



How to Strengthen Career Well-being for All in the Real World

Career Key 

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Citrus Heights, CA 1946



My father was a low-income, first-generation college student. He grew up in this house, built by his parents.

After high school, he held 2 jobs he hated: alphabetizing tax returns (bored to death) and liquor store cashier (scared to death), held up at gunpoint several times

Opposite of career well-being, which is "I like what I do each day"

Influential mentor, high school teacher encouraged him to go to college

1st in his family to go to college

1st to go to graduate school

Became counselor educator, professor in the College of Education at N.C. State University

Dr. Jones founded Career Key in 2000, his career journey:

<https://www.careerkey.org/mypersonalstory>

About Career Key: <https://www.careerkey.org/about-us>

Overview

1. Career well-being (CWB) has greatest impact on happiness
2. Holland's Theory of congruence strengthens CWB
3. Incorporate well-being into career & education decisions
4. Group Activity



Research from Gallup and leading positive psychologists shows career well-being has the greatest impact on a person's overall "subjective well-being" or happiness. Strong career well-being leads to success in academic and work environments (programs and occupations) – higher grades, persistence in a program/major, on-time graduation, job satisfaction and performance.

In this presentation, we will explore what career well-being means and how it relates to other essential well-being elements (financial, community, social, physical, spiritual). Then, we will show how advisors can help students strengthen their career well-being for better career and education decisions. Advisors also benefit from applying these well-being concepts to their own lives – to be happier.

Career-well being is accessible for all – not just some. This research applies across socio-economic status and cultures.

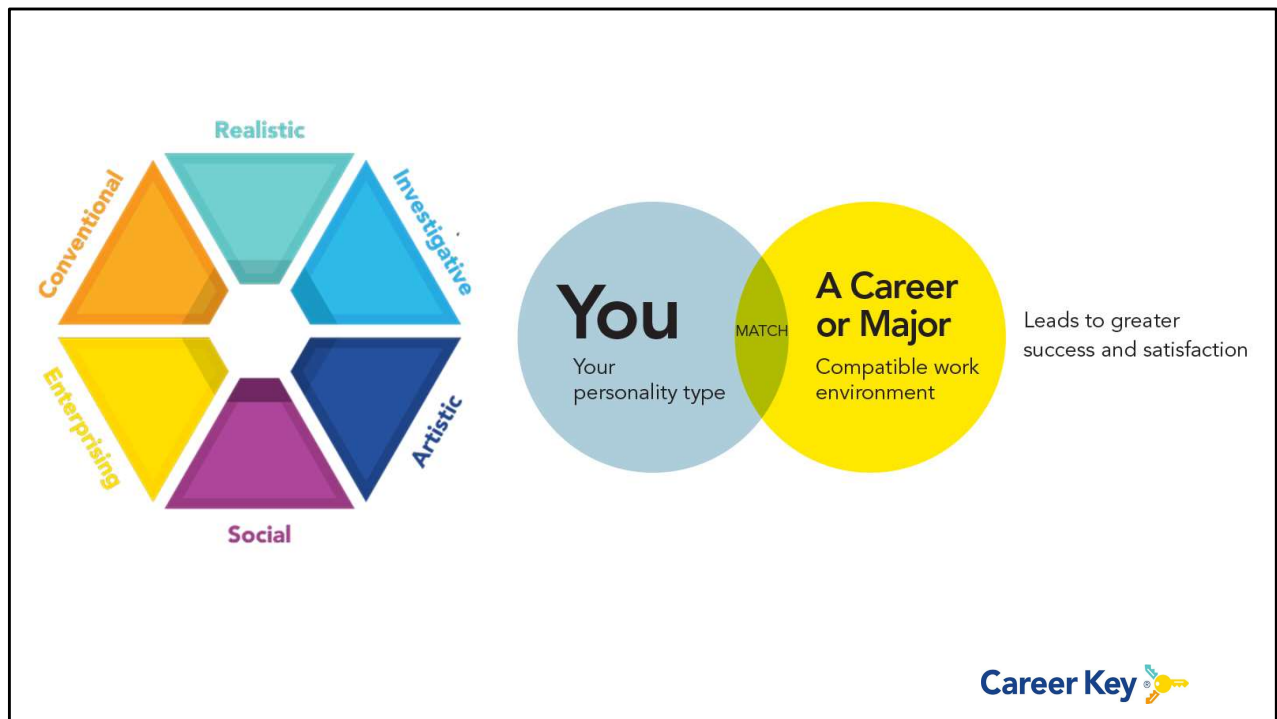


5 elements are from Gallup research: financial, social, community, physical, and career
 Dr. Sonja Lyubomirsky and Dr. Martin Seligman: spiritual - Spiritual: search for the sacred
 Dr. Rick Hanson and Dr. Richard Mendius – Mind well-being: path of awareness

