



CAREER VISION

Frequently Asked Questions

What is Career Vision?

Career Vision is a non-profit career planning organization that helps individuals reach their full potential by gaining the self-knowledge necessary to make satisfying career and educational choices. As part of our mission, Career Vision also offers free "Career Literacy" presentations for groups of parents who want to guide their high school and college age children regarding college major and career decisions. They are the only organization of this kind in the nation.

Why is career planning important?

Rapidly changing workplaces and increasing numbers of career choices have made career literacy – knowledge of one's abilities and interests, and of the workplace – essential in successfully adapting to today's job market. The earlier individuals understand their unique talents, the sooner they can apply it to make satisfying career choices. Given that over 50% of Americans are dissatisfied with their jobs, the need for career planning is significant.

Generally, what happens in the career planning process?

Career planning is centered around education and possessing the self-knowledge to make a lifetime of successful career choices. A comprehensive assessment of aptitudes, interests, personality and values paints a realistic picture of an individual's strengths and helps define attainable goals. A career consultant integrates the test results and discusses customized career and educational options with the client during a personalized, one-on-one feedback session. Following the assessment, the client investigates their options, makes a decision, and develops a career plan to implement it, with the assistance of the consultant if needed. Periodically, the client may return to meet with their consultant to get assistance with another decision or to update their plan annually.

When should parents talk to their children about career planning?

There is no magic age for discussing career planning with children, but smart parents start early in the game. Parents should encourage middle school-aged children to learn more about their interests and expose them to a range of different jobs and work environments. Helping children to identify their strengths and encouraging them to ask questions is a great first step in introducing career awareness. At the high school level, a career consultant can help identify a teen's unique talents and recommend career options and work environments that allow that individual to do their best. Career assessments give juniors and seniors information that can be helpful in choosing types of colleges and academic majors.

What keeps parents from discussing career planning with their children?

Several factors can cause parents to shy away from these discussions. Parents often worry about the fear of being overly directive toward their children. Plus, there are preconceived notions that teens will not listen to their parents and do not want to be told what to do. As an expert third party, career consultants can facilitate the first of many constructive college and career conversations between parents and their children. Career assessment results provide the tools for these discussions.

Isn't career and educational planning from high school guidance counselors enough?

High school guidance departments are simply not staffed to provide comprehensive and individualized career planning services. With a typical student caseload of over 500 and a myriad of responsibilities, guidance counselors do their best to provide glimpses of different educational and career choices. However, it is often too general and infrequent to be of value. Professional career planning uses the best tools to provide detailed, individualized information and directly applies that information to selecting college majors, careers, and work environments that will be most successful and satisfying for the student.

Direction. Decisions. Satisfaction.



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College is costly enough as it is. Why should parents invest in career planning?

Research shows that 30% of all college students take five years or more to complete their undergraduate degree, often due to switching majors, transferring schools, and career uncertainty. Investing in professional career planning and helping students find direction faster than trial and error can lead to tuition savings for parents in the long-run. Even one additional year at a private college at an average of \$30,000 and the loss of a first job's salary at \$25,000 represents an additional financial liability of \$55,000. Professional career planning costs far less. It's like an insurance policy to protect your investment in college.

Can career planning help college students select a major?

Yes. With some universities offering over 150 undergraduate majors, choosing just one can be overwhelming. Objective career assessments conducted by career experts can increase a student's confidence in their choice, or narrow their focus for directed exploration. Career planning can also provide a powerful sense of direction, increasing the student's motivation to succeed.

If college is a time of experimentation, won't my child eventually find the right career path?

Few families can afford the luxury of time and money to fund open-ended exploration in the first few years of college. Satisfying and successful career and college major choices have direction and purpose. Once your child understands what careers, jobs, and work environments allow them to do their best, they can make an informed choice of major and a career path.

Why don't more professionals and parents take advantage of professional career planning?

Sometimes parents assume that their child is getting all the guidance they need from school counselors. Sometimes parents and adults looking to make a change are just not aware of credible career planning resources. Obtaining an in-depth assessment and consulting with a career professional is a new but growing strategy to use for both students and mid-career adults. It's essential for effective career management. In the world of today, this is one way individuals gain a competitive advantage over others and know more confidently what it takes to achieve success and satisfaction for themselves.

How is the Ball Aptitude Battery different from other assessment tests?

Most other assessments used in career counseling provide subjective information about interests or personality. While this is very helpful, an aptitude assessment like the Ball Aptitude Battery provides objective information on an individual's potential to learn the skills required for specific tasks, which are related to jobs. Knowledge of your unique aptitude profile helps you identify jobs and work environments that are a good match for you, which increases your chance of long-term satisfaction and success on the job. Also, your aptitude profile remains stable over time so you can continue to use it as a sound basis for educational and career decisions throughout your life.