



Jaisrikrishna!



CAREER GUIDANCE CELL

An arm of
Vidarbha Pradeshik Maheshwari Sangathan
Presents.....

VIDARBHA PRADESHIK MAHESHWARI CAREER GUIDANCE CELL



Seminar on Career Planning



“Opportunities are available to the person who holds the degree and not the degree.”



What do we want to be?

Entrepreneur,
Civil Servant,
Doctor,
Engineer,
Teacher,
C.A.,
M.B.A.,
Administrator,
Fashion Designer,
Economist



What do we want ?

- Stability and Respect in society
- Money
- Fame
- Satisfaction
- Security
- Happiness and Joy

Don't we ?



Causes of **failure** in career



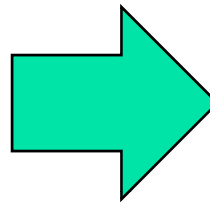
Career not matching
with one's **potential,**
interest, personality



Why does one go for a mismatch career ?

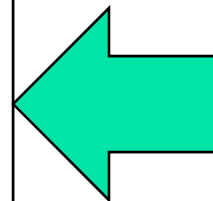


◆ Parental influence



- ◆ My father is an Engineer, Doctor or C. A.
- ◆ My brother is an engineer and I also want to do it.
- ◆ My mother is a lecturer and she has told me about it.
- ◆ My maternal uncle is a lawyer and he has told me about it.

- ◆ This will ensure a good job.
- ◆ This is a growing sector, many opportunities.
- ◆ I have heard that it is a very good career.



Opportunity perception



Why does one go for a **mismatch** career ?



- ◆ Peer pressure
- ◆ Lack of knowledge or information

“My friends would go for this”
“All of my friends will prepare for MBBS”

- ◆ Parental pressure

“My Parents say I should go for MBBS”
“My Parents want me to take care of the business”

- ◆ **Lack of resources**



The Need of the Hour.

Effective Career Management.

which should be a:

- ✚ Systematic approach
- ✚ Objective
- ✚ Individualized



CAREER MANAGEMENT



“The Three step Mantra”

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CAREER MANAGEMENT



*Know
ourselves*



*Best Career
Opportunities*



**Take
ACTION**



Know ourselves...

What should one know
about **oneself**?



How to know ourselves...



Just carry out exercise

What are our interests and talents?

Note down at least 5 interests and 5 talents on a piece of paper



Know ourselves...

Exercise

We should not proceed till we
have finished the exercise



Know Yourself...

Identification of

- ✚ Interests
- ✚ Inclinations
- ✚ Talent
- ✚ Skills
- ✚ Strengths
- ✚ Areas to improve upon
- ✚ Personal Characteristics

How?

- ✚ Inputs from parents, friends and other family members
- ✚ Hobbies
- ✚ Extra-curricular activities
- ✚ **Scientific Career assessment program**



Examples of interests & talents



Writing

Singing

Reading

Painting



Communication

y in Sports

Listening

Dancing

Sports





What aptitude is
Justice R. C. Lahotiji gifted with?

Sachin Tedulkar is gifted
with this talent



Success Mantra



Every successful professional in a certain career, possesses certain aptitudes that increases their effectiveness.



- Guru Shankaracharya is gifted with Numerical aptitude
- Successful Designers are gifted with good observation & visualization ability



PERCEPTIONS ABOUT EXPLORING CAREERS



- Looking only at 2-3 careers...
- Limited awareness of other avenues
- Perception about those 2-3 careers
 - There is more opportunity in this career
 - There is more status & prestige in this career - Social acceptability
- Apprehension to try new things

We may be tempted to have our son or daughter major in a particular field because it's "hot" and the job prospects and earning potential are very high.

Reality – the career is hot for us if we have the required interest, potential and the personality to meet the requirements of the Career

Do we know there are 200+ possible career options today?



Pointers for Exploring Careers...



