



# ***ST. X CAREER CONNEXIONS***

***Navigating toward  
Academic & Career Success  
& The Nine-Year Plan***

# WELCOME

- ▶ INTRODUCTION
- ▶ MY SON, SCOTT, AND I WILL BE FACILITATING THESE ONE-HOUR LEADERSHIP SESSIONS OVER THE NEXT 7 WEEKS
- ▶ OUR BIOS ARE INCLUDED IN THIS SLIDE DECK FOR INTRO PURPOSES
- ▶ THANKS TO CHRISTINE DAUENHAUER AND LAUREN COBBLE FOR MAKING THIS POSSIBLE...AND FOR THE GREAT ASSISTANCE OF JOSEPH PIEHOWICZ AND GIO MINGHETTI
- ▶ **THE OBJECTIVE OF THESE TRAINING SESSIONS:** TO PREPARE YOU FOR 'WHAT'S COMING'
- ▶ THIS MIGHT SOUND 'OMINOUS'... IT IS *NOT* MEANT THAT WAY...IT IS MEANT TO BE *INSTRUCTIVE & HELPFUL*
- ▶ IN THE MANY YEARS SCOTT AND I HAVE TRAINED AND COACHED PROFESSIONALS...THE ONE COMMENT THAT RINGS THE CLEAREST IS THIS ONE:  
***"I WISH I HAD KNOWN ALL OF THIS EARLIER IN MY LIFE; IF SO, I WOULD HAVE DONE THINGS MUCH DIFFERENTLY.  
I JUST DIDN'T KNOW..."***

- ▶ YOU WON'T BE ABLE TO MAKE THIS CLAIM...FOR WHEN WE FINISH THESE 7 LEADERSHIP SESSIONS...**YOU WILL KNOW**
- ▶ OUR INTENT IS TO PRESENT TO YOU A 'PLAN'...OR 'BLUEPRINT' FOR ACHIEVING SUCCESS IN SCHOOL...**AND**...WORK...WHICH WILL BLEED OVER INTO **LIFE**, IN GENERAL. WE WILL NOT LEAVE MANY QUESTIONS... '*UNANSWERED*'
- ▶ **THE REST IS UP TO YOU**
- ▶ WE **KNOW** THIS WORKS...WE HAVE EVIDENCED IT IN THE *THOUSANDS* OF PROFESSIONALS WE HAVE WORKED WITH OVER THE YEARS
- ▶ IT IS A *SIMPLE* FORMULA...BUT IT IS **NOT AN EASY PATH.** IT REQUIRES **COMMITMENT...DISCIPLINE...AND... RESOLVE**
- ▶ THE WORLD MOVES SO QUICKLY...THAT IF YOU DO NOT EXERCISE THIS *COMMITMENT, DISCIPLINE, AND RESOLVE*...YOU WILL FIND TIME...**AND** SUCCESS... PASSING YOU BY

***"I WASTED TIME; NOW DOTH TIME WASTE ME."***

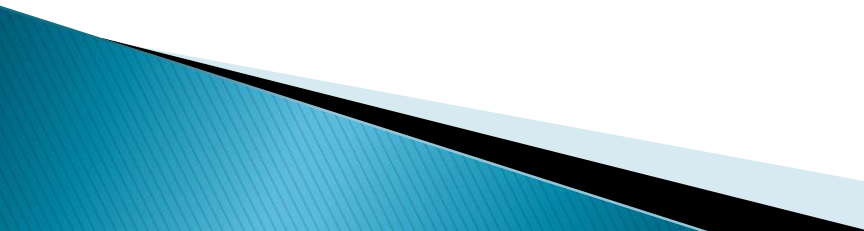
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# ST. X CAREER CONNEXIONS SEMINAR SESSIONS

## NAVIGATING TOWARD ACADEMIC & CAREER SUCCESS

- ▶ *Navigating & The Nine-Year Plan... 1/13*
- ▶ *Becoming A Strategic Partner & Personal Credibility... 1/20*

## BECOMING A STRATEGIC PARTNER *(optional)*

- ▶ *First Impressions & Impact Interviewing... 1/27*
  - ▶ *Marketplace Eminence: Networking Factor... 2/3*
  - ▶ *Managing Yourself Around Time... 2/10*
  - ▶ *Interpersonal Engagement / Oral Presenting... 2/17*
  - ▶ *Leading Others Toward Success... 2/24*
- 



*"Navigating toward Academic & Career Success should be required at the beginning of each and every high school and college year for ALL freshmen, sophomores, juniors, and seniors. I only wish I had this book when my four children were still in school. It's worth its weight in platinum!"*

Dr. Tony Alessandra, Author  
*The Platinum Rule and Charisma*

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# Navigating toward Academic & Career Success

*A Career-Mapping Guidebook for Students  
(and Parents)*

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*"(You have been) provided a wonderful tool with Navigating toward Academic & Career Success for students, teachers, and parents alike. I would recommend this book for anyone interested in pursuing higher academic goals through higher education."*

Dr. Benjamin S. Carson, Sr.  
HUD Secretary



-- Bill, Scott, and John Bagley



**BILL BAGLEY**  
**CEO & Personal Advisor**  
**Bagley Consulting**

Bill has more than 40 years of experience directing human resources, recruiting, leadership training & development, and executive coaching efforts for business professionals throughout the Central United States. For 20 years he served as Regional HR & Recruiting Leader for Deloitte...and was admitted to the Firm as a Firm Director in 2000. During his tenure, Deloitte was named, six times, to *Fortune* magazine's list of the *100 Best Companies to Work for in America*. He recruited, trained, and mentored thousands of individuals during this time, and played a key role in designing and delivering a nationally-recognized leadership development program aimed at preparing senior managers for admission to Deloitte's Partner ranks.

He began his professional life as Career Planning & Placement Director and Assistant Football Coach at Manchester College.

Clients: Deloitte; USI; Barnes Dennig; Cincinnati Financial; VonLehman; Taft Law; KMK Law; Bartlett Wealth Management; Fascor; Clarke Power Services; Northlich; Mubea; Intelligrated.

Teaching / Training: University of Cincinnati; IU's Kelley School; Notre Dame; Xavier; University of Kentucky; OU; Miami; OSU.

He has authored two guidebooks, *Impact Interviewing* and *Why Accounting?* As well, he co-authored with his two sons a career-mapping guidebook, *Navigating Toward Academic and Career Success*, endorsed by Dr. Ben Carson, HUD Secretary; Dr. Tony Alessandra, author of *The Platinum Rule*; and Brian Tracy, author of *Goals!*

Bill holds a Bachelor's Degree in History from Indiana University and a Master's Degree in Higher Education from Ball State University and is a veteran of the U.S. Air Force. He and wife Marla have two sons, eleven grandchildren...and Springer Spaniel, Molly.

Focus:

- Human Capital
- Leadership
- Coaching
- Recruiting

Indiana University:  
Bachelor's Degree  
History

Ball State  
University:  
Master's Degree  
Higher Education





**SCOTT BAGLEY**  
**SVP & Personal Advisor**  
**Bagley Consulting**

Scott has 20+ years of experience leading human resources and recruiting initiatives that have earned several *Top Workplace* and *Best Places to Work* recognitions. At Bagley Consulting he leads the Human Capital niche that is a cornerstone offering of the firm's mission.

Scott previously served as HR & Recruiting Director for VonLehman & Company, Barnes Dennig, and The Matrix Companies. He has served as a regional recruiter for Deloitte and was a lead recruiter for the Investment Advisors division within Fifth Third Bank. With Bagley Consulting, he has led HR consulting and recruiting engagements for numerous local, regional, and international companies. The industries he has served include: Professional Services, Financial Services, Healthcare, Commercial Real Estate, and Construction. In 2011 he was a recipient of the *Unsung Hero Award* co-sponsored by *Cincy Magazine* and Cincinnati State University.

Scott is co-author of *Navigating Toward Academic and Career Success*, a career development program endorsed by HUD Secretary, Dr. Ben Carson; Dr. Tony Alessandra, nationally-recognized motivational leader; and Brian Tracy, author of *Goals!* He leads seminars for various student and parent groups specific to the theme of this program.

Scott earned a Bachelor's Degree in Organizational Communications & Business Management from Eastern Kentucky University. He and wife, Sara, have four children, one grandson, Jaxon...and Springer Spaniel, Rosie.

**Focus:**

- Human Capital Advising
- Recruiting
- Leadership Coaching

**Eastern Kentucky University:**  
**Bachelor's Degree**  
**Organizational Communications & Business Management**



**JOHN BAGLEY**  
**Physical Education Teacher**  
**Strength & Fitness Trainer & Coach**  
**Personal Advisor**

John has more than 25 years of experience in the field of Education. He has taught in Campbell, Kenton, and Boone Counties in Kentucky and has been in the New Richmond Exempted Village School District (Ohio) for the past 15 years.

He has been involved in youth sports for over 20 years, coaching high school baseball and elementary and middle school basketball. As well, he was an AAU Basketball Coach.

