

Career development is a long term process that begins with the student first knowing themselves before making career decisions such as selecting a major or deciding on a career path. As their sense of self is evolving, it is also important to encourage them to make the most of their time at Augustana and help them understand the interconnectedness of the many components of their collegiate experience (academic – major specific and general education, extra-curricular involvement, volunteering, internships or internships, study abroad, research, etc.). And finally, it is important that students be able to articulate who they are, where they have been and where they are headed to others. As an advisor, you play a critical role in helping them in this journey. The Center for Vocational Reflection and the Internships & Careers Office are resources for you and your advisees throughout this process.

EXPLORE SENSE OF SELF

The aim of these questions is to assist students in figuring out where their values, interests and talents intersect and how taking these things into consideration as they make plans for their future will impact their long term happiness and success.

- Describe yourself in 5 or 6 words (then ask the follow up “why?”).
- What did you enjoy studying in high school?
- What are you naturally good at? What would your parents say you are good at?
- Are there issues in the news that interest/perturb you? Why? Can you imagine getting involved in addressing these issues?
- In the past couple of years, what was an event, occasion, period of time when you felt the most alive? What were you doing?
- Make a list of things about people that annoy you. (This is good for students who aren’t necessarily able to articulate specific issues. It helps rule out a variety of options as well as open doors for possible areas of interest).
- What are your parents’ and siblings’ jobs? What, if any, jobs have you had in the past? What did you like best about your work?
- What would you like your life to look like when you’re 35? Where do you imagine living (city, suburb, small town, etc.)? Do you imagine having a family, being single, having pets, having children, etc.? What kind of work environments have you experienced? What environments appeal to you?
- At the end of your life, how do you hope others will describe you and summarize your life?

EXPERIENCE AUGUSTANA

The aim of these questions is to encourage students to make the most of their time at Augustana and to encourage them to see the interconnectedness of the many different facets of their colligate experience.

- Why did you choose to attend Augustana?
- What classes have you most enjoyed? What classes have you found to be most challenging?

- What have been your most interesting General Education courses?
- What benefits have you experienced attending a Liberal Art college?
- With what clubs/groups are you involved? Why?
- Are you a leader in these organizations?
- Are you on a sports team, in a choir, part of a music ensemble? What have you learned from that involvement?
- Have you ever volunteered? What, if anything, did you like about your experience? What challenged you?
- What are your plans for your Augie Choice award? What do you hope to gain from that experience?
- Do you aspire to study abroad? Where? When?
- Are you working on or off campus? What skills are you developing in your job that will help you be successful in the future?
- Do you plan to intern? Where? When? What do you hope to gain from interning?
- Would you like to complete research while at Augustana? Where? When?

ENGAGE THE FUTURE

The aim of these questions is to get students thinking about life after Augustana and the sorts of things that they are doing and need to be doing to prepare for the future.

- Have you visited the Center for Vocational Reflection and/or the Internships & Careers Office?
- How are you progressing towards choosing a major?
- Have you researched career options for your area(s) of academic interest?
- What are some of the professional areas that interest you in the field of _____?
- Have you spoken with professionals currently working in those fields?
- What are some of the skills that are critical to success in that field? Will you need an advanced degree or professional certification?
- How have you developed those skills thus far?
- Where are your weaknesses? How do you compensate for those weaknesses?
- How do you plan to continue to develop your skills in your remaining time at Augustana?
- How have your internships, volunteering, extra-curricular involvement, study abroad experience [insert any key experience that they discussed above] prepared you to be successful in your remaining time at Augustana and after?
- Do you have a resume? (Everyone should have one even if they plan to attend graduate/professional school.)
- Do you attend workshops and events offered by the Internships & Careers Office?
- Have you been on Augie Hub?
- Have you identified graduate/professional programs that interest you? What experiences will be critical for you to gain admission to those programs?
- Have you identified organizations that you might like to work for after you graduate? What experiences will be critical for you to be considered for employment by that organization?
- Are you saving samples of your best work from classes, internships or work and extra-curricular involvement for your professional portfolio?

CAREER & PROFESSIONAL EXPLORATION RESOURCES

Encourage students to visit the Internships & Careers Office and the Center for Vocational Reflection to explore these topics further. In addition, the following resources can be helpful for students wanting to independently research career interests or options.

ACADEMIC MAJORS EXPLORATION

What Can I Do With A Major In <http://whatcanidowiththismajor.com/major/majors/>

Provides many different outcomes for majors of interest as well as insight and strategy to attain those outcomes.

Vault <http://vault.com>

Provides industry intelligence on many different fields as well as general career advice.

PROFESSIONAL EXPLORATION

O*Net <http://www.onetonline.org/>

Occupational Handbook <http://www.bls.gov/ooh/home.htm>

Both provide a sense about specific jobs, their daily tasks, required education, hiring trends, potential salary.

Please feel free to contact us with questions you may have or direct your counselees our way for additional support.

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