■ Know more about the career of your choice

■ Nature of work

■ Work roles

■ Emerging trends

■ Career path / Study route

■ Prospects

■ Related careers/ back-up options

■ How?

■ Reading

■ Surfing

■ Career Talks

■ Seminars

■ Self Awareness Workshops

■ Career Exhibition

■ Career Guidance



Some Career Options...

- R and D...May leads to Noble Thinker
- VEDIC MATHEMATICS
- Professor, Assoc. Professor, Lecturer, Teacher
- Application of Animation in Education
- Application of software in education
- Engineering, Architecture, Robotics, Nanotech
- Medicine, Para-medicine, Pharmacy, Nursing
- Biological Sciences, Physical Sciences



Offbeat Career Options..

- Merchant Navy, Defense, Commercial Pilot, Product Designing, Basic Sciences, Training Psychology, Economics, Languages, Social Work, C.A., C.S., Management, Journalism, Advertising, Fashion Designing, Commercial Art, Hotel Management, Law, Civil Services, Nutrition & Dietetics, Broadcast Journalism
- Fitness Training, Game Designing, RJ, VJ, Instructional Designing, Merchandising, Cinematography and many more.....



Taking Action...



- Which career is most suited
- Best route to reach there
- Develop important skills needed
- Develop the right attitude for Success

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Taking action...



Making the right decisions

Honing key skill

SSC

- ✓ Selecting the right stream
- ✓ Professional programs after XII

- ✓ Exploring talents
- ✓ Developing confidence
- ✓ Public speaking

HSC

- ✓ Identifying degree options
- ✓ Preparing for Entrance exams

- ✓ Using talents
- ✓ Setting goals
- ✓ Effective Time management
- ✓ Developing critical thinking skills

Graduation

- ✓ Identify PG options
- ❑ Part time job / project options
- ✓ Preparing for entrance exams

- ✓ Communications skills
- ✓ Interpersonal skills
- ✓ Enhancing creativity
- ✓ Taking initiative

Post Graduation

- ❑ Getting placements with best institutes

- ✓ Leadership
- ✓ Planning and organizing



CAREER ASSESSMENT PROGRAM

*Know
ourselves*

- Aids in all 3 Stages

*Best Career
Opportunities*

**Take
ACTION**



CAREER ASSESSMENT PROGRAM

Our Career Planning Approach

Know Ourselves
(Knowing Interests, Aptitude,
Personality)

Exploring Careers
(Based on Interests, Aptitude,
Personality)

Taking action
(Planning Education and Skills
development)



CAREER ASSESSMENT PROGRAM

Focuses on identifying one's strengths, potentials, one's areas of interest and personal qualities.

Intensive career guidance and counseling is done to aid the student in making effective and informed career choices.

The various aspects covered are:

- Short-listing of Professional Options (Engineering, Designing, Medicine), which *facilitates the process of planning their careers*
- Career Information about the options recommended to the students. This information would cover
 - ✚ Premier institutes and the eligibility criteria
 - ✚ Work roles
 - ✚ Important personal skills and qualities required
 - ✚ Future prospects
 - ✚ Information about entrance exams and scholarships
- Choice of suitable stream (Arts, Commerce, Science), which is an *immediate need* for SSC students.



CAREER ASSESSMENT PROGRAM

BENEFITS

- Awareness of one's strengths and potential.
- Clarity regarding the areas of interest and personal qualities
- Focus on the career front and motivation to explore the career process on the basis of guidelines provided
- Charting a clear career path for the students
- Charting a clear career path for the parents to enable them to act as facilitators in their child's pursuit for achieving success in the chosen career

