Name:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**VIPS! V**alues **I**nterests **P**ersonality **S**kills

**Activity – Values Auction**

This activity will force you to prioritize what’s important to you as you compete with others with a limited amount of money.

Instructions

1. Fill out the “Rank” and “Amount Budgeted” columns first. Start with “Rank”. *You do not need to rank all of the values, but choose your top 10 and rank those 1-10 based on how important they are to you.*
2. Next, decide what the maximum you are willing to spend is for the values you’d like to bid on, and write that information in the “Amount Budgeted” column.
3. During the auction, after you bid on a value, write down the actual highest amount you bid, whether you won the item or not.

|  |  |  |  |
| --- | --- | --- | --- |
| **ITEMS FOR SALE** | **RANK** | **AMOUNT BUDGETED** | **HIGHEST AMOUNT YOU BID** |
| **HELP SOCIETY**Do something which contributes to improving the world we live in. |  |  |  |
| **HELP OTHERS**Be directly included in helping other people, either individually or in small groups. |  |  |  |
| **PUBLIC CONTACT**Have a lot of day-to-day contact with the public. |  |  |  |
| **WORK WITH OTHERS**Work as a team member toward common goals. |  |  |  |
| **WORK ALONE**Do projects by myself, with limited contact with others. |  |  |  |
| **COMPETITION**Engage in activities which pit my abilities against others. |  |  |  |
| **MAKE DECISIONS**Have the power to decide courses of action and policies. |  |  |  |
| **WORK UNDER PRESSURE**Work in situations where time pressure is prevalent. |  |  |  |
| **INFLUENCE PEOPLE**Be in a position to influence the attitudes or opinions of other people. |  |  |  |
| **KNOWLEDGE**Engage in the pursuit of knowledge and understanding. |  |  |  |
| **WORK MASTERY**Become an expert in whatever work I do. |  |  |  |
| **ARTISTIC CREATIVITY**Engage in creative artistic expressions. |  |  |  |
| **GENERAL CREATIVITY**Have the opportunity to create new programs, materials, or organizational structures. |  |  |  |
| **AESTHETICS**Participate in studying or appreciating the beauty of things, ideas, etc |  |  |  |
| **SUPERVISION**Have a job in which I am directly responsible for the work of others. |  |  |  |
| **CHANGE AND VARIETY**Have work activities which frequently change. |  |  |  |
| **PRECISION WORK**Work in situations where attention to detail and accuracy are very important. |  |  |  |
| **STABILITY**Have a work routine and job duties that are largely predictable. |  |  |  |
| **SECURITY**Be assured of keeping my job and receiving satisfactory compensation. |  |  |  |
| **RECOGNITION**Be publicly recognized for the high quality of my work. |  |  |  |
| **FAST PACE**Work in circumstances where work must be done rapidly. |  |  |  |
| **EXCITEMENT**Experience a high degree of (of frequent) excitement in the course of my work. |  |  |  |
| **ADVENTURE**Have work duties which require frequent risk taking. |  |  |  |
| **FINANCIAL GAIN**Have a high likelihood of achieving very great monetary rewards for my work. |  |  |  |
| **PHYSICAL CHALLENGE**Do activities that use my physical capabilities. |  |  |  |
| **INDEPENDENCE**Be able to fully determine the nature of my work without significant direction from others. |  |  |  |
| **MORAL FULFILLMENT**Feel that my work contributes to a set of moral standards which I feel are very important. |  |  |  |
| **COMMUNITY**I can live and work in the community of my choice. |  |  |  |
| **TIME FREEDOM**Be able to work according to my own schedule. |  |  |  |

What are your top 5 values? (Rank them in order if possible)

1. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
2. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
3. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
4. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_
5. \_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**I**nterests

*Activity*

Imagine that you walk into a party with six groups of people. The descriptions of the type of people in each group are in the boxes below. Chose the group you are most drawn to - the people you would most like to meet and talk with. After that, find the second group you are most interested in, and then the third group.

