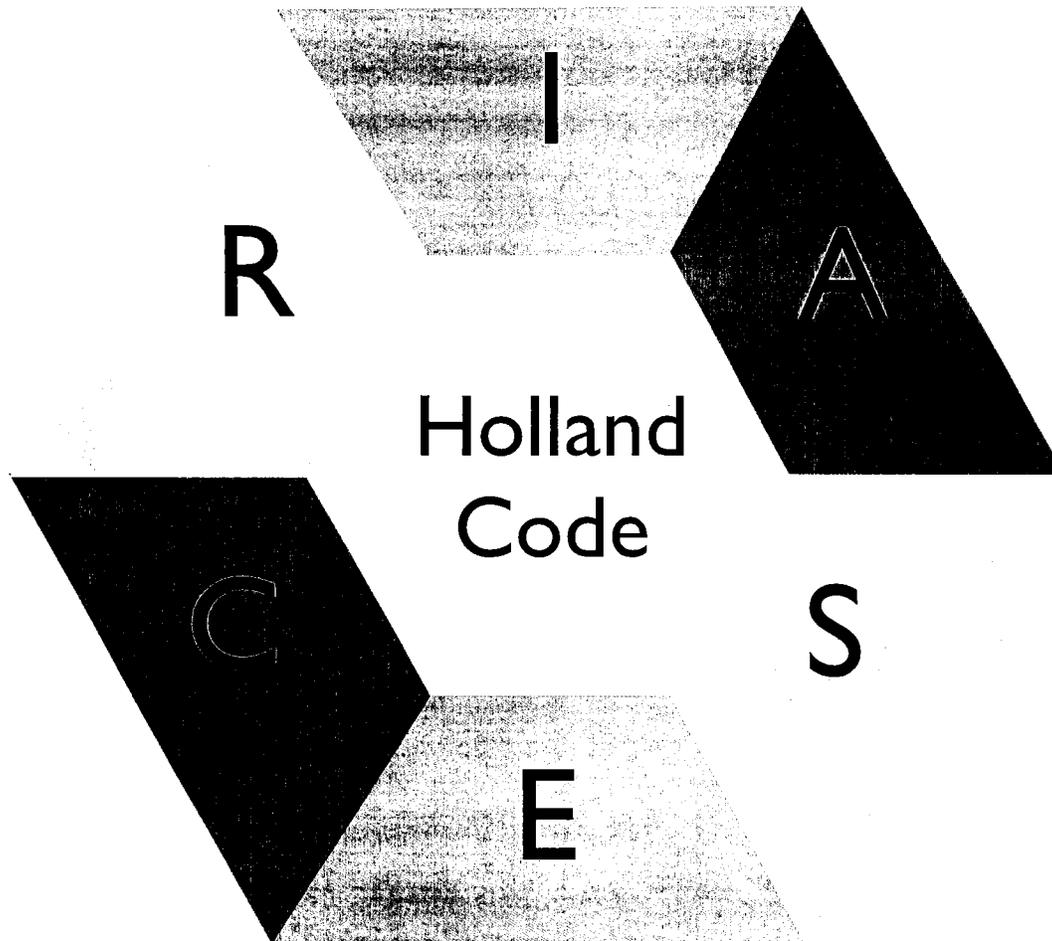
#### **Career and Major Exploration Guide Series:**

- ⇒ Guide to Exploring Majors  
and Careers
- ⇒ **Guide to Holland Code**

*MU Career Center  
Guide Series:  
Career and Major Exploration  
Job Search Preparation  
After College Planning  
Diversity*

University of Missouri • MU Career Center, 2010  
Student Success Center • 909 Lowry Mall • Columbia, MO • 65211  
(573) 882-6801 • FAX: (573) 882-5440  
<http://career.missouri.edu/>  
[career@missouri.edu](mailto:career@missouri.edu)

# What Are Your Career Interests?



This is based on Dr. John Holland's theory that people and work environments can be loosely classified into six different groups. Each of the letters above corresponds to one of the six groups described in the following pages.

Different people's personalities may find different environments more to their liking. While you may have some interests in and similarities to several of the six groups, you may be attracted primarily to two or three of the areas. These two or three letters are your "Holland Code." For example, with a code of "RES" you would most resemble the Realistic type, somewhat less resemble the Enterprising type, and resemble the Social type even less. The types that are not in your code are the types

you resemble least of all.

Most people, and most jobs, are best represented by some combination of two or three of the Holland interest areas. In addition, most people are most satisfied if there is some degree of fit between their personality and their work environment.

The rest of the pages in this booklet further explain each type and provide some examples of career possibilities, areas of study at MU, and co-curricular activities for each code. To take a more in-depth look at your Holland Code, take a self-assessment such as the SDS, Discover, or a card sort at the MU Career Center with a Career Specialist.

