

Family & Culture Assessment

Part 1: Family Career Genogram: Based on the Career Genogram Exercise by Sears, B.J. & Gordon, V.N. (2002). *Building your career: A guide to your future* (3rd ed.). Prentice-Hall: Upper Saddle River.

Instructions: Consider the people who have influenced your career perceptions. Describe their work, whether paid or unpaid, and list any education or training that prepared them for that field.

	Careers/Jobs
Parent(s)/Guardian(s)	
Sibling(s)	
Cousin(s)/Same generation family members	
Grandparents	
Aunt/Uncle(s)	
Other family	
Friends	

1. Do any career fields or specific occupations show up repeatedly in your family? If so, which ones? (examples: business, law, military, education, medicine) When you were young, was there anyone whose job interested or impressed you?
2. What levels of socioeconomic status are apparent or reflected in your family career genogram? (examples: blue collar, professional)
3. What were the work values in your family? (examples: security, high salary, helping others)
4. Did your parent(s)/guardian(s) work outside of the home? If they both worked outside of the home, how did that influence you? If only one worked outside of the home, how did that influence you?
5. Do any family members want you to pursue a career that they were unable to pursue? If so, who and what is the career?

Part 2: Culture Assessment: Based on the Career-O-Gram (Thorngren & Feit, 2001); and “Reflections” in Finding Your Own North Star, by Martha Beck

1. Recall your earliest career ambition. How old were you when you developed this goal?
2. What important people in your life encouraged/discouraged you in this pursuit?
3. Was this choice similar to that of other people in your culture?
4. Has your ethnic group influenced you in any way?
5. How does the American culture affect you?
6. What messages did you receive as a male/female about your career choice?
7. How powerful do you consider yourself in making career decisions?

Part 3: Questionnaire for Family and Friends: Based on the Significant Other Questionnaire (Active Engagement, Norman Amundson, 1998)

Instructions: People who know us really well are in a good position to reflect on our experiences and come up with ideas about possible career choices. Ask family members and close friends the following questions.

1. What are my strengths?
2. What are my interests?
3. How would you describe my personal characteristics?
4. What positive changes have you noticed over time in me, especially in relation to work and career development?
5. Do you think there are areas where I can grow and develop?
6. If you were to suggest the ideal job or career prospects for me, what would they be?