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CAREER ASSESSMENT PROGRAM

- Areas Assessed

- Interest
- Aptitude
- Personality



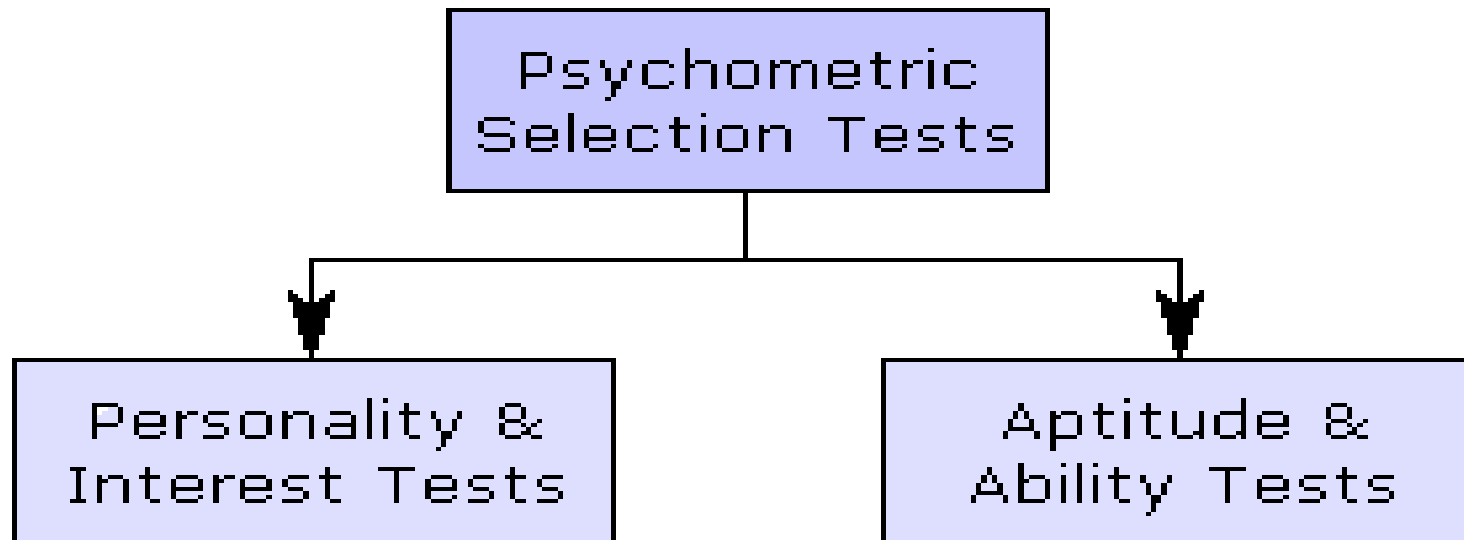
Evaluating Interest...



- Things that grab our curiosity; activities that give pleasure
- Need to assess the interests and match them with job profiles to see how they can be incorporated into a professional career



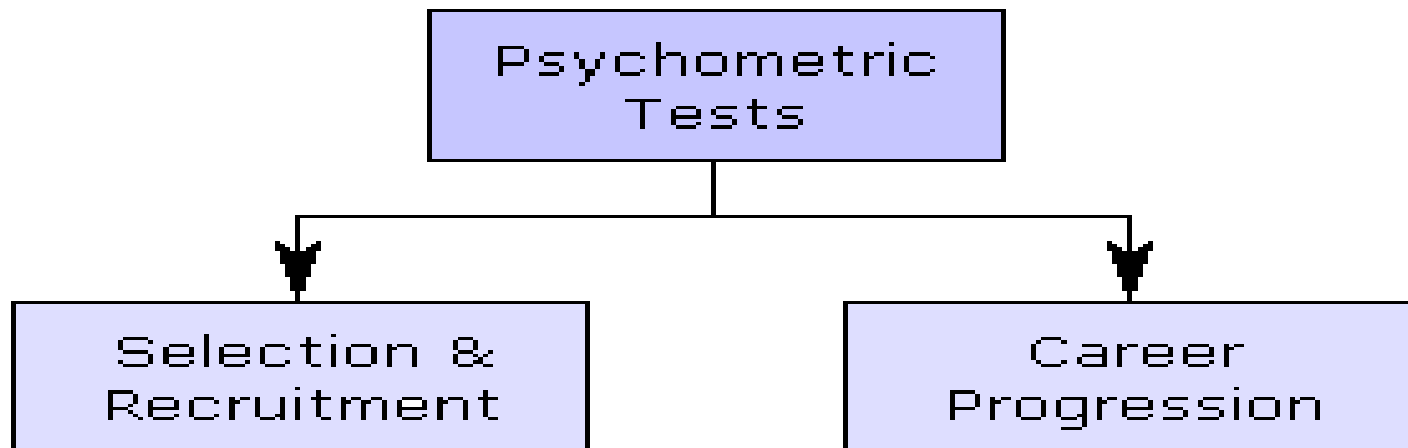
Psychometric tests for
Career assessment Interest Test





