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.
<table>
<thead>
<tr>
<th>TOP 5: STUDENT</th>
<th>TOP 5: PARENT</th>
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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)
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.

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.

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.

AmeriCorps.gov/Join
## Which AmeriCorps Program is Right for Me?

<table>
<thead>
<tr>
<th>Type of Service</th>
<th>NCCC</th>
<th>State &amp; National</th>
<th>VISTA</th>
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<tbody>
<tr>
<td>Conduct hands-on service projects with a team</td>
<td>Meet community needs through diverse projects</td>
<td>Work with organizations to fight poverty</td>
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</table>

| 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 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 COTC 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 ...

Play
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  
Columbus College of Art & Design  
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

https://www.cscc.edu/academiccenter/preferred-pathway
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

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 Brochure

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.
3/4/2019

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.

LIU Global

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.

Lodestone Safety International

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.

Pacialife

https://www.gapyearassociation.org/
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.

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
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.

2 - Holland Code
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

Can you?
independent
ambitious
systematic

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

Can you?
intellectually self-confident
Independent
logical
complex
Curious

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?
cooperative
friendly
generous
helpful
responsible
idealistic
forgiving
outgoing
patient
insightful
kind
understanding

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?**
- 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 (ESC)

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?**
- 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 (SEC)
- Safety Inspector (RCS)
- Tax Accountant (ESC)
- Tax Consultant (CES)
- Travel Agent (ESC)

*5 - Holland Code*