John is also a Personal Fitness Trainer working with individuals to improve cardio and strength performance and to better understand the importance of nutrition. His method emphasizes the significance of self-discipline in attaining physical fitness...and the outcome of self-confidence related to attaining fitness goals.

John served in the United States Marine Corps and was recognized as an 'Honor Recruit' while in Boot Camp at Parris Island. As well, he 'maxed' the USMC Physical Fitness Test. He later served as a Field Military Policeman in Desert Storm and was part of the force that liberated Kuwait.

He holds a Bachelor's Degree in Physical Education and Health from Eastern Kentucky University and a Master's Degree in Education from NKU. He and his wife, Laurie, who is also in the field of Education have three sons...Corey, Brandon, and Andrew, two granddaughters, and a grandson.





***Intro:***  
***Why Is this Book Important?***

***What Is One of  
America's #1  
Concerns?***

# ***Student Loan Debt*** ***CRISIS!***



- ❑ ***\$1.6 Trillion***
- ❑ ***\$620 Billion*** *more than*  
*National Credit Card Debt*



***\$\$\$***

# ***Undergrad Student Loan Debt***



**\$\$\$**



❑ ***\$28,565 average Student Loan Debt***

***...Amongst over 44.5 Million Borrowers***

➤ ***\$200 to \$299 per month payments***

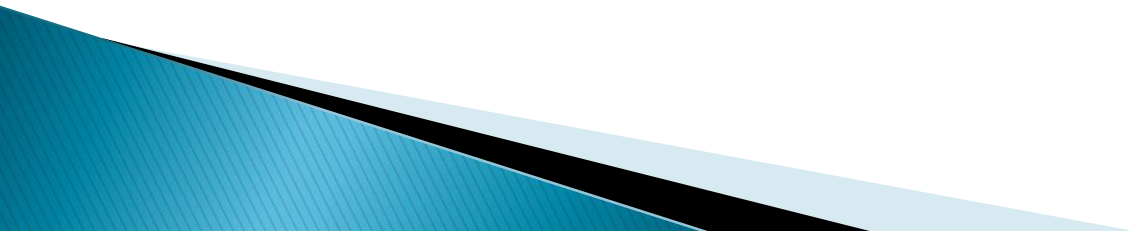
❑ **GRADUATE SCHOOL Loan Debt... *Staggering***

➤ ***\$82,800 average GRAD Student Loan Debt***

➤ ***\$949 per month payments***



***HOWEVER...***



# The Cost of **NOT GOING** to College **IS EVEN GREATER!**

- **67% Difference** in 'Earning Potential' → College vs HS Degree
- Over a 40-year period based on a \$100,000 salary average for a College Grad → **Earning Potential**
  - **\$4,000,000** for College Grad
  - **\$1,320,000** for High School Grad

**Think what **\$2,680,000** would purchase over that period of time.**

# ***In the Meantime...***



- Our Broader Community is ***crying for talent.***
- ▶ Students and their Parents ***deserve better.***
  - ▶ Too many students ***cannot find their way.***
  - ▶ H.S. & College Academic / Career Counselor to Student Ratio → ***1:1000...or worse.***
  - ▶ ***Independent Professional Advising usually IS expensive.***

***How Do We FIX  
This Dilemma?***

A decorative graphic element in the bottom-left corner of the slide, consisting of overlapping blue and black geometric shapes.



*"Navigating toward Academic & Career Success should be required at the beginning of each and every high school and college year for ALL freshmen, sophomores, juniors, and seniors. I only wish I had this book when my four children were still in school. It's worth its weight in platinum!"*

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# Navigating toward Academic & Career Success

*A Career-Mapping Guidebook for Students  
(and Parents)*

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Dr. Benjamin S. Carson, Sr.  
HUD Secretary

Read This...  
and  
Complete All  
Exercises  
Within...  
*Each of you  
should have  
a copy*

- ❑ ***DISCOVER WHO YOU ARE...***
- ❑ Explore what ***Career Options*** might be Available to You...
- ❑ Learn How to Select the ***'Right' Career Niche*** for you...
- ❑ Align the ***'Right' Major*** to Your Career Selection...
- ❑ Determine the ***'Right' College*** for You...
- ❑ Explore the Various ***Financial Options*** Available to You...
- ❑ Better Understand the ***ACT*** & ***SAT*** Expectations...
- ❑ Learn How to Develop an ***Admissions Essay ...***
- ❑ Understand which High School Courses ***Best Prepare*** you to ***Achieve Academically*** in College...
- ❑ Learn what ***Employers 'Search For'*** in a Candidate...
- ❑ Commit to a ***'Nine-Year Plan'*** toward Success...
- ❑ Learn the Role a ***'Mentor'*** Plays in  
    ***'All of This'...***



# The St. Xavier High School *Difference*



- **College Advisors** - typically work with 60-75 seniors each.
  - Utilize your Advisor to make the most of your opportunities!
- **LOTS** of tools and resources are available to you:
  - **YouScience** - aptitude assessment to identify potential best fit careers
  - **Indigo** - assessment to identify your DiSC style...as well as motivators
  - **Corsava** - activity to identify what is important to you in your college search
  - **Scoir** - college search platform
  - **College Advising Canvas Course**
  - Multiple resources available here for essay writing, financing your college education, ACT/SAT test prep, etc.







*...Beyond the Classroom*

## Empowering students with real-world experience to explore career paths.

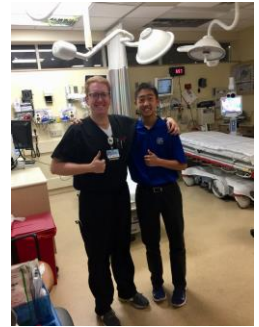


*"My  
internship  
really  
showed me  
how  
engineering  
skills are  
applied in a  
business."*



- Monthly Speaker Events and Roundtables
- Educational Events & Online materials (Masterclass)
- Mentoring/Coaching Program
- Informational Interviewing
- Job Shadowing
- Summer Internship

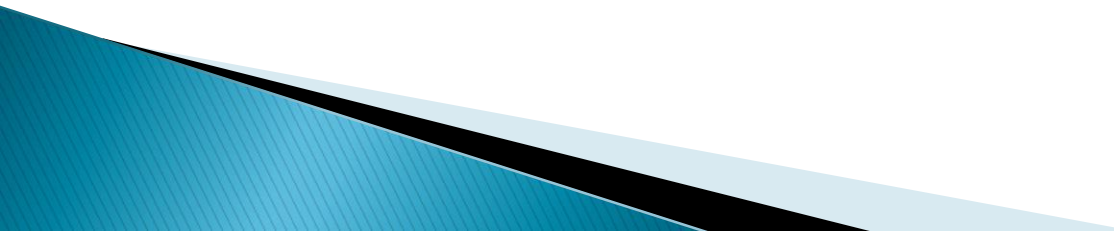
*"That job  
shadow was a  
game changer  
at teaching me  
about what I  
want to do!"*



Join our Canvas Page to receive weekly emails on events and  
explore our program on our webpage:  
[www.stxavier.org/careerconnections](http://www.stxavier.org/careerconnections)



# Other Thoughts or Questions You Might Have

- ❑ Are there *Viable Options* to College?
  - ❑ When Should I Start the *'Post-High School Education Process'*?
  - ❑ How Important are Effective *Interviewing Skills*?
  - ❑ What *'Soft Skills' or 'Leadership Skills'* Must I Learn to Succeed in a Workplace Environment?
  - ❑ What *Professional Assistance* Might Exist to Help with All of these Requirements / Expectations?
- 

# **Chapter 1: Who Am I?**

## **A Personal Inventory...*P. 11***

**First, You Must Find Out... or  
Understand... *WHO* You Are  
and *What You Want* in Life**



## **Centering Down On You**    **PAGES 11 - 15**

Be completely candid with your responses. There is no *right*, or *wrong*, answer. This is about YOU.