This hexagonal model of RIASEC occupations is the copyrighted work of Dr. John Holland, and is used with his permission. The Holland Game is adapted from Richard Bolles' "Quick Job Hunting Map." Copyright 1995, 1998 by the MU Career Center, University of Missouri-Columbia.

# Realistic (*Doers*)

**People who have athletic ability, prefer to work with objects, machines, tools, plants or animals, or to be outdoors.**

**Are you?**

practical  
straightforward/frank  
mechanically inclined  
stable  
concrete  
reserved  
self-controlled

independent  
ambitious  
systematic

**Can you?**

fix electrical things  
solve electrical problems  
pitch a tent  
play a sport  
read a blueprint  
plant a garden  
operate tools and machine

**Like to?**

tinker with machines/vehicles  
work outdoors  
be physically active  
use your hands  
build things  
tend/train animals  
work on electronic equipment

**Career Possibilities  
(Holland Code):**

Air Traffic Controller (SER)  
Archaeologist (IRE)  
Athletic Trainer (SRE)  
Cartographer (IRE)  
Commercial Airline Pilot (RIE)  
Commercial Drafter (IRE)  
Corrections Officer (SER)

Dental Technician (REI)  
Farm Manager (ESR)  
Fish and Game Warden (RES)  
Floral Designer (RAE)  
Forester (RIS)  
Geodetic Surveyor (IRE)  
Industrial Arts Teacher (IER)

Laboratory Technician (RIE)  
Landscape Architect (AIR)  
Mechanical Engineer (RIS)  
Optician (REI)  
Petroleum Geologist (RIE)  
Police Officer (SER)  
Practical Nurse (SER)

Property Manager (ESR)  
Recreation Manager (SER)  
Service Manager (ERS)  
Software Technician (RCI)  
Ultrasound Technologist (RSI)  
Vocational Rehabilitation  
Consultant (ESR)

# Investigative (*Thinkers*)

**People who like to observe, learn, investigate, analyze, evaluate, or solve problems.**

**Are you?**

inquisitive  
analytical  
scientific  
observant/precise  
scholarly  
cautious

intellectually self-confident  
Independent  
logical  
complex  
Curious

**Can you?**

think abstractly  
solve math problems  
understand scientific theories  
do complex calculations  
use a microscope or computer  
interpret formulas

**Like to?**

explore a variety of ideas  
work independently  
perform lab experiments  
deal with abstractions  
do research  
be challenged

**Career Possibilities  
(Holland Code):**

Actuary (ISE)  
Agronomist (IRS)  
Anesthesiologist (IRS)  
Anthropologist (IRE)  
Archaeologist (IRE)  
Biochemist (IRS)  
Biologist (ISR)

Chemical Engineer (IRE)  
Chemist (IRE)  
Computer Systems Analyst (IER)  
Dentist (ISR)  
Ecologist (IRE)  
Economist (IAS)  
Electrical Engineer (IRE)

Geologist (IRE)  
Horticulturist (IRS)  
Mathematician (IER)  
Medical Technologist (ISA)  
Meteorologist (IRS)  
Nurse Practitioner (ISA)  
Pharmacist (IES)

Physician, General Practice (ISE)  
Psychologist (IES)  
Research Analyst (IRC)  
Statistician (IRE)  
Surgeon (IRA)  
Technical Writer (IRS)  
Veterinarian (IRS)

# Artistic (*Creators*)

**People who have artistic, innovating, or intuitional abilities and like to work in unstructured situations using their imagination and creativity.**

**Are you?**

creative  
imaginative  
innovative  
unconventional  
emotional  
independent  
Expressive

**original**

introspective  
impulsive  
sensitive  
courageous  
complicated  
idealistic  
nonconforming

**Can you?**

sketch, draw, paint  
play a musical instrument  
write stories, poetry, music  
sing, act, dance  
design fashions or interiors

**Like to?**

attend concerts, theatre, art exhibits  
read fiction, plays, and poetry  
work on crafts  
take photography  
express yourself creatively  
deal with ambiguous ideas

**Career Possibilities  
(Holland Code):**

Actor (AES)

Advertising Art Director (AES)

Advertising Manager (ASE)

Architect (AIR)

Art Teacher (ASE)

Artist (ASI)

Copy Writer (ASI)

Dance Instructor (AER)

Drama Coach (ASE)

English Teacher (ASE)

Entertainer/Performer (AES)

Fashion Illustrator (ASR)

Interior Designer (AES)

Intelligence Research Specialist (AEI)

Journalist/Reporter (ASE)

Landscape Architect (AIR)

Librarian (SAI)

Medical Illustrator (AIE)

Museum Curator (AES)

Music Teacher (ASI)

Photographer (AES)

