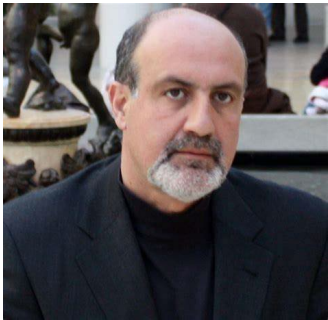


A female athlete with dark curly hair, wearing a grey t-shirt and black shorts, is captured mid-air as she jumps over a hurdle on a red running track. The background shows a green field, trees, and a red building under a bright sky. A blue semi-transparent box is overlaid on the bottom left of the image.

The New Career Readiness: Beyond Interview Skills

“Antifragility is beyond resilience or robustness. The resilient resists shocks and stays the same; the antifragile gets better.”



— Dr. Nassim Nicholas Taleb,
Antifragile: Things That Gain from Disorder

When today's learners are truly Career Ready, they are antifragile. They don't just survive, they thrive.

— Career Key



The New Career Readiness: Thrive in Accelerating Change



Overview Documentation Examples Playground

Playground

SYSTEM
You are TaxGPT, a large language model trained by OpenAI.
Carefully read & apply the tax code, being certain to spell out your calculations & reasoning so anyone can verify them. Spell out everything in painstaking detail & don't skip any steps!

(2) such individual furnishes over one-half of the cost of maintaining such household during the taxable year, and

(3) during the last 6 months of the taxable year, such individual's spouse is not a member of such household.

such individual shall not be considered as married.

% Question
% Alice and Bob got married on April 5th, 2012. Alice and Bob have a son, Charlie, who was born on September 16th, 2017. Alice and Charlie live in a home for which Alice furnished 40% of the maintenance costs, and Bob the remaining 60%, since September 16th, 2017. Alice and Bob file jointly from 2017 to 2019. Alice and Bob's incomes in 2018 were \$36991 and \$41990 respectively. Alice and Bob take the standard deduction. From 2017 to 2019, Bob lived separately.

% Answer
What is their standard deduction for 2018?

Submit

Add message



March 14, 2023; [OpenAI TaxGPT demo](#): Starts 19:05





How do you get learners Career Ready?

Prepare them to thrive?

Become more antifragile?

Teach self-development skills

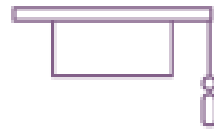
I know who I am (self-knowledge) 

I know I can adapt (self-efficacy) 



Career Readiness Competencies

There are **eight career readiness competencies**, each of which can be demonstrated in a variety of ways.



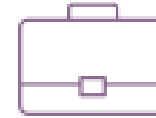
Career & Self-Development



Leadership



Communication



Professionalism



Critical Thinking



Teamwork



Equity & Inclusion



Technology



Career & **Self-Development**

Proactively develop oneself and one's career through continual personal and professional learning, awareness of one's strengths and weaknesses, navigation of career opportunities, and networking to build relationships within and without one's organization.

Isn't Career Services responsible for career readiness?

not faculty

not academic advising

Innovative Curriculum:

It's not EITHER/OR, it's AND



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OF MANAGEMENT

UNIVERSITY OF MINNESOTA

KANSAS STATE

UNIVERSITY



Case Studies - Career Key's Use in Professional Development

2 assessments, 1 group portal

- **Career Decision Profile**[®]
- **Career Key Discovery**[®] including 4 Step decision making module
- **Career Key Central** group administration portal



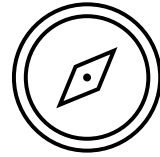
Professional development activities
Teach lifelong career competencies

Students practice research-based

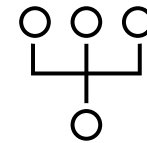
[AACSB](#), [NACE](#) Career Competencies in:

- Career and Self-Development
- Critical Thinking
- Technology

Gather data to measure program impact
on career readiness



Help business students,
including the “undecided,”
choose the right congruent
major & career path



