Career interests

Daniela Klammer
What enters career decisions?

Skills –
What can you do?

Values –
What matters to you?

Interests –
What do you enjoy doing?

Personality –
Where can you be who you are?
Holland’s theory of vocational personalities
Holland code

• Most people resemble a combination of six vocational personality types with different weight of these types
• “Holland code”: Top three types or rank ordering of all six types
• Work environments can be categorized via RIASEC types as well
• Individuals search for and enter work environments that permit them to exercise their skills and abilities, express their attitudes and values, and take on agreeable problems and roles
• Congruence: degree of fit between personality type and work environment type; good fit → job satisfaction, stability, performance
Jobs for STEM PhDs

• Let’s try to think which career options for STEM PhDs fall in which category
Jobs

- academic affairs expert
- business analyst
- business development expert
- career advisor
- computational engineer
- conflict manager
- consultant
- data scientist
- diversity expert
- engineer
- entrepreneur
- executive
- experimental scientist
- financial analyst
- fund raising expert
- graduate school expert
- grants advisor
- journal editor
- group leader
- lecturer (teaching focused)
- manager
- mathematician
- medical scientific liaison
Jobs

- medical/technical writer
- microscopy expert
- patent lawyer
- postdoc
- product manager
- program manager
- project manager
- quality control expert
- R&D engineer
- regulatory affairs
- sales expert
- science communication expert
- science event manager
- science journalist
- science policy officer
- science writer
- social media expert
- software developer
- start up founder
- teacher
- technician
- technology transfer expert
Supervisor, teacher/teaching focused career, trainer, career counselor, mediator, scientist, science writing (books, journalism), science communication, social media, jobs at core facilities, technical R&D jobs, lab jobs, experimentalists.

Program manager, data scientist, event organization, regulatory affairs, quality manager, science policy, medical/technical writing, patent lawyer, start up founder, entrepreneur, group leader, manager, fund raising, medical scientific liaison, consultant, project manager, science, R&D, data science, engineer, analyst, software development, consultant, science policy.

Conventional (or organizer): Likes well-structured tasks, working with data; is responsible, detail-oriented, conscientious, compliant, careful, organized.

Realistic (or doer): Likes concrete over abstract problems, working outdoors with machines, tools, animals or plants; is physical, practical, hands-on.

Investigative (or thinker): Likes to observe, research, analyze; is curious, reserved, logical, unconventional, explorative, scholarly, intellectual.

Artistic (or creator): Likes unstructured challenges that call for creative solutions; is imaginative, intellectual, original, impulsive, expressive.

Enterprising (or persuader): Likes to lead, manage or influence others; is competitive, assertive, confident, outgoing, energetic, optimistic, ambitious.

Social (or helper): Likes helping others, using interpersonal skills; is friendly, patient, responsible, caring, generous, cooperative.
Holland Code (RIASEC) Test

• https://openpsychometrics.org/tests/RIASEC/
Remarks on using Holland codes

• Many scientists will be investigative type
• What are your second and third ranked types?
• Interests can change over time due to new experiences, environments, professional relationships, expectations
Critical remarks on Holland’s theory

• Does imply that vocational types are very static, today’s job market is much more dynamical and people change their interests
• Judgmental wording
• Mixture between interests and personality
• Maintains some stereotypes (e.g. scientists are reserved)
• Societal change taken into account?
Career interests not so clear?

• What do you enjoy most among your work tasks?
• What do you not like at all? Why? What is the opposite of it?
• Hobbies or activities in your spare time that give important hints?
Is “Do what you love” always the answer?
4 basic needs of humans (Klaus Grawe)

• Orientation, control
• Gaining pleasure/ avoiding discontent/displeasure
• Relationships, belonging
• Protection and elevation of self-esteem

Variations between people what creates sufficient fulfillment of these needs depending on genetic predisposition, development and education, and environment
Maslow’s hierarchy of needs
Diversify your options

• Figure out your interests
• Try to transfer them to different environments
• What is it specifically about being an intern/PhD student/postdoc you like? Be as specific as possible? Where can you find similar activities?
Next week

Tue: Careers in higher ed and public sector beyond professor track
Wed: Skills & CV writing