A psychometric test must be:

Objective, Worldwide Standardized, Reliable, Predictive and Non Discriminatory





Aptitude...



Output of Career Assessment Aptitude Test

Every job requires a specific set of skills / abilities to perform them effectively

- Verbal Ability
- Numerical ability
- Abstract Reasoning
- Spatial ability
- Mechanical Reasoning
- Fault Diagnosis
- Data Checking
- Work sample
- Clerical ability
- Reasoning ability



Test Papers	No.of Ques.	Time Limit
Numerical Aptitude		
<u>Numerical Computation</u>	30	10 mins
<u>Numerical Estimation</u>	35	10 mins
<u>Data Interpretation</u>	25	20 mins
<u>Numerical Critical reasoning</u>	22	20 mins
<u>TOTAL</u>	112	60 mins



Test Papers	No.of Ques.	Time Limit
Verbal Aptitude		
<u>Spelling</u>	75	10 mins
<u>Word Meaning</u>	40	10 mins
<u>Word Relationships</u>	30	15 mins
<u>Verbal Comprehension</u>	20	10 mins
<u>Verbal Critical Reasoning</u>	8	20 mins
<u>TOTAL</u>	173	65 mins
Abstract Reasoning Ability		
<u>Abstract Reasoning</u>	25	20 mins
<u>Diagrammatic Reasoning</u>	30	20 mins
	55	40 mins



Test Papers	No. of Ques.	Time Limit
Spatial Ability		
<u>Spatial Ability</u>	45	20 mins
Technical Ability		
<u>Mechanical Reasoning</u>	20	15 mins
<u>Fault Diagnosis</u>	12	10 mins
Clerical Ability		
<u>Data Checking</u>	40	15 mins
<u>Concentration/Work Rate</u>	12	5 mins
GRAND TOTAL	459	230 mins

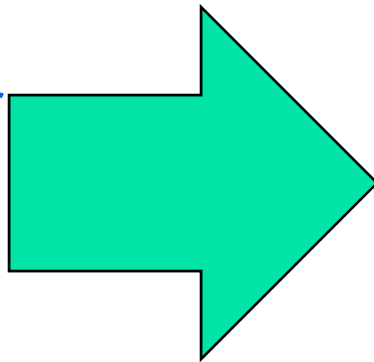


Evaluating Interest...



