Identity Exploration in Academic and Career Advising

Alisa Carithers, M.A., University Academic Advisement Center
Laura Tejeda M.A., Cross Cultural Centers
Michelle Lovasz, Career Development Center
Who Am I?

What makes up your identity?

Male
Female
Transgender
Gender
Non-conforming
Feminine
Masculine
Man
Woman

Student
Hardworker
Procrastinator
Creative
Listener

Catholic
Muslim
Christian
Agnostic
Atheist

Parent
Care-giver

Heterosexual
Homosexual
Bisexual
Asexual
Queer

Middle class
Lower class
Upper class

Introvert
Extrovert

Asian-American
Black
African American
Latina/o
Chicana/o
Hispanic
Filipino
Indian
Indigenous

Artist
Researcher
Entrepreneur
Educator

Fashionista
Passionate
Loyal
Loving
Responsible
Find a Partner

When you walked into the room, we asked you to think about three identities that are prominent in your life? We asked you to write them on a sheet of paper and stick it on your shirt.

We want you to walk around, find someone in the room you do not know and answer the question:

HAVE OR DID YOUR IDENTITIES INFLUENCE YOUR MAJOR IN COLLEGE AND/OR CAREER CHOICE?
Research shows students who engage in self and career exploration, and feel a strong sense of belonging tend to be more satisfied in the majors they choose (Brown & Rivas, 1994; Bullock-Yowell, McConnell & Schedin, 2014; Clark & Kalionzes, 2008; Gasman, Baez & Turner, 2008; George-Jackson, 2012; Soria & Stebleton, 2013; Vincent, Henry & Anderson, 2012). This also reduces the chances of students changing their majors, and thus the risk of taking unneeded courses, saving students time to graduation.

A strong sense of belonging has been defined to include “intellectual curiosity and interest in the subject area” (Soria & Stebleton, 2013).
Context & Research

- Regarding perceived sense of identity in relation to careers, studies that have interviewed FGCS presented the following tendencies:
  - a sense of family emphasis on career-related majors for job security;
  - a narrow knowledge of careers and the range of opportunities;
  - the need to work harder to develop a professional network;
  - a desire not to “waste” the degree;
  - a low perception of value to the organization; and
  - perceived personal strengths of persistence, motivation, appreciation, non-entitlement, self-reliance, responsibility, and, for some, adaptability.

- Pertaining to career success in the job search, data from the NACE 2016 Student Survey pointed out that FGCS were:
  - less likely to apply to jobs and more likely to decline job offers, leading to a lower success rate in obtaining employment after college.

- These results also presented preferred practices in the job search that included:
  - a greater use of print resources and virtual career fairs;
  - a slightly greater use of professional associations and faculty; and
  - a lower use of career fairs, employer recruiters on campus, and alumni.

- FGCS have also shown:
  - a greater importance on job location;
  - a tendency towards nonprofit and governmental work; and
  - a desire for career growth, job security with benefits, friendly co-workers, and the opportunity to improve the community and world.
Example 1-

Best Practices & Resources: Campus Collaborations

Content:
- 3 Layers Identities Activity
- Reflection
- Human Barometer Activity

Outcomes:
- 21 students in attendance
- Majority of students referred through class
- 75% agreed or strongly agreed that attending the workshop better prepared them to choose a major/career path

How do you know where you’re going, if you don’t know who you are? Identify the relationship between self, career, and major satisfaction. Bring a friend(s)! Refreshments served until supplies last. Raffling #ExploreEagles swag and a $35 Golden Eagle Food Services gift card! Call us at (323) 343-3150 for additional information or to RSVP.
Best Practices & Resources: Campus Collaborations

Example 2-

Content:

- Holland's Self Directed Search Assessment
  - Preferred activities and occupations
  - Competencies, abilities and possible career path
  - RIASEC personality types
- "Pursuing this major seems right to me - I feel that it is a part of who I am."

What's your passion? Come check out our Major Career Exploration Workshop with an interactive session from the Career Center! Also, listen to a student panel talk about their journey in deciding a major/career that was the right "fit" for them. We will be giving out refreshments and of course we will be raffling some of our cool UAAC swag!
Best Practices & Resources: Campus Collaborations

Example 3-

Content:
- Create your pitch
- Begin your research
- Build your network
- Perfect your résumé

Partners:
- 19 companies
  i.e., Boeing, JPL, MOLAA, City Year
- 6 student organizations
  from CBE, HHS, A&L, ECST
- Colleges/departments

Outcomes:
- I.e., 73% very useful

Content:
- Latest industry innovations
- Day-in-the-life
- How to launch career
- Mock interview, résumé review

Partners:
- Employers
  i.e., Google, Disney, Sony Pictures, FBI
- 8 colleges/departments
  i.e., Advancement, Alumni Assoc., CSI
- Student organizations

Outcomes:
- I.e., 76% on-the-spot job offers

Content:
- Career development workshops
- Alumni & industry mentorship
- Job shadowing
- Professional networking

Partners:
- A.S.I.
- Approx. 30 students (pilot)
- Colleges/departments
  i.e., Alumni Assoc., CDC Employer Relations, CDC Career Counselors
Panelists

Question: How did exploring your identity influence the major you chose? Or the career you hope to go into?
Contact Information

Laura Tejeda, Chicanx/Latinx Student Resource Center
Cross Cultural Centers
323-343-5250

Alisa Carithers, University Academic Advisement Center
323-343-3150

Michelle Lovasz, Career Development Center
323-343-3237


