

Guideposts for Success: Lesson Plans and Activities

Developed by the Institute for Educational Leadership

LESSON 3: I AM WHO I AM...AND AS OTHERS SEE ME

AT-A-GLANCE

Before exploring a career, it is important to explore yourself. This is a difficult task for most people—so it is even more important for youth to be able to accurately describe their positive personality characteristics. Ultimately, after researching occupations, they will be able to describe how individual personality characteristics relate to the career they are seeking.

ICEBREAKER

Pick Your Personality (Activity 1:2)

Potential methods of delivery include, but are not limited to, the following:

1. Pencil-paper activity whereby students simply check the traits that best describe them (see “Pick Your Personality” trait sheet).
2. Traits can be written on index cards and students can separate into piles of: Definitely Describes Me; Somewhat Describes Me; Does Not Describe Me.
3. For students who know each other well, put names up on the board or on chart paper around the room. Have traits written out on cut out strips or on index cards. Ask students to place at least one trait that best describes each person under that person’s name.

ICEBREAKER DISCUSSION

Choose five of the personality traits listed on Pick Your Personality. Explore situations when these traits can be considered a positive trait—and times when they may be considered negative.

LESSON/ACTIVITY (will need computer/Internet access)

Knowing how your personality traits relate to occupations can be a very powerful tool in helping you to decide a career goal. In fact, there is some research to indicate that matching personality traits to occupational goals can be a predictor of workplace success and satisfaction.

Have students choose three of the occupations listed in the “Bright Outlook” category of O*NET. Bright Outlook occupations are expected to grow rapidly in the next several years, will need large numbers of job openings, or are new and emerging occupations.

1. With access to a computer, log onto <http://online.onetcenter.org/help/bright/>.
2. Select (click on) an occupation.
3. Review the brief description of the occupation.
4. Where it says “View Report,” click on “Details.”
5. Click on “Work Styles.”
6. Make a list the top 5-10 traits required for this occupation (many of the traits listed in the Work Styles list may have not been on the list discussed earlier).
7. Have students discuss whether or not the top 5-10 traits for this occupation match his

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or her current traits—or are traits that can be learned.

REFLECTION

Why might it be important to consider your own personality traits when considering a career? Should this be your only consideration when thinking about a career? If not, what other things will you need to think about as you plan for a career?

EXTENSION

Have each student take home a separate list of traits and have them ask a family member to check off the traits they see in the student. Have students discuss the similarities and differences of other's perceptions of themselves and their own perceptions.

Make use of vocational interest and values assessments to help students explore their skills, abilities, work preferences and positive personality traits.

- See NCWD/Y's *Career Planning Begins with Assessment* for suggestions.
- Consider O*NET's Career Information Tools (<http://www.onetcenter.org/tools.html>).

There are 5 self-directed career exploration/assessments tools available to help students who are exploring the school-to-work transition:

1. O*NET Ability Profiler
2. O*NET Interest Profiler
3. O*NET Computerized Interest Profiler
4. O*NET Work Importance Locator
5. O*NET Work Importance Profiler

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ACTIVITY 3.1 PICK YOUR PERSONALITY

Personality traits can be described as both negative and positive. For example, if you are critical, this might be a plus if you wish to be an editor of a publishing company or a building inspector. It would probably be negative if your dream were to be a kindergarten teacher.

Consider the following list—and place a check mark (✓) next to the traits that best describe your personality. Use a dictionary if you are unsure of the meaning of a word.

- Amiable
- Bossy
- Calm
- Cautious
- Competent
- Competitive
- Conscientious
- Creative
- Demanding
- Dependable
- Dependent
- Diligent
- Disorganized
- Easygoing
- Even-tempered
- Extrovert
- Friendly
- Good self-control
- Great listener
- High achiever
- Humorous
- Impatient

- Independent
- Intimidating
- Introvert
- Irresponsible
- Messy
- Negotiator
- Objective
- Outgoing
- Patient
- Peacemaker
- People-pleaser
- Perfectionist
- Picky
- Reliable
- Responsible
- Self-confident
- Serious
- Shy and quiet
- Studious
- Uncomplicated
- Well-organized
- Other: _____

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