

“Asking Questions that Lead to Career Decisions”

UCDA March 3, 2017

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Claim: We need to...

- Guide our students in the questions they ask.
- Normalize asking questions.
- Encourage curiosity.



Assumptions Theory...

- With Practice leads to learning.
- Allows us as practitioners to see connections.
- For students leads to self-awareness.



Cookie Monster: Questions

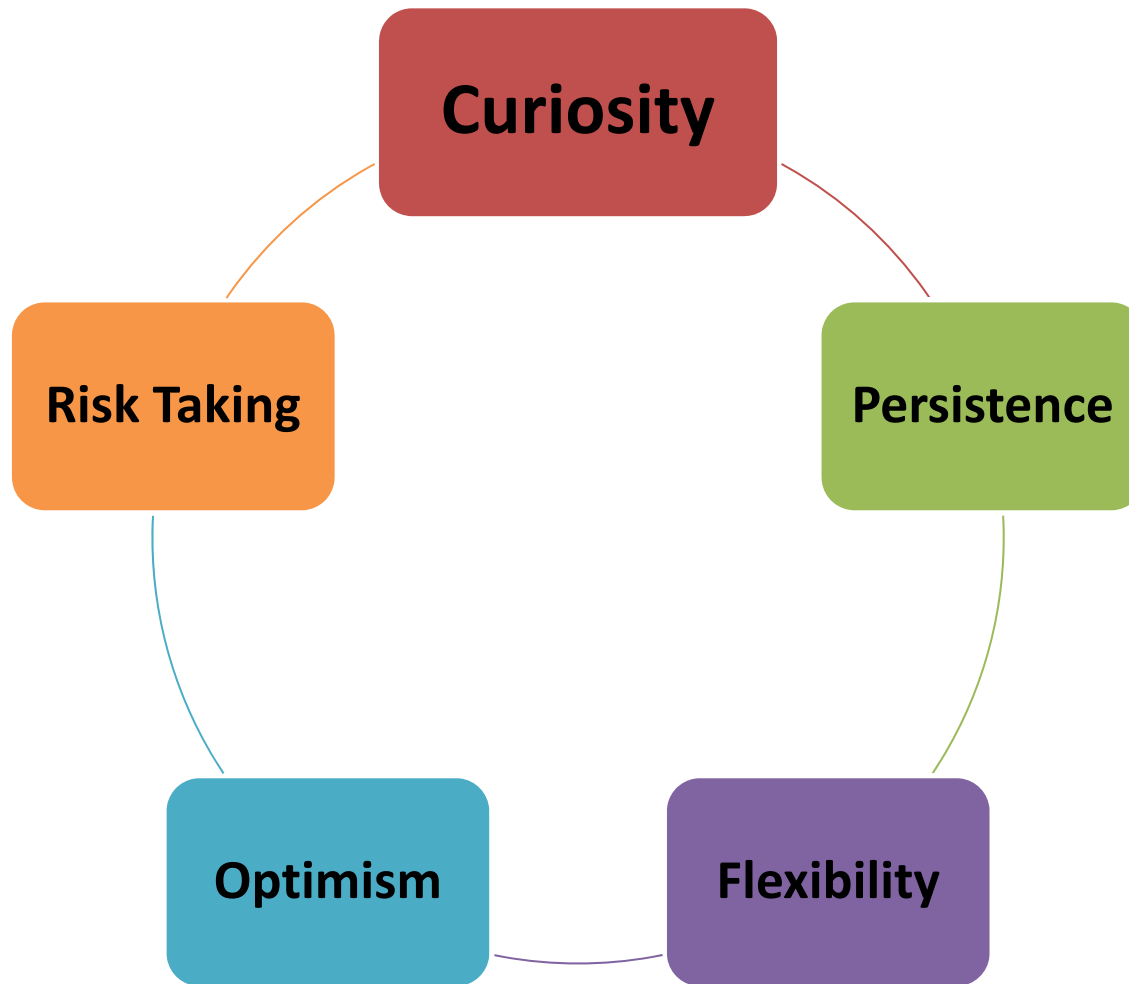
<http://www.youtube.com/watch?v=ul9MtMilOnE>



Theory...