**Your 3 Strongest Areas of Interest:**

- **Examples:** (Writing; Being with People; Teaching Others)

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**Your 3 Greatest Skills:**

- **Examples:** (Athletics; Getting Along with Others; Writing)

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**The 3 Things You Value Most in Life:**

- **Examples:** (Family Closeness; Personal Time; Integrity in Others)

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**Your 3 Favorite Courses in School:**

- **Examples:** (Math; Science; History)

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**Your 3 *Least* Favorite Courses in School:**

- **Examples:** (English; Speech; Art)

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**The 3 Things People Like Most About You:**

- **Examples:** (Positive Attitude; Helpful; Strength of Character)

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**Five (5) People You Most Admire:**

- **Examples:** (Father; Mother; Grandparent; Neighbor; Coach; Counselor; Friend; Professor)

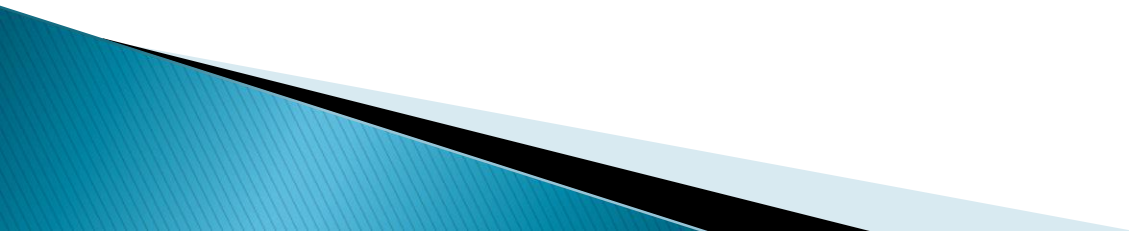
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### **What Are Their Occupations?**

- **Examples:** (Accountant; Business Recruiter; Career Counselor; Educator)

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### **Three (3) Careers You Would Consider Upon Graduating from College:**

- **Examples:** (Accounting; Journalism; Engineering)

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### **Three (3) Things You Hope To Find in Your Career:**

- **Examples:** (Satisfaction; Prestige; Money)

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**Three (3) Things You Want to Avoid in Your Career:**

- **Examples:** (Time Pressures; Excessive Travel; Limited Growth)

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**Some Of Your Achievements To-Date:**

- **Examples:** (Academic Award; Varsity Track; Citizenship Award; Band)

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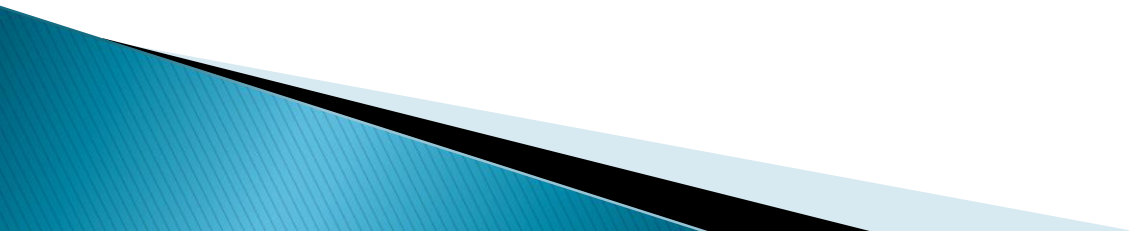
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**Defining Success**

**Please provide in this space your definition of the term Success:**

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When you visualize in your mind's eye what you perceive to be a *successful individual*, what do you see?

- Age: \_\_\_\_\_
- Occupation: \_\_\_\_\_
- Educational: \_\_\_\_\_
- Background: \_\_\_\_\_
- Socio-Economic Status: \_\_\_\_\_
- Social Activities: \_\_\_\_\_
- Interests: \_\_\_\_\_
- Skills: \_\_\_\_\_
- Values: \_\_\_\_\_
- Strengths: \_\_\_\_\_
- Achievements: \_\_\_\_\_
- Goals: \_\_\_\_\_

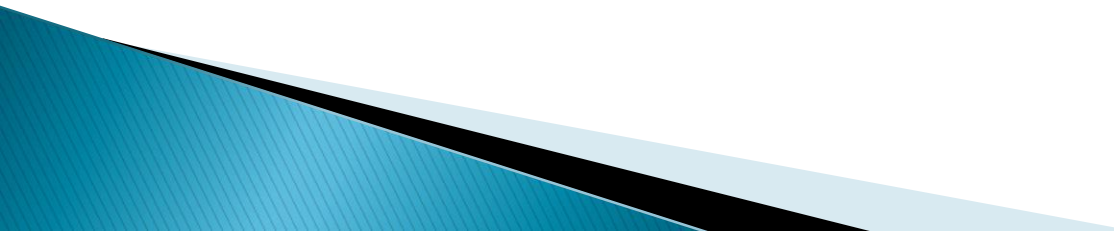
### Why People Work

Why *do* people work? Please list three (3) basic reasons, in your opinion, why people spend at least 33% of their adult life, prior to retirement, at their place of work:

1. \_\_\_\_\_
2. \_\_\_\_\_
3. \_\_\_\_\_

**Primary motivators of working people (rank them according to your order of importance):**

**Rank (1 thru 13...1 representing the highest in importance to you)**

- \_\_\_\_\_ • **Salary**
  - \_\_\_\_\_ • **Reputation of Organization (Prestige)**
  - \_\_\_\_\_ • **Challenging Work**
  - \_\_\_\_\_ • **Low Stress Environment**
  - \_\_\_\_\_ • **Benefits**
  - \_\_\_\_\_ • **Job Security**
  - \_\_\_\_\_ • **Promotion to Greater Responsibility**
  - \_\_\_\_\_ • **Variety of Work**
  - \_\_\_\_\_ • **Quality of People within Organization**
  - \_\_\_\_\_ • **Teaming Environment**
  - \_\_\_\_\_ • **Personal Satisfaction**
  - \_\_\_\_\_ • **Training / Development Opportunities**
  - \_\_\_\_\_ • **Flexible Working Arrangements**
- 

## Dream Sheeting

If you could name your salary – or, if salary was not an important factor in your decision – what jobs would be most appealing to you?

1) \_\_\_\_\_

Why? \_\_\_\_\_

2) \_\_\_\_\_

Why? \_\_\_\_\_

3) \_\_\_\_\_

Why? \_\_\_\_\_

If cost wasn't a factor, and you could attend any University / Vocational School of your choice, which ones would you select?

1) \_\_\_\_\_

Why? \_\_\_\_\_

2) \_\_\_\_\_

Why? \_\_\_\_\_

3) \_\_\_\_\_

Why? \_\_\_\_\_

4) \_\_\_\_\_

Why? \_\_\_\_\_

5) \_\_\_\_\_

Why? \_\_\_\_\_

If you could select any academic area, based on your personal interests, what are three (3) college / vocational majors you would pursue?

1) \_\_\_\_\_

Why? \_\_\_\_\_

2) \_\_\_\_\_

Why? \_\_\_\_\_

3) \_\_\_\_\_

Why? \_\_\_\_\_



# **Chapter 2: Career Options Available to You...*P.16***



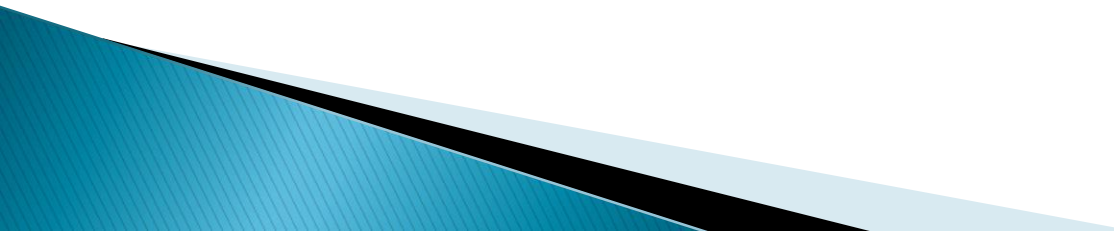
## **SAMPLING OF 'CAREER FIELD' OPTIONS**

- ▶ ACCOUNTING & FINANCE
  - ▶ BUSINESS MANAGEMENT
  - ▶ COMMUNICATION
  - ▶ COUNSELING
  - ▶ EDUCATION
  - ▶ ENGINEERING & ARCHITECTURE
  - ▶ ENTERTAINMENT
  - ▶ FINE ARTS / CREATIVE SERVICES
  - ▶ GOVERNMENT / POLITICS
  - ▶ HEALTH CARE / MEDICAL
  - ▶ JOURNALISM
  - ▶ LAW
  - ▶ MARKETING & SALES
  - ▶ RECREATIONAL SERVICES
  - ▶ RELIGION
  - ▶ SCIENCES
  - ▶ SOCIAL SERVICES
  - ▶ TECHNICAL
  - ▶ VOCATIONAL OPTIONS
- 

## **BUSINESS MANAGEMENT**

- ▶ **HUMAN RESOURCES**
  - ▶ **RECRUITING**
  - ▶ **CONSULTING**
  - ▶ **DIVERSITY MANAGER**
  - ▶ **PURCHASING**
  - ▶ **PRODUCTION**
  - ▶ **SALES**
  - ▶ **MARKETING**
  - ▶ **PUBLIC RELATIONS**
  - ▶ **HOTEL AND RESTAURANT MANAGEMENT**
  - ▶ **ECONOMICS FORECASTING**
  - ▶ **CORPORATE TRAINING**
  - ▶ **PERSONAL DEVELOPMENT TRAINING**
  - ▶ **LABOR RELATIONS**
  - ▶ **ORGANIZATIONAL PSYCHOLOGY**
  - ▶ **ADVERTISING**
- 