Writer (ASI)

Graphic Designer (AES)

# Social (*Helpers*)

**People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.**

**Are you?**

friendly  
helpful  
idealistic  
insightful  
outgoing  
understanding

**cooperative**

generous  
responsible  
forgiving  
patient  
kind

**Can you?**

teach/train others  
express yourself clearly  
lead a group discussion  
mediate disputes  
plan and supervise an activity  
cooperate well with others

**Like to?**

work in groups  
help people with problems  
do volunteer work  
work with young people  
serve others

**Career Possibilities  
(Holland Code):**

City Manager (SEC)

Clinical Dietitian (SIE)

College/University Faculty (SEI)

Community Org. Director (SEA)

Consumer Affairs Director (SER)  
Counselor/Therapist (SAE)

Historian (SEI)

Hospital Administrator (SER)

Psychologist (SEI)

Insurance Claims Examiner (SIE)

Librarian (SAI)

Medical Assistant (SCR)

Minister/Priest/Rabbi (SAI)

Paralegal (SCE)

Park Naturalist (SEI)

Physical Therapist (SIE)

Police Officer (SER)

Probation and Parole Officer (SEC)

Real Estate Appraiser (SCE)

Recreation Director (SER)

Registered Nurse (SIA)

Teacher (SAE)

Social Worker (SEA)

Speech Pathologist (SAI)

Vocational-Rehab. Counselor (SEC)

Volunteer Services Director (SEC)

# Enterprising (*Persuaders*)

**People who like to work with people, influencing, persuading, leading or managing for organizational goals or economic gain.**

## **Are you?**

self-confident  
assertive  
persuasive  
energetic  
adventurous  
popular

ambitious  
agreeable  
talkative  
extroverted  
spontaneous  
optimistic

## **Can you?**

initiate projects  
convince people to do things  
your way  
sell things  
give talks or speeches  
organize activities  
lead a group  
persuade others

## **Like to?**

make decisions  
be elected to office  
start your own business  
campaign politically  
meet important people  
have power or status

### **Career Possibilities (Holland Code):**

Advertising Executive (ESA)  
Advertising Sales Rep (ESR)  
Banker/Financial Planner (ESR)  
Branch Manager (ESA)  
Business Manager (ESC)  
Buyer (ESA)  
Chamber of Commerce Exec  
(ESA)

Credit Analyst (EAS)  
Customer Service Manager  
(ESA)  
Education & Training Manager  
(EIS)  
Emergency Medical Technician  
(ESI)  
Entrepreneur (ESA)

Foreign Service Officer (ESA)  
Funeral Director (ESR)  
Insurance Manager (ESC)  
Interpreter (ESA)  
Lawyer/Attorney (ESA)  
Lobbyist (ESA)  
Office Manager (ESR)  
Personnel Recruiter (ESR)

Politician (ESA)  
Public Relations Rep (EAS)  
Retail Store Manager (ESR)  
Sales Manager (ESA)  
Sales Representative (ERS)  
Social Service Director (ESA)  
Stockbroker (ESI)  
Tax Accountant (ECS)

# Conventional (*Organizers*)

**People who like to work with data, have clerical or numerical ability, carry out tasks in detail, or follow through on others' instructions.**

## **Are you?**

well-organized  
accurate  
numerically inclined  
methodical  
conscientious  
efficient  
conforming

practical  
thrifty  
systematic  
structured  
polite  
ambitious  
obedient  
persistent

## **Can you?**

work well within a system  
do a lot of paper work in a short  
time  
keep accurate records  
use a computer terminal  
write effective business letters

## **Like to?**

follow clearly defined  
procedures  
use data processing equipment  
work with numbers  
type or take shorthand  
be responsible for details  
collect or organize things

### **Career Possibilities (Holland Code):**

Abstractor (CSI)  
Accountant (CSE)  
Administrative Assistant (ESC)  
Budget Analyst (CER)  
Business Manager (ESC)  
Business Programmer (CRI)  
Business Teacher (CSE)  
Catalog Librarian (CSE)

Claims Adjuster (SEC)  
Computer Operator (CSR)  
Congressional-District Aide (CES)  
Cost Accountant (CES)  
Court Reporter (CSE)  
Credit Manager (ESC)  
Customs Inspector (CEI)  
Editorial Assistant (CSI)

Elementary School Teacher  
(SEC)  
Financial Analyst (CSI)  
Insurance Manager (ESC)  
Insurance Underwriter (CSE)  
Internal Auditor (ICR)  
Kindergarten Teacher (ESC)

Medical Records Technician  
(CSE)  
Museum Registrar (CSE)  
Paralegal (SCE)  
Safety Inspector (RCS)  
Tax Accountant (ECS)  
Tax Consultant (CES)  
Travel Agent (ECS)