- Planned Happenstance
- Career Construction (Savickas)
- Intellectual Development (Perry)
- Vectors (Checkering)
- Psychosocial Development (Erickson)
- Marcia (Identity Statuses)
- Mindset (Dweck)
- Well-Being/Regulation (Neurological)

Planned Happenstance Skills of the Career Decision Maker



Planned Happenstance (Mitchell)

- Reframe “... let’s start a learning process..”
 1. What excites your curiosity?
 2. What chance events have contributed to your curiosity?
 3. What actions have you taken to heighten your curiosity?
 4. What could you do next to explore the career implications of your curiosity?

Career Adaptability: Career Construction Theory (Savickas)

- Adaptive Individuals:
 1. Becoming concerned about their future as a worker.
 2. Increasing personal control over their vocational future.
 3. Displaying curiosity by exploring possible selves and future scenarios.
 4. Strengthening the confidence to pursue their aspirations.

William Perry

Intellectual Development

Position:

1. **Dualism;** knowledge is revealed truth “the right answer”.
2. **Multiplicity;** Knowledge is subjective truth.
3. **Relativism;** Knowledge is contextual understanding.
4. **Commitment in Relativism;** Creation of one’s own personal world view.

Question Development:

- Please tell me what the correct answer is?
- My correct answer is....
- The based on evidence is...
- My choice, among alternatives, is...