## **SOCIAL SERVICES**

- ▶ **WELFARE COUNSELING**
  - ▶ **REHAB COUNSELING**
  - ▶ **CRISIS INTERVENTION**
  - ▶ **MENTAL AND PHYSICAL IMPAIRMENT ASSISTANCE**
  - ▶ **FUND-RAISING ASSISTANCE / DEVELOPMENT**
  - ▶ **SOCIAL SERVICE ADMINISTRATION**
  - ▶ **CASE WORKER**
  - ▶ **ABUSE SHELTER COUNSELING**
  - ▶ **HOMELESS INTERVENTION**
  - ▶ **TUTORING AND MENTORING**
- 



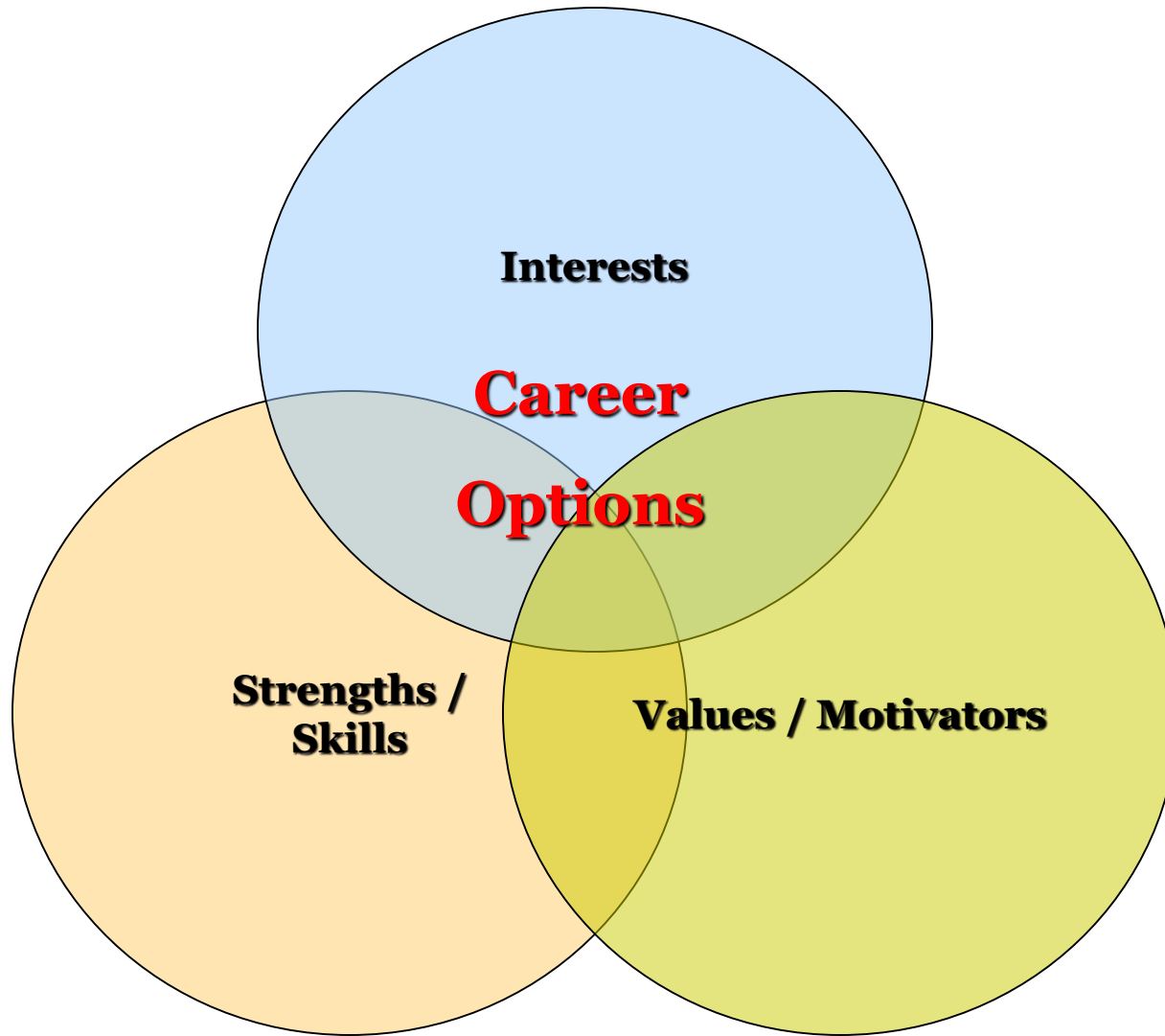
# Chapter 3: Mapping Interests, Skills, Values, Strengths, & Motivators to Preferred Career Options...*P. 25*



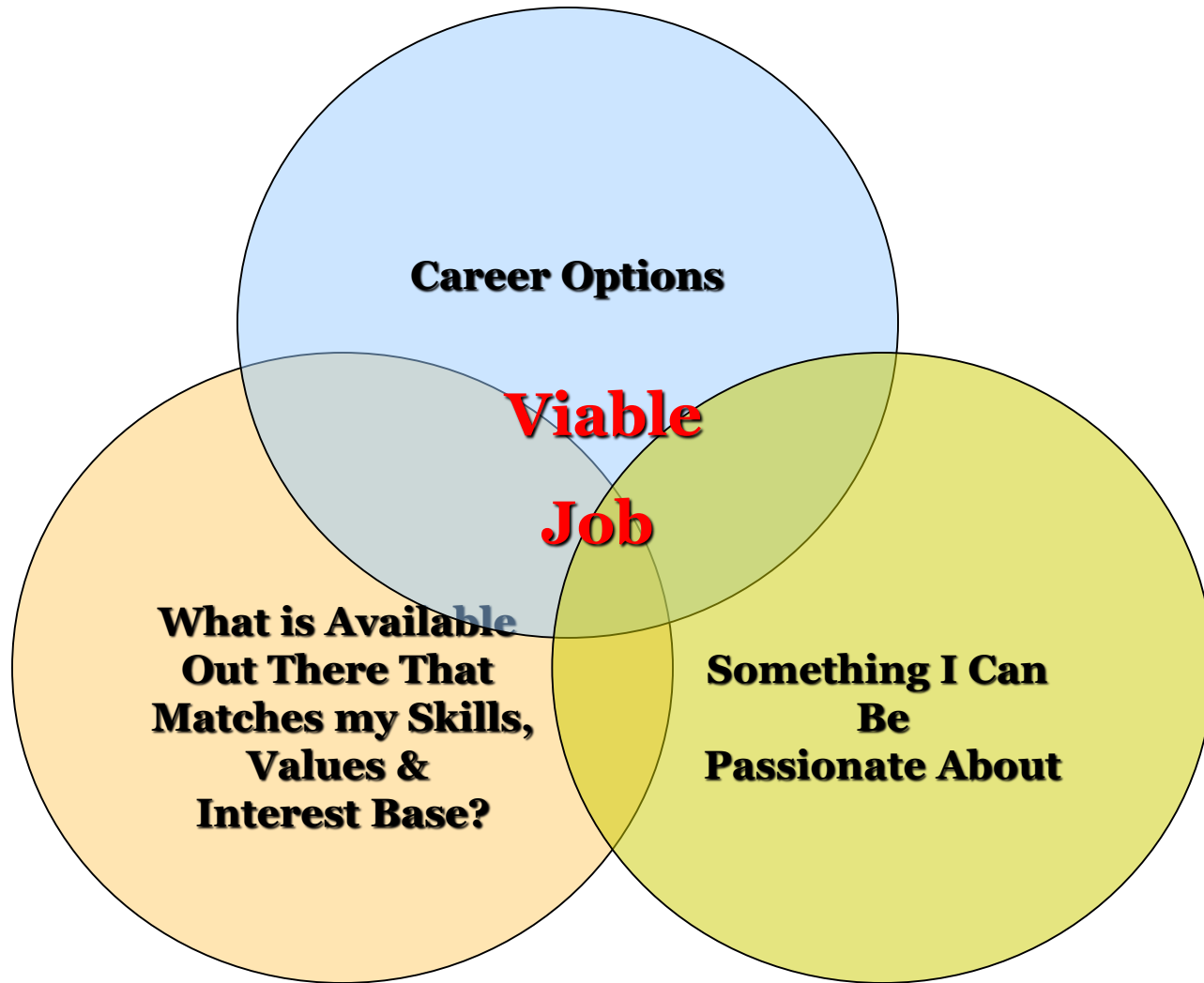
# ***Locating a Career Niche***

- Center Down on Various  
***Career Options***
- Take it a Step Further in Focusing  
on a ***Viable Job***