Do more with less,
Triage at-risk students
Get to know students better, faster

- Self-guided assessments
- Faculty and advisors can administer, no certification required to administer
- Triage: Identify students who need the most help in Career Key Central group portal

5-minute snapshot of career decision journey

What it measures

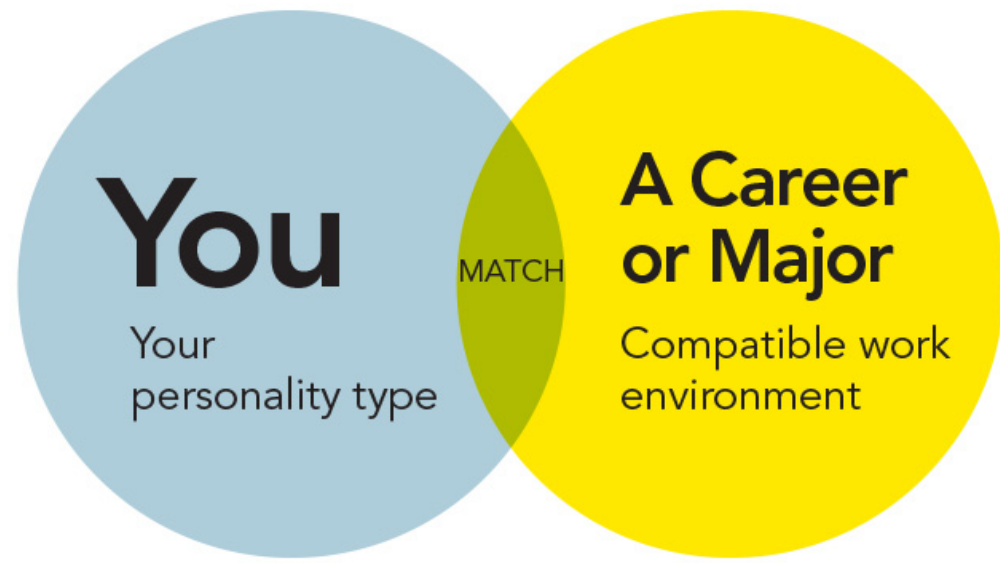
- Decidedness
- Comfort
- Self-clarity
- Knowledge of Careers, Education
- Decisiveness
- Career Choice Importance
- Capacity for Progress (barriers)
- OTHER FACTORS

4 ways to use it

1. Self-assessment
2. Intake
3. Triage
4. Pre/post to measure program impacts

Career Key *Discovery*[®]

- 10-minute, self-guided career and education advising activity
- Uses Thriving, Promising, Challenging to indicate congruence (match)
- Unique use of Holland's Theory, no 3 letter codes



Leads to greater success and satisfaction

Identify who needs the most help

Career Decision Profile Clients

Filter by:

Show entries [Export all to CSV](#) [Send Messages](#) Search:

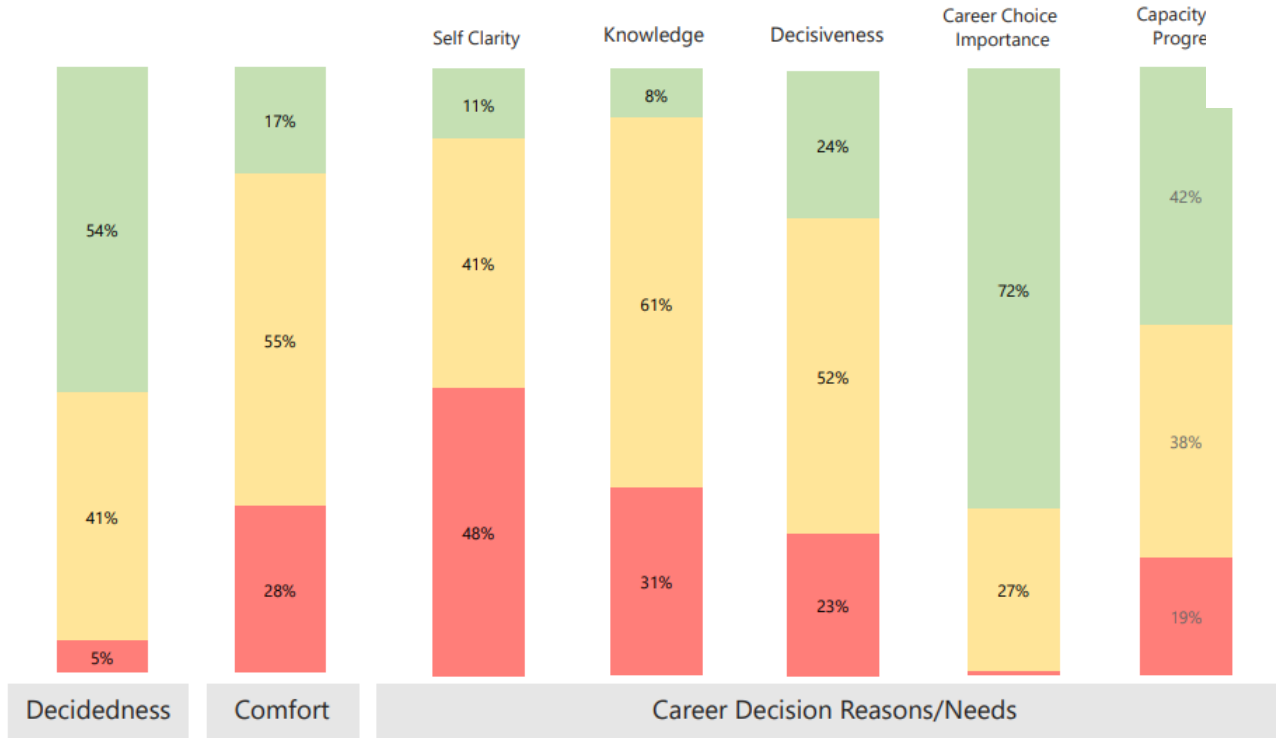
<input type="checkbox"/>	Name	Group	CDP Date	Service Level	Capacity for Progress	Self-Clarity	Knowledge of Careers/ Education	Decisiveness	Career Choice Importance
<input type="checkbox"/>	Santino Carvallo	WalnutCreekHS Class 2021	12/9/20	Self-help	High	High	High	High	High
<input type="checkbox"/>	Robert Malouin	WalnutCreekHS Class 2021	12/6/20	Brief staff-assisted	High	Moderate	Moderate	High	Low
<input type="checkbox"/>	Crystal Young	WalnutCreekHS Class 2021	12/6/20	Individual, case-managed services	Low	Low	Low	High	Moderate

Service Levels

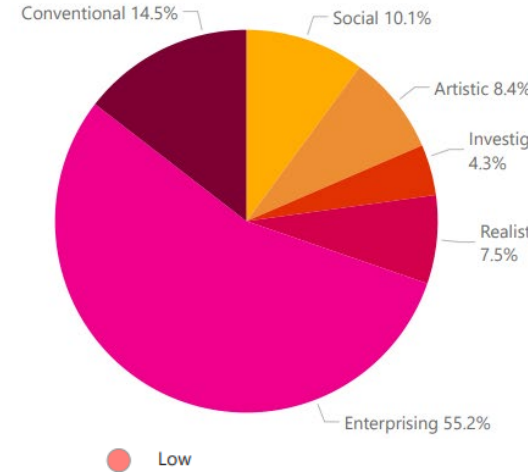
	Self-help	Brief Staff Assist	Individual Case-Managed
Client Readiness	High	Moderate	Low
Staff time spent providing assistance	Little	Minimal	Substantial
Who guides use of resources	Client	Client and Advisor	Client or Counselor
Who guides use of resources	Internet or electronic delivery, career center library	Internet, electronic delivery, one-on-one advising virtually or in person, larger group activities, workshops, distance learning	One-on-one advising or counseling in person, small group interactions