Chickering Seven Vectors



Developing Competence



Managing Emotions



Moving through autonomy
toward Interdependence



Developing Mature
Interpersonal Relationships



Establishing Identity



Developing Purpose

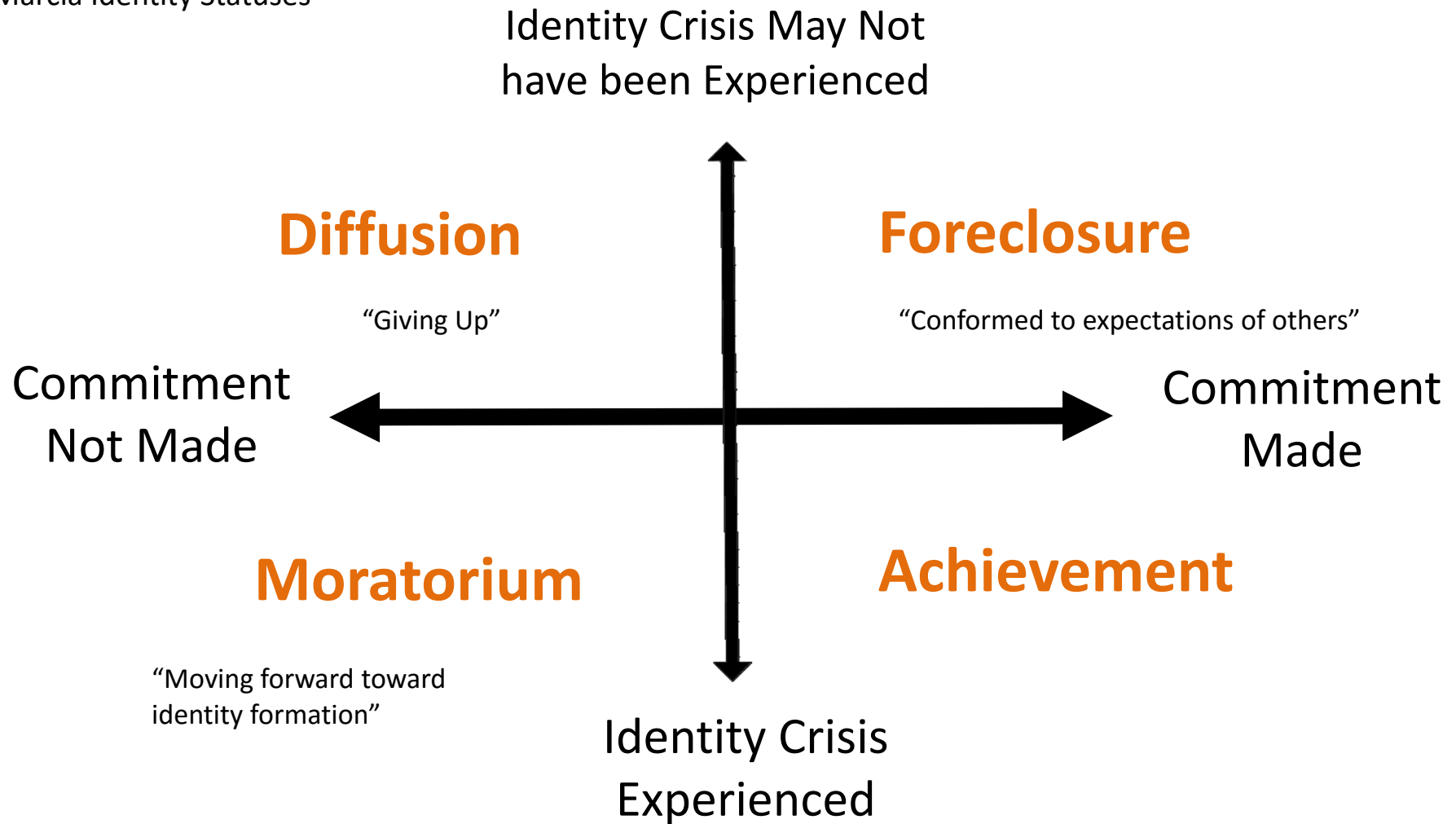


Developing Integrity

Erikson's Stages of Psychosocial Development

Approximate Age	Psycho Social Crisis
Infant - 18 months	Trust vs. Mistrust
18 months - 3 years	Autonomy vs. Shame & Doubt
3 - 5 years	Initiative vs. Guilt
5 -13 years	Industry vs. Inferiority
13 -21 years	Identity vs. Role Confusion
21- 39 years	Intimacy vs. Isolation
40 - 65 years	Generativity vs. Stagnation
65 and older	Ego Integrity vs. Despair

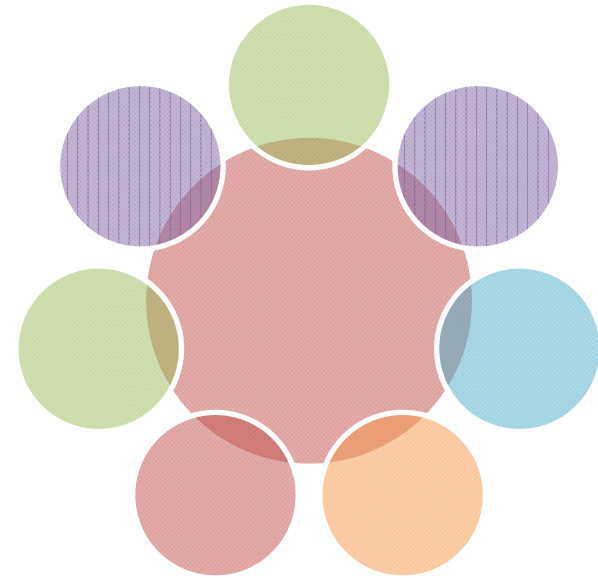
Marcia Identity Statuses



Dweck

	Fixed Mind-set	Growth Mind-set
	Leads to a desire to look smart and therefore a tendency to...	Leads to a desire to learn and therefore a tendency to...
Challenges	Avoid challenges	Embrace challenges
Obstacles	Give up easily	Persist in the face of setbacks
Effort	See effort as fruitless	See effort as the path to mastery
Criticism	Ignore useful negative feedback	Learn from criticism
Success of others	Feel threatened by the success of others	Find lessons and inspiration in the success of others.
	Result: Plateau early and achieve less than their full potential	Result: Reach ever-higher levels of achievement

Leadership, Mindfulness, and Well-Being.



“How am I doing?”

Self-Regulation

- Cognitive Regulation (CR)
- Emotional Regulation (ER)
- Attention Regulation (AR)





Right Questions?

Many in education...have overlooked a frightening fact: finding the right answer is impossible unless we have asked the right question. Unfortunately our teaching system focuses little attention on teaching us how to ask the right questions. As a scholar, father, and advisor, I have slowly realized that asking the right question a valuable skill. That done, getting the right answer is typically quite straightforward.

[Video](#)

~ Clayton Christensen, Ph.D.
Professor Harvard Business School



Questions (Final)

1. What are the most important questions you have about your future career and major?
2. What are the top 5 questions you would like to answer about your career?
3. Arrange them in order of importance with number 1 being the most important question you need to answer about your future major and career.

Informational Interview and Job Shadow

- Write Up...
 - What questions did you ask?
 - What do you still need to know?



Career Conversations

- Talk to 5 Random People who look like the kind of people you would like to be.