# ***'Hedgehog' Concept*** (COLLINS' GOOD TO GREAT)

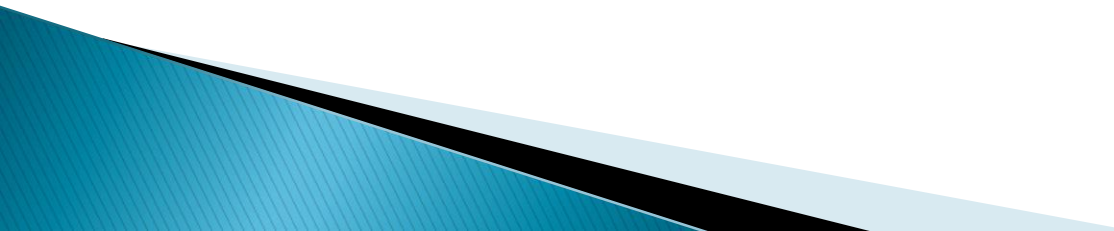


# ***'Hedgehog' Concept***





# Selecting the *'Right' Career Niche*

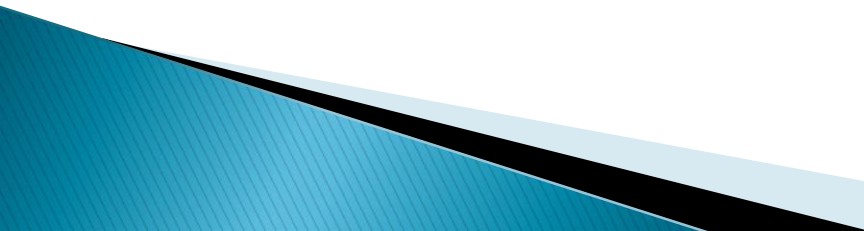
1. *Personal Mission Statement*: Begin with the 'End' in Mind (Covey)
    - *Where Do You See Yourself in 10 Years?*
  2. Learn the *Career Options* Available to You
  3. Complete the *Personal Inventory & Goal-Setting Exercises*
  4. Complete the *Career-Mapping Exercise*
- 

# ***‘Personal Mission Statement’***

## ***► Where do you see yourself in 10 years?***

- College / Graduate School / Vocational School Degree

-----

- Type of Profession / Job -----
  - Income \$-----
  - Home ----- Location -----
  - Car(s) -----
  - Family Size -----
- 

# Career Destination

- ▶ Dr. Edward Banfield's 'Career Destination' theory... *"Every day think about how to get to where you wish to be in the future."* Long-time Perspective (Brian Tracy, *Goals!*)



- ▶ Match with a *Career Field* that reflects →



# Career-Mapping Exercise

## Career Mapping Exercise

*(Information from 'Personal Inventory' Exercise)*

### **Areas of Interest:**

- Writing
- Being with people
- Teaching others

### **Greatest Skills:**

- Athletics
- Getting along with others
- Writing

### **Values:**

- Family unity
- Personal time
- Integrity

### **Favorite Courses In School:**

- English
- Speech
- History





# ***Career-Mapping Exercise***

## **Least Favorite Courses In School:**

- Math
- Sciences
- Art



## **Things People Like Most About You:**

- Positive
- Helpful
- Strength of Character

## **People You Most Admire:**

- Jack Landon, Uncle
- Amy Rollins, Neighbor
- James Johnson, Congressman

## **Occupations Of Above:**

- Attorney
- Recruiter
- Politician



# ***Career-Mapping Exercise***

## **Careers I Would Consider:**

- Human Resources
- Journalism
- Sports Agent

## **Three (3) Things I Hope To Find In My Career:**

- Satisfaction
- Prestige
- Monetary Reward

## **Three (3) Things I Hope To Avoid In My Career:**

- Inability to Make a Positive Impact
- Excessive Travel
- Limited Growth

## **Achievements To Date:**

- Writing Award
- Varsity Track
- Citizenship Award



# ***Career-Mapping Exercise***

**Occupation Of “Successful Person:**

- **Coach or Leadership Trainer**

**Do The Interests, Values, Strengths Differ From Your Own? If So, Why?**

- **No**
- **N/A**

**Why Do People Work?**

- **In Order to Survive in a Capitalistic Society**
- **To Positively Impact the World**
- **Internal Satisfaction**

**Your Top Three (3) Primary Motivators Of Working People:**

- **Quality of People Within Firm**
- **Personal Satisfaction**
- **Salary**



# ***Relevant Career Options***

***(based on earlier responses)***

**Based on these responses / this feedback what career options do you feel fit you best? {Try to Narrow to Ten}**

- ☞ Human Resources (Business Management)**
  - ☞ Recruiting (Business Management)**
  - ☞ Sales (Business Management)**
  - ☞ Corporate Training (Business Management)**
  - ☞ Personal Development Training (Business Mgmt.)**
  - ☞ Counseling Psychology (Counseling)**
  - ☞ College Administration (Education)**
  - ☞ Athletic Coach (Education)**
  - ☞ Military (Government/Politics)**
  - ☞ Crisis Intervention (Social Services)**
- 



# ***Dream Sheeting***



## **Perfect Job For You; And Why:**

- **Coach** - Like to prepare and lead people in competition
- **Personal Development Trainer** - Help others succeed
- **Student Personnel Administration** - Work with students in making them successful

## **Perfect College For You; And Why:**

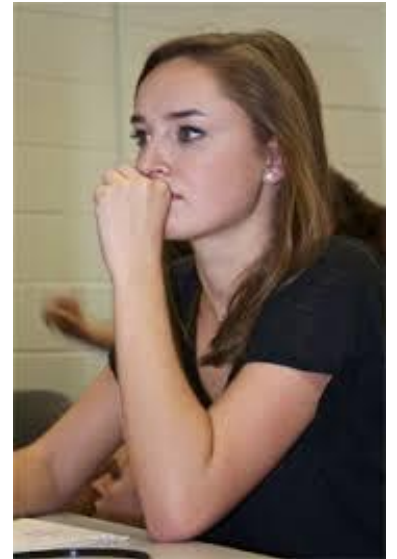
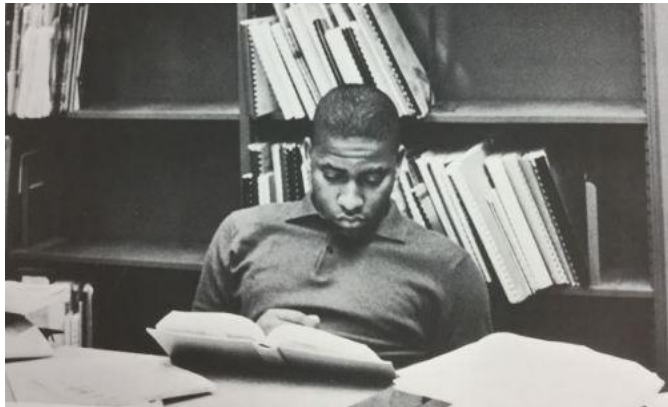
- **Indiana University** - Location; Reputation; Size; Basketball Program
- **Notre Dame** - Reputation; Tradition
- **University of South Carolina** - Location; People
- **University of Cincinnati** – Location; Co-op Program; Lindner Honors-PLUS
- **Xavier University** - People; Size, Comfort; Remodeled Campus

## **Perfect Major For You; And Why:**

- **History** - Enjoy
- **Organizational Communications** - Combines my interests and skills
- **Human Resource Management** - Ideal business preparation



# Chapter 4: Mapping Preferred Career Options to an *Academic Major / Vocational Curriculum...P. 28*



# *Career Options → Academic Majors*



## ▶ ACCOUNTING

Accountants & Auditors

Financial Managers

Inspectors and Compliance Officers

Securities & Financial Services

CPAs

Consultants

Business Advisors

Wealth Managers

Tax Advisors

CPA Partners





## ► BIOLOGY

Biological Scientist

Epidemiologist

Medical Scientist

Aquatic Biologist

Biochemist

Medical Doctor

Nurse

Botanist

Microbiologist

Zoologist

Ecologist

Agricultural & Food Scientist

Clinical Lab Technician

Teacher



# **Chapter 5: Selecting A College / Vocational School... *P. 45***





# *Read the Following Books:*

- *Is College Worth It?*

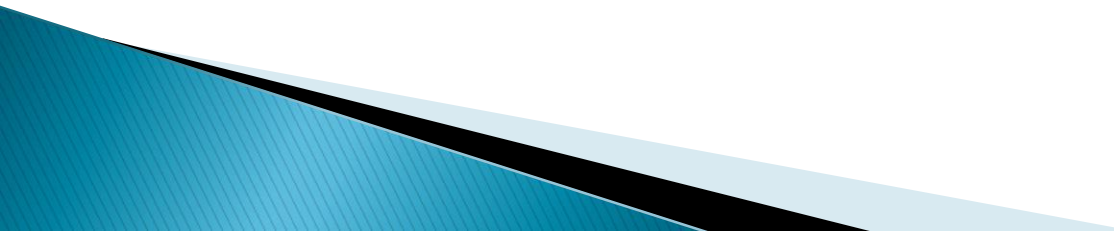
- *By William J. Bennett, former Secretary of Education*

- *Crazy U: One Dad's Crash Course in Getting His Kid into College*

- *By Andrew Ferguson*

# Finding the Perfect College / Training Forum for **YOU**

***“It’s NOT about the college,  
university, or vocational school...  
it’s about the individual...it’s  
about **YOU.**”***