14 Areas marked on a
scale of 1 to 10

*Output of Career
assessment
Interest Test*

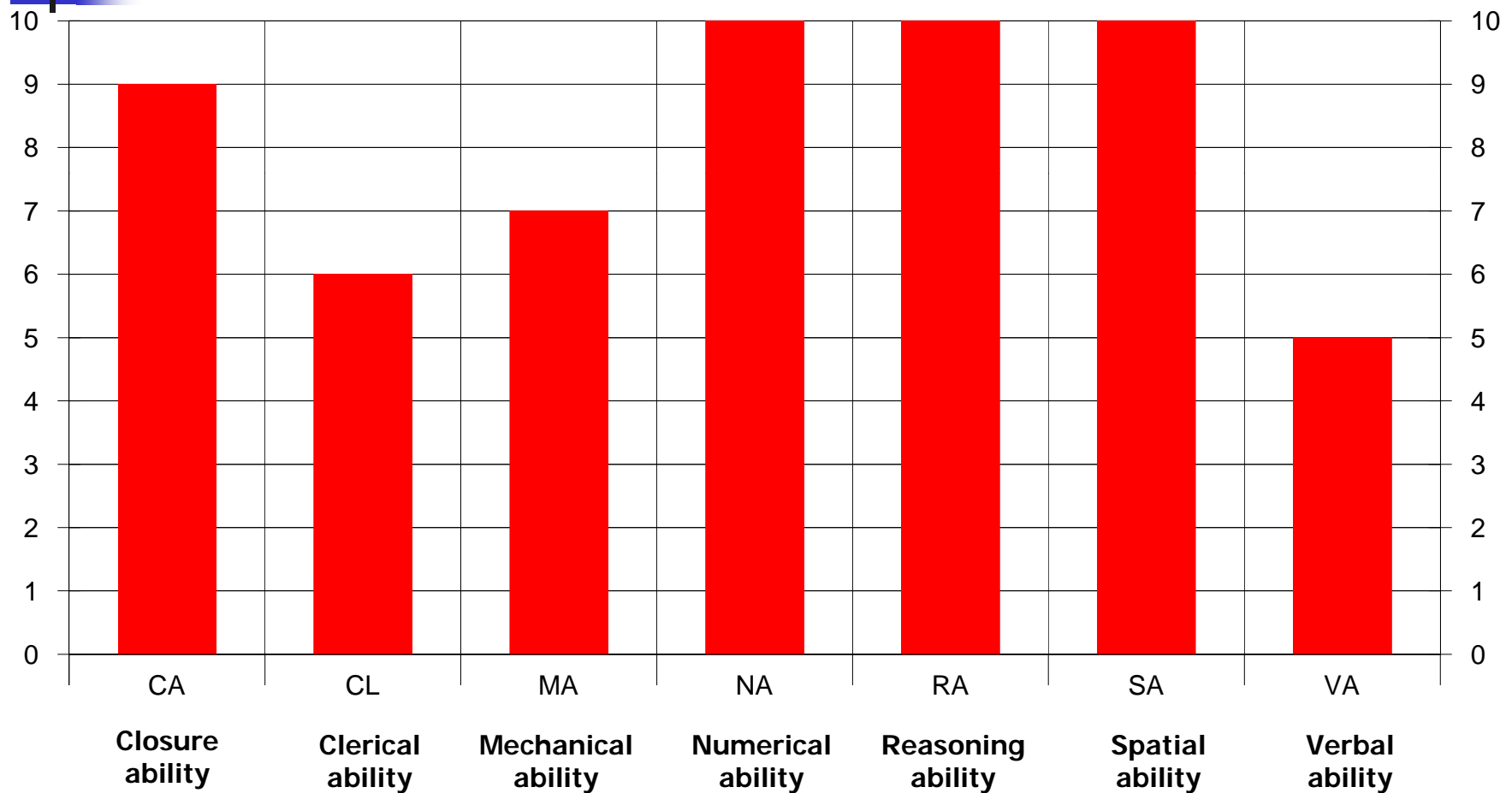


Working with Numbers	8
Health & Science	2
Music & Arts	8
Writing & Mass Communications	2
Commerce	5
Helping others	7
Engg. & Construction	5
Protective Services	8
Law & Politics	1
Teaching & Training	3
Business, Sales & Marketing	8
Office & Project management	6
Working with Computers	3
Nature & Outdoor	8



Aptitude...

Every job requires a specific set of skills / abilities to p
Output of Career Assessment Aptitude Test





Personality...



Motivational drives, needs and attitudes are important factors in determining career choices

14 personality factors marked on a scale of 1 to 10

 *Output of Career Assessment Personality Test*

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Best Career Options for success...

