Online Discussion: My Career Assessment

I thought both career values and motivated skills assessment from Knowdell (1996) helped me define my career values and find a future job. Especially, when I worked on my resume, I found it useful to identify what my motivated skills are and categorize my skills instead of listing my work experience in chronological order. This allows human resource people to know exactly what I am talented at and what my characteristics are.

This actually helped me to know my strong points and weak points because I can see it visually through a chart like below. Instead of having a concept of career values inside my head, it is always good to write down and see them. It worked!

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Career Values

Always Valued: Fast pace, Excitement, Competition, Influence people

Often Valued: Creative expression, Recognition, Adventure, Profit

Sometimes Valued: Location, Time, Work with others, Supervision, Help others

Seldom Valued: Work alone, Independence

Never Valued: Work under pressure

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Motivated Skills Assessment

Total Delight in Using: Teach, Entertain, Sell,
Enjoy Using Very Much: Motivate, Synthesize, Generate ideas

Like Using: Supervise, Treat, Visualize, Deal with feelings, Counsel, Negotiate

Prefer Not to Use: Maintain records, Initiate change

Strongly Dislike Using: Proofread, Write, Test

Reference


Online Discussion: Issues with the Implementation of Career Assessment for Korean Organizations

I personally thank Knowdell’s hard work on developing steps for organizational career development. It is certain that “career satisfaction and success depends on how compatible the career is with the individual’s career values, occupational interests, skills, and work or management style” (Knowdell, 1996).

However, if this career development program occurs in Korean context in different organizations, I doubt whether this will benefit employees and organizations. Korean people tend to be afraid of being laid off and career transitions because Korean people value staying with one company for a long time. People see that for those who worked in the same place for a long time have more honor toward the company and their dedication is well recognized by the CEO. This trend will hinder the honest responses from employees in career assessment because employees might be afraid that their career values or skills might not be the best fit
for their department. Employees would not want to show their weak skills or real interests to their managers. For instance, for those employees who have up-mobility will lie on their career interest assessment to show that they are an adequate candidate for the next manager.

I would say that these career development inventories would more benefit those who want to define the career values before entering the workforce in Korea.

Reference


Online Discussion: Based on your personal experiences what development programs do you think work best?

My husband and I had attended an effective career development program before coming to the US called “Godowon’s School for Married Couples.” This program was conducted for five days and included 38 married couples. I would like to address one of a set of activities involved a personality inventory, a spouse review, one-on-one meetings with a counselor, group work and worksheet activities for reflection. Here are some points that I would like to address why this set of activities within this program worked for me.

- Importance of personal needs

According to adult learning theory, learning and knowledge acquisition occur the best when an adult seeks information needed on a subject. At that time, I needed help for my new marriage and I had no clue how I should manage my life with a new person. I had to search
various programs that could be helpful for me to understand myself, my husband, marriage life and my career after marriage. I had to take this similar career development inventory in middle school but then I had no passion or needs so I did not learn as much as this program taught me now. The moment I took it, the program was able to meet my personal needs so I learned through it.

- Working with my spouse

Most of the learning activities were designed for a couple to work together. It was useful to understand myself through my husband’s eyes and point of view. I learned how he is different from me and why each of us needs to understand each other.

This program helped me to answer these questions:
- What did I learn for myself?
- What are the new things that I could learn about my husband?
- To what do I need to commit in order to succeed in a wise and mature married life?

- Knowing myself and understanding others’ perspectives

All of the participants had to take a personality inventory in order to know themselves, their spouses and understand the differences of others. We took the inventory called “The Enneagram Personality Inventory.” This inventory divides the personality into nine different categories such as dominating, independent and pursuing success. Its function is to let people understand their deeper consciousness and reflect on those results in order to improve their personal lives. This also allows people to know others’ characteristics so that they can understand the differences and respect others. This can help to lead to a harmonious and
cooperative environment in not only a family, but also in workplaces. I thought this was especially useful because it showed what my weaknesses are and taught me how I should change in order to develop myself.

- Learning your career path

There were several steps to figuring out what my career path would be. Based on an aptitude test, personal counseling, group discussion and reflection through a worksheet activity, I could easily understand my strong and weak points and what kind of action plan I should take in order to improve in terms of career development.

- Effectiveness of group work under a free atmosphere

This program was effective because it allowed me to take the inventory and share results with others in a comfortable environment. Normally, when you take a career development inventory in schools or counseling facilities, you tend to take it by yourself in a room or on a computer and receive those results from a counselor or the computer itself. However, by doing group activities, I could better understand my personality because others’ experiences of their marriages and careers inspired me in a positive way. For instance, an instructor made 38 couples into 9 groups according to the result of the personality inventory. The people with the same personality type had gathered and discussed what their strengths/weaknesses were. We were so surprised how similar we were. We could also learn which career would be the best for us based on our strong and weak points by discussing our work experiences and dreams. Sharing dreams freely with a partner and group members made me better understand where I should take my career path. In the reading, Knowdell (1996) also mentioned that
people learn not only from the leader, but also from other participants by sharing experiences while doing a variety of group work. He noted that this comfortable sharing makes people into a real support group as a whole.

- Reflecting what you learned through a worksheet

After various activities in terms of personal development, we had received a book as a worksheet to reflect all findings. The worksheet was about “dream above dream” meaning you have to plan specific steps to change and improve yourself and start a successful career development. The instructions told us to be a self-writer of this book and write our dreams down. The book explained what things we should write down and how the dreams can come true by illustrating how the author, Do-won Go’s own dream became accomplished.

Reference