# *Variety of Criteria to be Considered When Selecting a College*



# CONSIDERATIONS

- ▶ COST
- ▶ LOCATION
- ▶ CAMPUS AESTHETICS
- ▶ ENROLLMENT SIZE
- ▶ STATE VS PRIVATE
- ▶ MAJORS OFFERED
- ▶ FINANCIAL AID AVAILABILITY
- ▶ ON-CAMPUS SOCIAL POLICY
- ▶ PROACTIVITY OF PLACEMENT OFFICE
- ▶ EMPLOYER RECRUITING ACTIVITY
- ▶ STRENGTH OF LIBERAL ARTS
- ▶ DIVERSITY OF STUDENT BODY
- ▶ INCLUSIVE CULTURE
- ▶ FACULTY-TO-STUDENT RATIO
- ▶ PROVISIONS FOR DISABILITIES
- ▶ SECURITY & SAFETY
- ▶ ON-CAMPUS EXTRACURRICULAR OPPORTUNITIES
- ▶ OFF-CAMPUS SOCIAL & CULTURAL OFFERINGS
- ▶ RELIGIOUS AFFILIATION
- ▶ CO-OP/INTERNSHIP OPPORTUNITIES
- ▶ FRATERNITIES / SORORITIES
- ▶ SUCCESSFUL INTERCOLLEGIATE ATHLETIC PROGRAM
- ▶ SCHOOL PRIDE
- ▶ CO-ED STUDENT BODY MAKEUP (MALE-FEMALE RATIO)
- ▶ NATIONAL OR REGIONAL RECOGNITION
- ▶ CAMPUS HOUSING POLICY / HOUSING SELECTION
- ▶ CAR POLICY AND PARKING AVAILABILITY
- ▶ OTHER???

# Proactive Career Services & Placement Department

## *CRITICAL CRITERIA*

- ▶ Important \_\_**X**\_\_
- ▶ Not Important \_\_\_\_\_





# Heavy Recruiting of Seniors by Employers

## *CRITICAL CRITERIA*

- ▶ Important \_\_**X**\_\_
- ▶ Not Important \_\_\_\_\_



# Chapter 6: What *Financial Options* are Available?...*P.49*

A collage of financial items including a calculator, coins, and banknotes. The calculator is a gold-colored desktop model with a black display and buttons. A silver coin is resting on the calculator's display. Several other coins are scattered around the calculator. In the background, there are banknotes, including a 50 Euro note. A white pen with a black cap is visible on the right side of the collage.

Financial Options

*Approximately*

***\$237 Billion***

*in Student Aid  
available to  
students each  
year*



*Approximately*  
***\$13,200***



*available to Undergrads  
per year from various  
sources*

# EACH YEAR MUCH OF IT IS...




PHOTO: BLEND IMAGES/JOHN LUND/GETTY

## *LEFT ON THE TABLE*



# Chapter 7: What About the **ACT** and the **SAT**? ...and the Admissions Essay?...**P. 51**



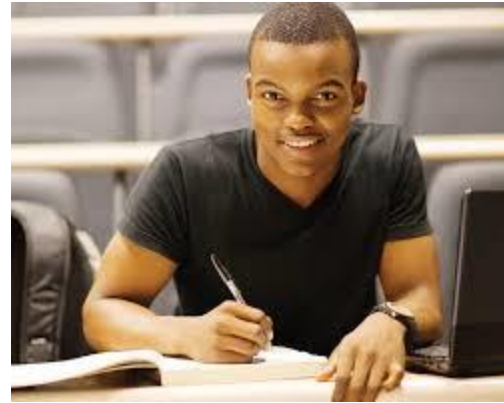
- ❑ Many Colleges Currently *Require* One or the Other for Admissions Purposes
  - ❑ The *'Select Colleges'* Make Determinations Specific to the 'Scores'
  - ❑ Most *Scholarships* are Contingent on 'Scoring'
  - ❑ Many Institutions are *Considering 'Dropping' the Tests*
  - ❑ *'Admissions Essay' is Critical*...Guidelines in the *Navigating* guidebook on how to construct an effective one
- 

# Chapter 8: First Things First: Preparing for Post-High School Education...*P. 55*

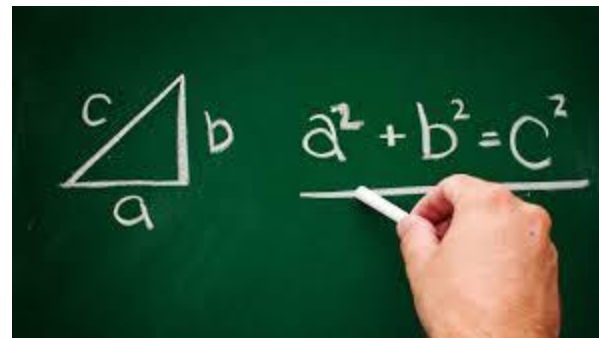




# Key Skill Areas

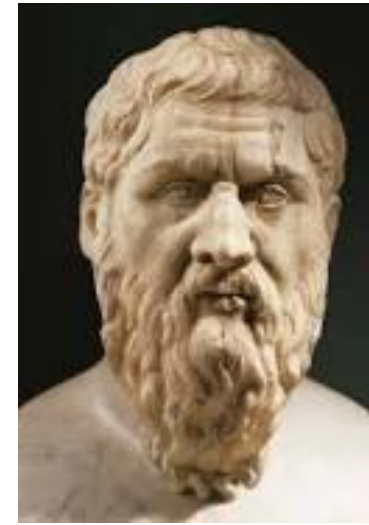


- ▶ **Writing**
- ▶ **Oral Presentation**
- ▶ **Research**
- ▶ **Logic**
- ▶ **Basic Math**
- ▶ **Technology**



# Courses of Importance

- ▶ English Composition
- ▶ Speech & Communications
- ▶ History
- ▶ Psychology
- ▶ Literature
- ▶ Logic
- ▶ Religion, Philosophy & Ethics
- ▶ Business Math
- ▶ Algebra
- ▶ Accounting





# Chapter 9: What Do Employers Look for in Co-op, Intern, and Full-Time Employees?...*P. 58*



# Strategic Partners

- ▶ *Positive Self-Image*
- ▶ *Executive Presence*
- ▶ *Strong Interpersonal Skills*
- ▶ *Awareness*
- ▶ *Professionalism*
- ▶ *Relationship-Building Skills*
- ▶ *Persuasive Presentation Style*
- ▶ *Networkers*
- ▶ *Leaders of Others*

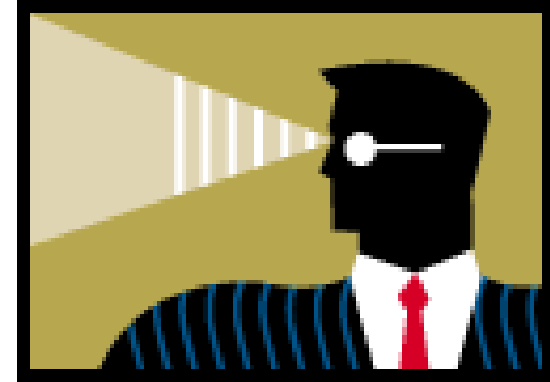


# ***First Impression Forums***

- ▶ Meet the Firms Night
- ▶ Career Fairs
- ▶ Scholastic Fraternity Events
- ▶ Business Fraternity Events
- ▶ Social Fraternity Events
- ▶ Sorority Events
- ▶ Social Mixers
- ▶ Office Receptions
- ▶ Lunches and Dinners
- ▶ Classroom Presentations by Employers



IT'S ALL ABOUT '**PERCEPTION**'



*Perception* Becomes *Reality* In  
The Eyes Of Those Forming &  
Holding That *IMAGE*.

# **Chapter 10: Designing a Go-Forward Plan...*P. 63***

## **▶ The Nine-Year Plan**



# NINE-YEAR PLAN



A *Dream* deserves a 'Plan'...in fact

...*requires* a 'plan'...

for it to become a reality.



- “Think long-term. Sit down today and write out a description of your ideal life ten and twenty years into the future (*where do you wish to be...what do you wish to be doing?*)

This crystallizes ‘longer-time perspective.’”