Numerical Computation		Operatives	Supervisory	Management
Craft & Technical		Y	Y	Y
Clerical & Administrative		Y	Y	Y
Police, Fire, Military etc.	Y			
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Numerical Estimation		Operatives	Supervisory	Management
Craft & Technical		Y	Y	Y
Clerical & Administrative		Y	Y	Y
Police, Fire, Military etc.				
Management Trainee				
Graduate & Professional				



Best Career Options for success...

Data Interpretation		Operatives	Supervisory	Management
Craft & Technical				Y
Clerical & Administrative				Y
Police, Fire, Military etc.		[Greyed out area]		
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Numerical Reasoning		Operatives	Supervisory	Management
Craft & Technical				Y
Clerical & Administrative				Y
Police, Fire, Military etc.	Y			
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Spelling		Operatives	Supervisory	Management
Craft & Technical		Y	Y	Y
Clerical & Administrative		Y	Y	Y
Police, Fire, Military etc.	Y			
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Word Meaning		Operatives	Supervisory	Management
Craft & Technical		Y	Y	Y
Clerical & Administrative		Y	Y	Y
Police, Fire, Military etc.	Y			
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Word Relationship		Operatives	Supervisory	Management
Craft & Technical			Y	Y
Clerical & Administrative			Y	Y
Police, Fire, Military etc.	Y			
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Comprehension		Operatives	Supervisory	Management
Craft & Technical			Y	Y
Clerical & Administrative			Y	Y
Police, Fire, Military etc.	Y			
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Critical Reasoning		Operatives	Supervisory	Management
Craft & Technical				Y
Clerical & Administrative				Y
Police, Fire, Military etc.				
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Abstract Reasoning		Operatives	Supervisory	Management
Craft & Technical			0	Y
Clerical & Administrative			0	Y
Police, Fire, Military etc.	0	0 - Occasionally used in selection.		
Management Trainee	Y			
Graduate & Professional	Y			



Best Career Options for success...

Diagrammatic Reasoning		Operatives	Supervisory	Management
Craft & Technical				
Clerical & Administrative				
Police, Fire, Military etc.		Usually restricted to Information Technology selection tests.		
Management Trainee				
Graduate & Professional	Y			



Best Career Options for success...

Spatial Ability		Operatives	Supervisory	Management
Craft & Technical		Y	Y	Y
Clerical & Administrative				
Police, Fire, Military etc.	Y	0 - Occasionally used in selection.		
Management Trainee	0			
Graduate & Professional	0			



Best Career Options for success...

Mechanical Reasoning		Operatives	Supervisory	Management
Craft & Technical		Y	Y	Y
Clerical & Administrative				
Police, Fire, Military etc.	Y			
Management Trainee				
Graduate & Professional				



Best Career Options for success...

Fault Analysis/Diagnosis		Operatives	Supervisory	Management
Craft & Technical		Y	Y	Y
Clerical & Administrative				
Police, Fire, Military etc.	M	M - Usually restricted to technical roles in military		
Management Trainee				
Graduate & Professional				



Best Career Options for success...

Data Checking		Operatives	Supervisory	Management
Craft & Technical				
Clerical & Administrative		Y	Y	
Police, Fire, Military etc.		[Greyed out area]		
Management Trainee				
Graduate & Professional				



Best Career Options for success...

Concentration		Operatives	Supervisory	Management
Craft & Technical				
Clerical & Administrative		Y	Y	
Police, Fire, Military etc.		[Greyed out area]		
Management Trainee				
Graduate & Professional				



Ensuring Extra Edge!

- ☞ Academics – top priority
- ☞ Extra – curricular activities
- ☞ Foreign Language
- ☞ Vedic math tricks and English concepts

Development of right set of skills

- ☞ Communication
- ☞ Public Speaking
- ☞ Interpersonal Skills
- ☞ Life Skills (handling pressures, managing stress, effective management of time, creativity...)



TO KNOW MORE MEET ME AT THE DESK
OR
CONTACT MYSELF
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VIDARBHA PRADESHIK MAHESHWARI CAREER GUIDANCE CELL



Thanks!

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