

What is Career Development

It is a process of learning about yourself so that you can confidently move towards creating a satisfying, enjoyable and meaningful working life.

We are all capable of this and learning to do this will be beneficial throughout our lives, as we grow, change and develop.

Career development also involves learning about the job market, trends and needs in society. The information below encourages you to learn about yourself first and then to explore options for study and work.

Below is a brief introduction to the areas that are important to reflect on and discover about yourself; **Interests, Skills, Personality Type and Values.**

Interests – What excites you

Think of your favourite subjects at school, the topics you like to read or talk about and the activities you like to do in your spare time.

Which types of people would you most like to be with out of the following six areas?

Your interests may be in several areas, or focused on one area.

- **Realistic** people who like working with tools, plants, animals or outdoors
- **Investigative** people who like researching information or solving problems
- **Artistic** people who like to use their imagination using art, music, dance, writing
- **Social** people who like to train, develop or cure people
- **Enterprising** people who like to persuade or lead other people
- **Conventional** people who like to collate detailed information or use computers

Realistic - Do it!

Investigative – Explore it!

Artistic- Create or invent it!

Social – Share it!

Enterprising – Start or sell it!

Conventional – Keep it going!

Skills – What you love to do

Interests are closely tied to your skills, especially those you most like using.

All skills are learned and we are born with a great capacity for acquiring them.

A skill is an ability to do something because it has been practised and if you love it, you'll want to keep doing it and improve.

Talents, gifts and strengths are other names for highly developed skills & abilities.

Transferrable skills are those that we can use in many different areas.

There are a huge amount of skills to work with people, things and information.

Here are some skills examples:

People (Interpersonal)	Things (Physical)	Information (Mental)
communicating	constructing	creating
coaching/tutoring	crafting	gathering
motivating	precision work	comparing
presenting	assembling	computing
performing	growing plants	analysing
leading	driving	organising
guiding	maintaining	problem solving
persuading	handling	planning
consulting	physical coordination	classifying
supervising	using hands	deciding

Personality Type – Your natural way of being

Each one of us has a distinct personality. It is possible to identify your own personality type and to understand why certain types of people flourish in certain kinds of jobs.

Ask yourself the following questions:

Do I receive energy from interacting with people and from taking actions?	OR....	Do I like to focus on my own inner world of ideas and experiences?
Do I like to take in information that is real and tangible – what is actually happening?	OR....	Do I like to take in information by seeing the big picture and focusing on the connections between facts?
Do I like to look at the logical consequences of a choice or action?	OR....	Do I like to consider others and what is important to them?
Do I prefer to live in a planned, orderly way?	OR....	Do I prefer to live in a flexible, spontaneous way and seek new experiences

Values – What is important to you

Values are the things that we believe in and which we think are important. Each person has a value system, which has been influenced by their background and their philosophy of life.

Some jobs provide a scope for expressing what we believe, while other occupations may go against certain values. The more a job supports your value system, the more it will interest and motivate you.

Values can be about:

- Which interests and skills you use in a job
- What kind of work style you prefer
- What kind of work environment or culture is important to you
- Your reason for working
- What kind of personal lifestyle suits you

Consider what would motivate you to truly love your work everyday and what would make your work activities most satisfying to you.

Your next steps

- Research study options
- Talk to people in jobs you are interested in
- Discover what are the needs in society
- Look at www.careers.govt.nz for information about jobs, employment market trends and interactive tools

To discuss these ideas further, contact us to make an appointment with a Careers Consultant.