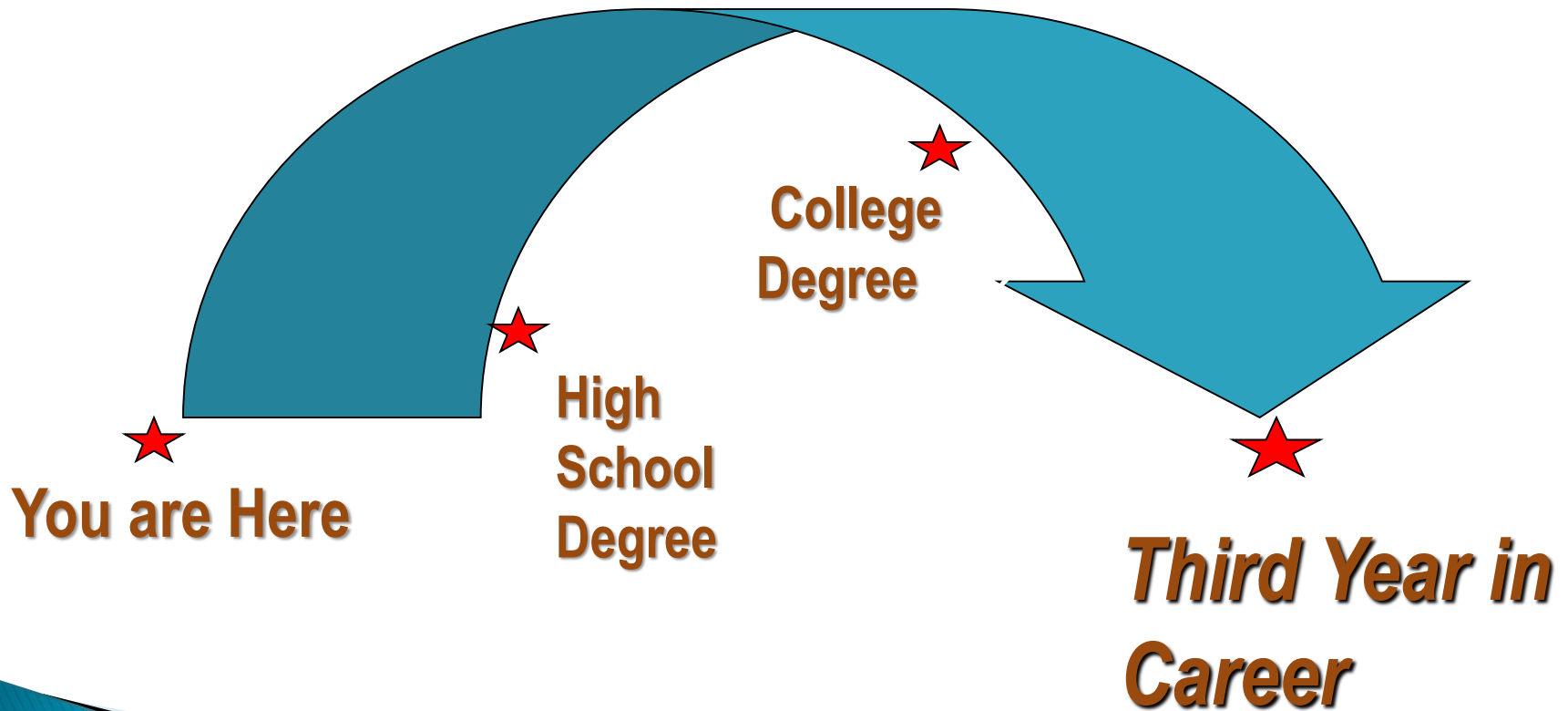
- “Look at everything you do in terms of its *long-term potential impact* on your life. Do more of the things that bring greater long-term value to you.”
- “Develop the habit of *delaying gratification* in small things, small expenditures, small pleasures, so that you can enjoy greater satisfaction in the future.”

– Brian Tracy, Author *GOALS!*



# ***Nine-Year Plan***

*Junior Year in High School → through Third Year in Career*



# ***Career Destination***

***'Long-time Perspective' → Delaying Immediate Gratifications***





# ORGANIZATIONAL GOALS



# THE *'PLAN'*

**High School**

**College /  
Voc. Sch.**

### ***First Job***

J R	S R	F R	S O	J R	S R	YR 1	YR 2	YR 3	GOALS
✓									<b><i>Read ‘Navigating Toward Academic &amp; Career Success’ Guidebook</i></b>
✓									<b><i>Complete the following within the ‘Guidebook’:</i></b>
✓									+ <i>Personal Inventory Exercise</i>
✓									+ <i>Career-Mapping Exercise</i>
✓									+ <i>Academic Major-Mapping Exercise</i>
✓									+ <i>Selecting a College Exercise</i>
✓									+ <i>FAFSA Form</i>
✓									+ <i>ACT / SAT Exam</i>
✓									+ <i>Admissions Essay</i>
✓									+ <i>Self-Assessment Exercise</i>
✓									+ <i>Goal-Setting Exercise</i>

**High  
School**

**College /  
Voc. Sch.**

**First Job**

✓	✓	✓	✓	✓	✓	✓	✓	✓	<i>Review your Top 3 Goals and hold yourself accountable for moving toward achievement.</i>
✓									<i>Strong Interest Inventory: Assesses Interests.</i>
		✓	✓	✓					<i>Research 'Career Areas of Interest' and reach out to those employers offering jobs in these 'Areas of Interest':</i> <ul style="list-style-type: none"><li>• <i>Primary recruiting contact.</i></li><li>• <i>Reputation of company.</i></li><li>• <i>Financial health of company.</i></li><li>• <i>Request informational brochure/recruiting literature.</i></li><li>• <i>Internship opportunities.</i></li></ul>

High School			College / Voc. Sch.			First Job			
✓	✓	✓	✓	✓	✓				<b>Focus on a 3.5 GPA – 3.0 minimum.</b>
✓	✓	✓	✓	✓	✓				<b><i>ELECTIVE</i> classes you should consider taking:</b> <ul style="list-style-type: none"> <li>• <i>Psychology of Human Behavior or Organizational Psychology</i></li> <li>• <i>American History</i></li> <li>• <i>English Comp</i></li> <li>• <i>American Literature</i></li> <li>• <i>Ethics</i></li> <li>• <i>Oral Communication</i></li> <li>• <i>Marketing</i></li> <li>• <i>Philosophy</i></li> </ul>
✓		✓				✓			<b>Select a Mentor to Assist You Going Forward.</b>
✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Design a Network List and Update Each Week.</b>
✓		✓				✓			<i>Look into whether your campus / employer offers a ‘Toastmasters’ chapter. If not, organize one.</i>



High School	College / Voc. Sch.	First Job
-------------	---------------------	-----------

✓	✓	✓	✓	✓	✓	✓	✓	✓	Be a regular participant in <b>'Toastmasters.'</b>
✓	✓	✓	✓	✓	✓	✓	✓	✓	Work on improving your <b>'Research' and 'Writing Skills.'</b>
✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Become involved in extra-curricular activities:</b> <ul style="list-style-type: none"> <li>• Athletics</li> <li>• Student Government</li> <li>• Academic Fraternities</li> <li>• Intramural Sports</li> <li>• Debate Team</li> <li>• Academic Clubs</li> <li>• Drama Club</li> <li>• Band</li> <li>• Choir</li> <li>• College Fraternities / Sororities</li> <li>• Community / Boards</li> </ul>
✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Read One Book or Listen to One CD / DVD per Month</b> (108 by the end of the 9-Year Plan). <i>*Suggested list provided.</i>

<b>High School</b>	<b>College / Voc. Sch.</b>	<b>First Job</b>
------------------------	--------------------------------	------------------

✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Focus on ‘Personal Presence’</b> and how to enhance how you appear.
✓		✓	✓	✓		✓			<b>Meet with academic advisor / career counselor / mentor to discuss your career interests.</b>
✓	✓	✓	✓	✓	✓				<b>Review ‘Impact Interviewing’ guidebook</b> to prepare for college admissions, part-time campus jobs, summer jobs, co-ops, internships, and permanent job.
✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Learn one new word per week.</b> Fully learn the word and use it during the week in some way (468 by end of 9-Year Plan).
✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Begin / Continue your fitness program</b> – 2 days per week minimum.
✓	✓	✓	✓	✓	✓				<b>Apply for a part-time job, internship, co-op, or line up a summer job.</b>
✓	✓	✓	✓	✓	✓				<b>Assume responsibility for a portion of your college costs – scholarships or work-supported.</b>

**High  
School**

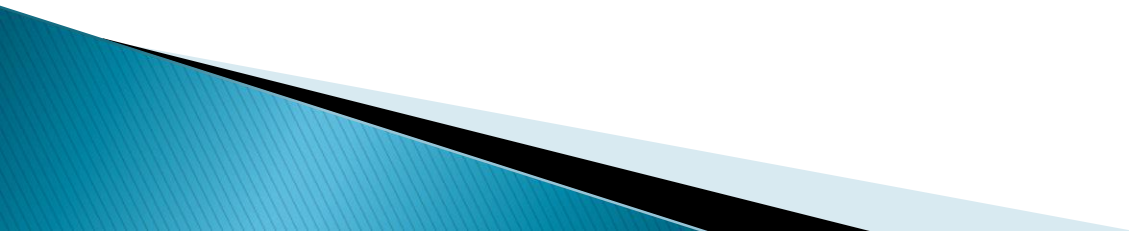
**College /  
Voc. Sch.**

**First Job**

✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Read current events</b> – 30 minutes per day – or watch national news links.
		✓							<b>Enroll in a music appreciation class.</b>
		✓							<b>Enroll in an art appreciation class.</b>
✓	✓	✓	✓	✓	✓	✓	✓	✓	<b>Play golf</b> (if you are not a golfer, take lessons).
✓		✓				✓			<b>PeopleBest Assessment:</b> Assesses Behaviors