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **R**ealistic | **I**nvestigative | **A**rtistic | **S**ocial | **E**nterprising | **C**onventional |
| People with athletic or mechanical ability, who prefer to work with objects, tools, machines, plants or animals, or to be outdoors Some activities they like:* Doing puzzles/word games
* Decorating rooms
* Working with animals
* Cooking
* Fixing household items
* Doing craft projects
 | People who like to observe, learn, analyze, investigate, evaluate or solve problems.Some activities they like:* Doing puzzles/word games
* Studying astronomy
* Flying a plane
* Working in a lab
* Creating a project for a science fair
 | People who have artistic, innovating or intuitional abilities and like to work in unstructured situations using their imagination and creativity.Some activities they like:* Designing clothes
* Helping to put on a play
* Learning languages
* Drawing or painting
* Writing stories or poetry
* Playing music
 | People who like to work with people to enlighten, inform, help, train, or cure them, or are skilled with words.Some activities they like:* Making new friends
* Belonging to a club
* Teaching children
* Studying about other cultures
* Helping people solve problems
 | People who like to influence, persuade, perform, lead, or managing for organizational goals or economic gain.Some activities they like:* Leading group activities
* Working on a sales campaign
* Buying clothes for a store
* Talking to people at a party
* Selling insurance
 | People who like to work with data, have clerical or numerical ability, carry out tasks in detail or follow others’ instructions. Some activities they like:* Word processing or entering data
* Keeping detailed records
* Organizing paperwork
* Working with a budget
* Preparing reports
 |

Write your choices below *(e.g. Realistic, Investigative, Artistic, etc.)*

1st Choice:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

2nd Choice:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

3rd Choice:\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

Your Holland code are the three letters \_\_\_ \_\_\_ \_\_\_

Sample of jobs that reflect the Holland Codes.

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **ARTISTIC:****The “Creators”**[Actor/Actress](http://www23.hrdc-drhc.gc.ca/2001/e/groups/5135.shtml) (AES)Advertising Art Director (AES)[Architect](http://www23.hrdc-drhc.gc.ca/2001/e/groups/2151.shtml) (AIR)[Fashion Design](http://www23.hrdc-drhc.gc.ca/2001/e/groups/5243.shtml) (ASR)Dancer (AES)Choreographer (AER)Drama Teacher (ASE)English Teacher (ASE)Graphic Designer (AES)Interior Designer (AES)Journalist/Reporter (ASE)Landscape Architect (AIR)Medical Illustrator (AIE)Museum Curator (AES)Music Teacher (AES)Photographer (AES)Writers/Editors (ASI)**ENTERPRISING:****The “Persuaders”**Advertising Sales (ESR)Financial Planner (ESR)Financial Manager (ESA)Computer Operator (ESI)Cook/Chef (ESR)Flight Attendant (ESA)Health Service Manager (ECR) | **The “Persuader”** continuedIndustrial Engineer (EIR)Insurance Adjuster (ESR)Interpreter (ESA)Journalist (EAS)Lawyer/Attorney (ESA)Office Manager (ESR)Public Relations (EAS)Real Estate Agent (ESR)Sales Manager (ESA)Tax Accountant (ECS)Travel Agent (ECS)Urban Planner (ESI)**INVESTIGATIVE:****The “Thinkers**”Anesthesiologist (IRS)Archeologist (IRE)Biologist (ISR)Chemist (IRE)Chiropractor (ISR)Computer Engineer (IRC)Computer Programmer (IRC)Dentist (ISR)Ecologist (IRE)Economist (ISA)Horticulturist (IRS)Lab Technologist (IRE)Marketing Research (IAS) | **The “Thinkers”** continuedMeteorologist (IRS)Nurse Practitioner (ISA)Pharmacist (IES)Physician (ISE)Physician Assistant (ISA)Psychologist (ISA)Research Analyst (IRC)Software Engineer (IRE)Technical Writer (IRS)Veterinarian (IRS)Web Site Developer (IRE)**SOCIAL:****The “Helpers**”Community Planner (SEA)Counselor/Therapist (SAE)Dental Hygienist (SAI)Detective (SER)School Teacher (SEC)Hospital Administrator (SER)Organization Psychologist (SEI)Insurance Examiner (SIE)Librarian (SAI)Minister (SAI)Nurse/Midwife (SIR)Occupational Therapist (SRE)Paralegal (SCE) | **The “Helpers”** continuedPersonnel Recruiter (SEC)Physical Therapist (SIE)Police Office (SER)Preschool Worker (SEA)Probation Officer (SIE)Health Educator (SEA)Social Worker (SEA)Speech Pathologist (SAI)Counselor (SEC)X-Ray Technician (SRI)**CONVENTIONAL:**  **The “Organizers**”Accountant (CSE)Accountant (CSR)Administrative Assistant (ESC)Bank Teller (CSE)Budge Analyst (CER)Building Inspector (CSE)Computer Operator (CSR)Financial Analyst (CSI)Insurance Adjuster (CSE)Internal Auditor (ICR)Kindergarten Teacher (CSE)Legal Secretary (CSA)Library Assistant (CSE)Safety Inspector (RCS)Tax Consultant (CES | **REALISTIC:****The “Do-ers”**Aircraft Mechanic (RIE)Aquaculturist (REI)Architectural Drafter (RCI)Automotive Engineer (RIE)Baker/Chef (RSE)Carpenter (RCI)Corrections Officer (RES)Dental Assistant (RES)Electrical Engineer (RIE)Electrician (REI)Firefighter (RES)Floral Designer (RAE)Forester (RIS)Geodetic Surveyor (RIE)Jeweler (REC)Laboratory Technician (RIE)Oceanographer (RIE)Optician (REI)Petroleum Engineer (RIE)Practical Nurse (RSE)Property Manager (RES)Quality Control (RSE)Radiochemist (IRE)Water Quality Specialist(REI) |