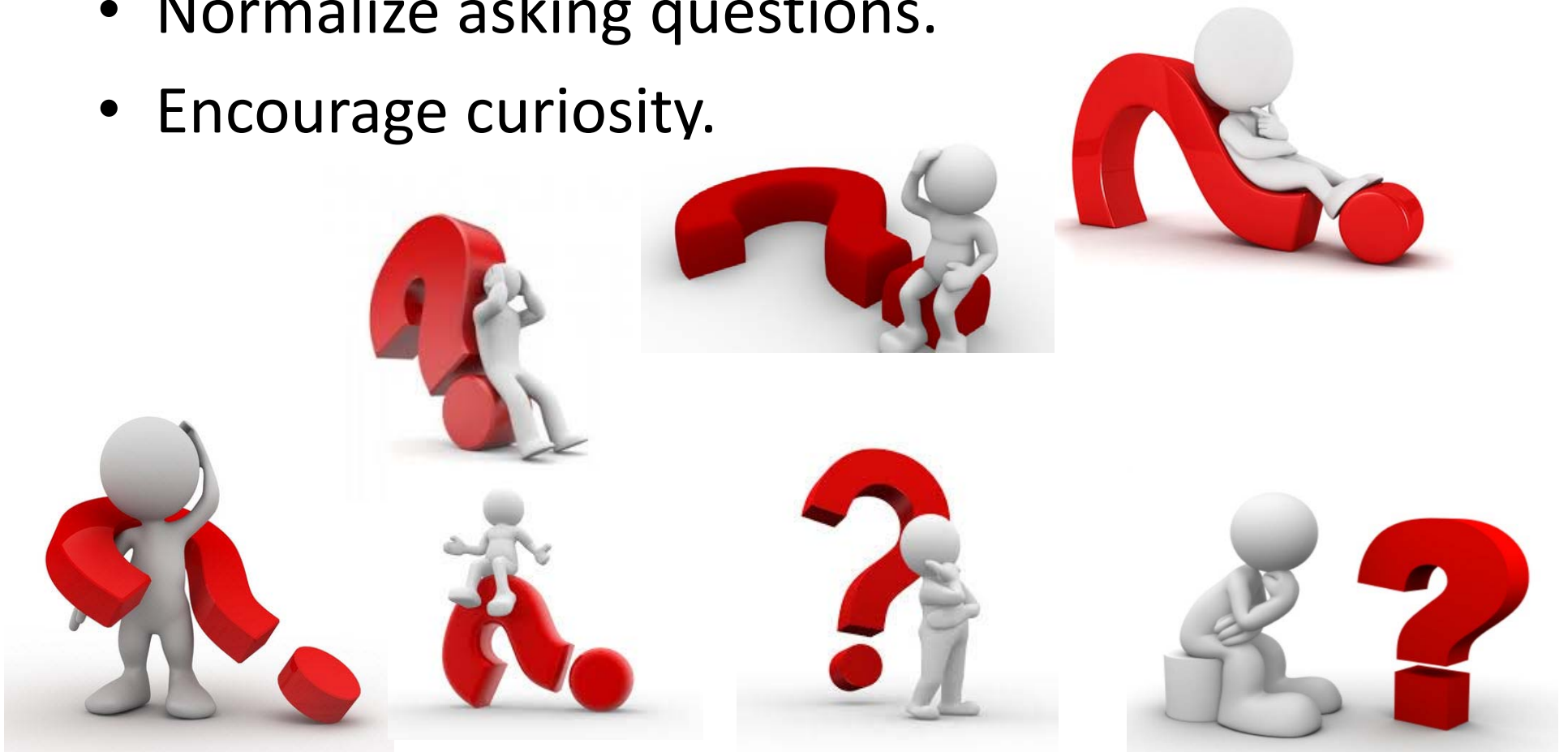


Curiosity, curiosity, curiosity, what are you curious about? (2nd Week)

- Part I (Due Wed): Select a topic, any topic you are curious about. This could be something you have been interested in from your childhood, something you have learned a little about from another class, or just something you have always had questions about
 - Find something new about this topic and share it with the group.
 - **Identify 2-3 questions you still have about the topic and share those.**
- Part II (Due By Following Monday): Join the discussion with two (2) other students. **Make a connection with and be curious about what others are interested in.**

What else can we do to...

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