Career Key **CAREER DECISION profile™**

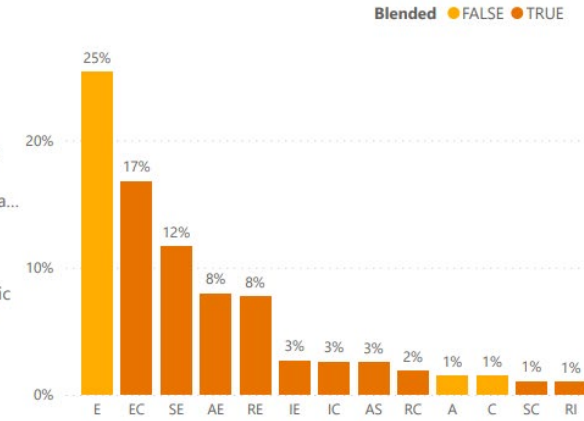
Scale by Scale Distribution



Discoverers by Primary Personality Type



Discoverers by Primary & Secondary Personality Types



Most Selected Programs

Program	#
Finance, Major	61
Real Estate, Minor	41
Entrepreneurship, Minor	38
General Business, Major	37
Marketing, Major	34
Accounting, Major	31
Sales, Minor	28
Management, Major	25
Finance, Major with Banking & Financial Services concentration	24
International Business, Minor	22
Management, Major with Entrepreneurship concentration	22

Our partners include



Culverhouse
College of Business

THE UNIVERSITY OF ALABAMA®



CARLSON SCHOOL
OF MANAGEMENT

UNIVERSITY OF MINNESOTA

[Case Study](#)

KANSAS STATE
UNIVERSITY

[Case Study](#)



UNIVERSITY OF
TORONTO
MISSISSAUGA



UNIVERSITY SYSTEM
OF GEORGIA



ENTERPRISE STATE
COMMUNITY COLLEGE

CFNC



Our partners say ...

“You [Career Key] are our favorite tool! The Career Decision Profile gives us the opportunity to show students the value of knowing their own strengths, identifying barriers that may hold them back, and reflecting about their career choices.

The assessment is not just an “add-on” for our course... it’s a core component of helping students learn to make key decisions and evaluate their own levels of confidence. Equally important, the results of the assessment have given us, as faculty members and advisors, visibility into the individual challenges students face, so we can help students individually as needed.”

Associate Director of Student Services, Top 20 undergraduate business school, AACSB accredited partner since 2016

“Data we’ve analyzed from the Career Decision Profile shows us quantitatively that students’ comfort levels with their career decision processes connects directly to their sense of belonging and identity within our university community... and those factors are pivotal in student persistence and retention.”

Jared Meitler, Assistant Director of Career Exploration, Kansas State University, partner since 2018

“The 10-minute Career Key assessment is a powerful program for our EOF students because it’s an engaging way to give them a glimpse of the opportunities ahead. I especially value the program’s integration of Holland’s Theory of Career Choice because it gives our students a foundation of self-knowledge and helps them focus their choices of majors and potential careers.”

Career Key

Sharron Sparks, Student Development Specialist, Union County College, partner since 2018

How does Career Key work?



1. One-time Set Up

- Technology Review
- Career Key added to Bookstore, LMS
- Career Key Central configuration
- Onboarding live webinar for faculty, advisors



2. Students purchase Career Key access code in online Bookstore (VitalSource)

- Course materials or individual
- Includes both assessments
- Access while enrolled
- Student data visible in Career Key Central



3. Career Key completed in course assignment or one-on-one advising



4. Review data and take action

- Support students who need the most help
- Understand unique needs and interests of students for programmatic decisions



5. Reassess & Monitor

- Students can retake assessments and continue activities
- Gather pre/post data on career readiness
- Use data to prepare for next semester

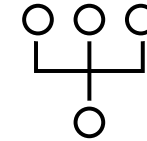
Career Key is your New Career Readiness partner



Professional development course
Teach lifelong career competencies



Help business students,
including the “undecided,”
choose the right congruent
major & career path



Do more with less
Triage at-risk students
Get to know students better, faster

Next steps

1. Download [Career Key NACE Career Competencies Map](#)
2. Download [Career Key AACSB Accreditation Alignment Map](#)
3. Contact us!

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(206) 850-6195