Do your results correspond with careers you’ve considered? Are there any themes?

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**P**ersonality (True Colors)

Read the “Career Preferences and Job Attitudes” handout for your brightest color(s). Summarize any themes that you recognize. What type of careers might be a fit for you based on your personality?

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**S**kills

There are two general types.

1. Soft skills or “transferable” skills are those you’ve learned in other environments that can easily be employed in other settings *(e.g.  team-work, communication, attitude, reliability..)* These are in greater demand than many people believe.
2. Hard skills or “work content” skills are those unique to a career and what you can learn through coursework/training within a degree/certificate.

*Benefits to Knowing Your Skill Set*

* The skills you develop can strongly influence your career options.
* Knowing your skills translates in greater confidence, stronger resume and cover letters and interview responses.

Aims Community College developed a list of Institutional Learning Outcomes to outline the five skills desired for graduates. Read through the following descriptions and rate your current level of competency on a scale of 0 (no ability) to 10 (strong ability).

|  |
| --- |
| **Institutional Learning Outcome** |
| Students should be able to evaluate real-world examples in terms of course content and knowledge, applying thinking skills focused on critical thinking.

|  |
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| 0 1 2 3 4 5 6 7 8 9 10 |

 |
| Students should be able to evaluate real-world examples in terms of course content and knowledge, applying thinking skills focused on problem solving.

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| 0 1 2 3 4 5 6 7 8 9 10 |

 |
| Students should strive for excellence in their performance of required roles in their future profession.

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| 0 1 2 3 4 5 6 7 8 9 10 |

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| Students should be able to demonstrate a high level of written communication skills as necessary for their future profession through the development and expression of ideas in writing.

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| 0 1 2 3 4 5 6 7 8 9 10 |

 |
| Students should be able to demonstrate a high level of oral communication skills as necessary for their future profession through prepared, purposeful presentation designed to increase knowledge, to foster understanding, or to promote change in the listeners' attitudes, values, beliefs, or behaviors.

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| 0 1 2 3 4 5 6 7 8 9 10 |

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What are the top two skills from the institutional outcomes would you like to develop before you graduate? How might these help you in your future career?

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