# **Suggested Reading / Listening / Viewing List**

## **(1 per Month)**



<b>Title</b>	<b>Author/Presenter</b>	<b>Book</b>	<b>CD</b>	<b>DVD</b>
<i>Navigating toward Academic &amp; Career Success</i>	Bagley, Bagley, Bagley	✓		
<i>GRIT</i>	Duckworth	✓		
<i>7 Habits of Highly Effective People</i>	Covey	✓	✓	
<i>Principle-Centered Leadership</i>	Covey	✓	✓	
<i>First Things First</i>	Covey, Merrill, Merrill	✓	✓	
<i>The Tipping Point</i>	Gladwell	✓		
<i>Outliers</i>	Gladwell	✓		
<i>Blink</i>	Gladwell	✓		
<i>True Professionalism</i>	Maister	✓		
<i>Practice What You Preach</i>	Maister	✓		
<i>Managing the Professional Service Firm</i>	Maister	✓		
<i>Lead the Field Series</i>	Nightingale		✓	
<i>The Strangest Secret</i>	Nightingale		✓	✓
<i>The Vanishing American Adult</i>	Sasse	✓		
<i>How to Work A Room</i>	Roane	✓		
<i>The Exceptional Presenter</i>	Koegel	✓		
<i>The Exceptional Presenter Goes Virtual</i>	Koegel	✓		
<i>Elements Of Style</i>	Strunk & White	✓		



<i>Integrity</i>	Carter	✓		
<i>Civility</i>	Carter	✓		
<i>Emotional Intelligence</i>	Goleman	✓	✓	
<i>Primal Leadership</i>	Goleman	✓	✓	
<i>Care of The Soul</i>	Moore	✓		
<i>The Platinum Rule</i>	Alessandra	✓	✓	
<i>Living the Platinum Rule</i>	Alessandra	✓		
<i>Goals!</i>	Tracy	✓		
<i>Managing Meetings that Get Results</i>	Tracy	✓		
<i>To Sell is Human</i>	Pink	✓		
<i>Swim with The Sharks</i>	Mackay	✓		
<i>How to Build a Network of Power Relationships</i>	Mackay	✓		
<i>Learned Optimism</i>	Seligman	✓		
<i>The Go-Giver</i>	Burg & Mann	✓		
<i>When Pride Still Mattered</i>	Mariness	✓		
<i>The Purpose-Driven Life</i>	Warren	✓		
<i>The Servant</i>	Hunter	✓		
<i>Lean In</i>	Sandberg	✓		
<i>Option B</i>	Sandberg	✓		
<i>The 21 Irrefutable Laws of Leadership</i>	Maxwell	✓		
<i>Thinking for a Change</i>	Maxwell	✓		
<i>Good to Great</i>	Collins	✓		
<i>Impact Interviewing</i>	Bagley	✓		
<i>Leading Change</i>	Kotter	✓		
<i>Essentialism: The Disciplined Pursuit of Less</i>	McKeown	✓		
<i>Own the Room</i>	Su & Wilkins	✓		
<i>Servant Leadership</i>	Greenleaf	✓		

<i>The Story of My Life</i>	Keller	✓		
<i>Harriett (Tubman)</i>	Movie			✓
<i>My American Journey</i>	Powell	✓		
<i>FDR's Splendid Deception</i>	Gallagher	✓		
<i>To Kill A Mockingbird</i>	Movie			✓
<i>Warm Springs</i>	Movie			✓
<i>The Insider</i>	Movie			✓
<i>The King's Speech</i>	Movie			✓
<i>Fog of War</i>	Documentary			✓
<i>Too Big to Fail</i>	Docudrama			✓
<i>Green Book</i>	Movie			✓
<i>Smartest Guys in the Room</i>	Documentary			✓
<i>The Gathering Storm</i>	Movie			✓
<i>Lincoln</i>	Movie			✓
<i>The Book Thief</i>	Movie			✓
<i>Selma</i>	Movie			✓
<i>12 Years a Slave</i>	Movie			✓
<i>John Adams</i>	Movie Series			✓
<i>Last of the Mohicans</i>	Movie			✓
<i>Mississippi Burning</i>	Movie			✓
<i>All the President's Men</i>	Movie			✓
<i>Thirteen Days</i>	Movie			✓
<i>Darkest Hour</i>	Movie			✓
<i>Dunkirk</i>	Movie			✓
<i>Saving Private Ryan</i>	Movie			✓
<i>Hidden Figures</i>	Movie			✓
<i>The Wizard of Lies</i>	Movie			✓
<i>The Social Network</i>	Movie			✓
<i>Ken Burns' 'Vietnam'</i>	Movie Series			✓
<i>Apollo 13</i>	Movie			✓
<i>Brooklyn</i>	Movie			✓
<i>The Imitation Game</i>	Movie			✓
<i>A Beautiful Mind</i>	Movie			✓
<i>JFK</i>	Movie			✓
<i>Gifted Hands</i>	Movie			✓
<i>Invictus</i>	Movie			✓

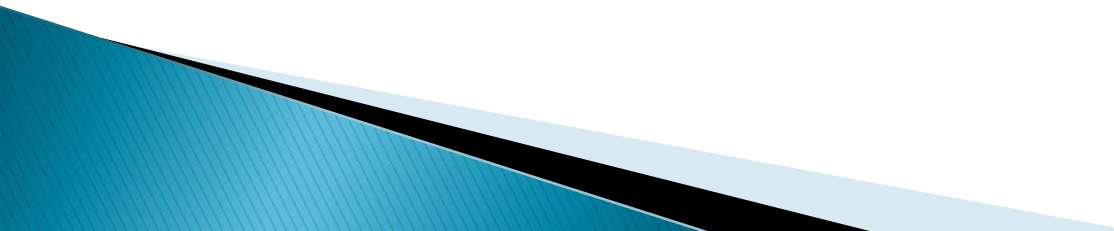
<b>Biographies:</b>				
<i>Abraham Lincoln</i>		✓		
<i>Theodore Roosevelt</i>		✓		
<i>Helen Keller</i>		✓		
<i>Franklin Roosevelt</i>		✓		
<i>Eleanor Roosevelt</i>		✓		
<i>Winston Churchill</i>		✓		
<i>Mahatma Gandhi</i>		✓		
<i>Harry Truman</i>		✓		
<i>Dwight Eisenhower</i>		✓		
<i>Dr. Martin Luther King, Jr.</i>		✓		
<i>Robert Kennedy</i>		✓		
<i>Dr. Benjamin Carson</i>		✓		
<i>John Lewis</i>		✓		
<i>The Last Days of Night: Edison; Westinghouse; Tesla</i>	Graham Moore	✓		✓
<b>Classics:</b>				
<i>One Day in the Life of Ivan Denisovich</i>	Solzhenitsyn	✓		
<i>A Christmas Carol</i>	Dickens	✓		
<i>Crime &amp; Punishment</i>	Dostoyevsky	✓		
<i>A Tale of Two Cities</i>	Dickens	✓		
<i>To Kill a Mockingbird</i>	Lee	✓		
<i>Destiny of the Republic</i>	Millard	✓		
<i>Night</i>	Wiesel	✓		
<i>Soldat</i>	Knappe	✓		

# Chapter 11: Selecting a Mentor to Coach You Going Forward...*P. 66*



# ***Support System***

Once you have gathered this specific information, reach out to one, or more, of the following for personal advice, and, in some cases, a 'real-life' perspective of the career:

- Parent / Guardian
  - ***MENTOR***
  - Teacher
  - Organizations where these careers are housed. (*Most HR professionals are happy to assist in career search activities.*)
  - High School and College Counselors
  - Professional Career Services Counselor
  - ***College or Company Career Counselor***
- 



***“Anyone who has made it had a mentor.”***

*– Harvard Business Review*

# FINAL THOUGHTS

*“In New York City, a Korean family managed to buy a small convenience store in midtown Manhattan. The first thing they did was clean it. The store sparkled with cleanliness. Then they stocked it with all the grocery items they felt the people in their area wanted or needed. They were open early in the morning. They stayed open late at night. They never failed to treat their customers with the utmost respect and civility. They became wonderfully successful.*

*They were open seven days a week. One day, customers coming to the store were surprised to find it closed. On the door was a note explaining the reason why. It read:*

***‘We have gone to Yale University to watch our daughter graduate.’***

The moral of this story is clear. *What the mind of a human can conceive and believe, it can achieve.* It only took an opportunity for this family to realize its dream.”

– Earl Nightingale, *Lead the Field Series*, ‘Achievement’

# QUESTIONS?