Dr. Lawrence K. Jones, Career Key's founder, has put them all together:

1. Financial well-being: effective @ managing my economic life
2. Social well-being: strong relationships & love
3. Spiritual well-being: meaning of life beyond the individual
4. Physical well-being: health and energy to do what I want
5. Community: engaged with my community where I live
6. Career well-being: I like what I do every day
7. Mind well-being: aware of how I think, I act with intention

To see references and learn more, read "To Be Happier" interactive eBook,
<https://www.careerkey.org/happiness-key/to-be-happier-ebook>



Based on Holland's Theory of Vocational Choice

H's Theory is well-known but sometimes over-simplified

The theory is about people, how they interact

About finding the best person-environment fit– to congruent environments

Congruence strengthens career well-being

More on Holland's Theory: <https://www.careerkey.org/fit/personality/hollands-theory-of-career-choice>

Decades of research show a close match between one's Holland personality and interests to careers and education programs/majors.

- ↑ Grades
- ↑ Persistence in major
- ↑ On-time graduation



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Another reason why making a close personality match matters is its big impact on student outcomes in college.

ACT scientists research, 100s of thousands of students nationwide, 2 yr 4 yr
Close Holland personality college major match increases academic performance, persistence in a major and timely college graduation

Better predictor of higher grades than ACT scores alone
Fewer changes of major
Timely graduation for those students with a particularly strong type - "highly differentiated"

This connection between personality and student outcomes not very well known – yet it has a clear impact on how students perform in college.

You want your students to benefit from this research – to increase their chances of success in college

To get them started in the right direction from the beginning, so they do not have to switch majors, or switch colleges if the college doesn't offer the program they want

Research citations:

<https://www.careerkey.org/fit/education/match-your-personality-to-majors>

- ↑ Job satisfaction
- ↑ Job performance
- ↑ Salary



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In a recent national survey, only 48 % of Americans are satisfied with their jobs.

Decades of published research shows:

Close Holland personality career match increases job satisfaction, job performance and leads to higher salaries.

Common sense – popular books like Daniel Pink’s Drive
Motivation drives engagement at work

You thrive in an environment with others of similar values, interests – you’re comfortable and reward each other

The right fit leads to stability in an occupation or career path

Increased job performance

These lead to higher salaries

Higher Career well-being

More and more research is linking career well-being to well-being overall

CWB affects your health and relationships

Even though science is proving this, we know this is true ourselves in our work

A

Alternatives

When making an important decision, look at all your choices.
Ask yourself, "Are there any other ways I can solve this problem?
What ways haven't I thought of?"

C

Consequences

Once you have narrowed down your choices to those that look best, weigh the pros and cons of each.

I

Information

Search for new information about each option you are considering.
Then, decide.

P

Plans

Make detailed plans for (1) how you will carry out your decision, and (2) what you will do if one of the negative consequences that you thought of under "C" occurs.



See more details and links to download decision balance sheet:

<https://www.careerkey.org/focus/decision-making/4-step-acip-career-decision-making-process>



Decision Balance Sheet

Option: _____

Potential Gains

Self:

Potential Losses

Self:

Significant Others:

Significant Others:

Potential Approval

Self:

Potential Disapproval

Self:



Career Choice Consequences

Here are considerations that might affect your career choice.

Potential Gains or Losses for Self or Significant Others*

- Time available to be with family
- Job security
- Income
- Job stress
- Do things that I enjoy
- Work Hazards
- Flexible hours
- Geographical location
- Health insurance
- Time for leisure activities
- Do the things that I value
- Travel
- Associate with people I like
- Part-time or full-time work
- Social status

Potential Sources of Approval or Disapproval from Self or Significant Others

- Contributions to society or good causes
- Opportunity to fulfill life goals
- How well you can meet the demands of the job
- Extent to which you must compromise your principles
- Extent to which work is "more than just a job"
- Your ability to meet financial goals
- Extent to which you can rise to a certain level of social status or material wealth
- Opportunity to express your creativity
- Extent to which you can accomplish what you value





Activity

1. Take Career Key and measure your 6 Holland personality types
2. Choose your TRIO Scenario role play (HS or Adult)
3. Pick 3 jobs that interest you most, write down p.14
4. Pick 1 option to evaluate using 4 step ACIP process
5. Fill out decision balance sheet p.19
6. Choose 1 person to present their role



For activity, we'll use the paper-pencil, self-scoring Career Key Test and Activities Booklet:
<https://www.careerkey.org/imported-products/p/career-test-booklet>



Activity Reflection

1. Show Career Key, 3 options, summarize Consequences part of ACIP
2. What well-being facets showed up?
3. What's 1 way you could strengthen your students' well-being? Yours?

Next...

- Choose 1 thing to apply at home
- Sign up to download slides, eBook “To Be Happier” with research, ways to learn more



Thank you!

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