



Your Career Planning Process can include 4 steps, (D.I.G.S.):

- D** - Discover
- I** - Investigate
- G** - enGage
- S** - Succeed



Career Assessments help you Identify and understand your V.I.P.S....

V = Values

I = Interests

P = Personality

S = Skills

Assessment	What does it measure?	How to take it?
Focus 2	Values, Interests, Personality, Skills (VIPS) and Leisure. Also 8 Competencies (Soft Skills).	See Focus 2 pages "Getting Started" and "Student Dashboard" for instructions.
SparkPath Challenge Cards	Discover a career path based on real-world challenges that go beyond job titles.	See page "Sparkpath Challenge Cards" for instructions.
Keirsey Temperament Sorter	Personality	See a Career Counselor for more information.
Strong Interest Inventory	Interests	See a Career Counselor for more information.
California Career Zone	Interests, Skills, Work Importance	Register at cacareerzone.org
O*Net Career Exploration Tools	Interests, Work Importance	Access at onetcenter.org/tools.html

- **Interests:** Things you enjoy doing.
- **Leisure Interests:** What you enjoy doing and how it can relate to the world of careers.
- **Personality:** Different personality types tend to have distinct preferences in their choice of careers.
- **Skills:** Your abilities, talents, and strengths.
- **Values:** What is most important to you in a job (income, job security, flexibility, leadership, contribution, etc.)?
- **Work Importance:** Identify occupations that you may find satisfying based on similarity between your work values and the characteristics of occupations.



When should you use FOCUS 2

Use FOCUS 2 throughout your college years and as alumnus. FOCUS 2 can be used in different ways throughout all stages of your education and career planning according to your personal needs.

1st or 2nd year student:

- Understand the career planning process
- **Self-awareness** - learn about yourself through the assessments
- **Explore Majors** at your college that match your interests and support your career goals
- **Explore career fields and occupations** that appeal to you
- Develop an Action Plan
- **Make informed decisions** about your major and career

Upper Classman (juniors and seniors) and Alumnus:

- Ongoing career exploration and awareness
- Gain experience; Make career plans
- Plan for advanced education and training
- Explore future options for transitioning into specialized occupations

How much time does it take to use FOCUS 2?

Typically, the total time spent by students the first time they use FOCUS 2 ranges from 1 to 2 hours. Of course, you can spend as much time as you wish.

Things to Keep In Mind

- Use FOCUS 2 online on any phone, tablet, PC or MAC computer or IPAD anywhere, anytime.
- FOCUS 2 always saves your results.
- You can change your mind about earlier choices, repeat a section and explore new options.
- Your results are stored online and are always available to you and your career counselor/adviser.
- **Remember to save the majors and occupations that appeal to you as you review them.**

New Users: Create your account online at bit.ly/focus2fresnostate. Click the blue "REGISTER" button.

- Input your name and Fresno State Email
- **FOCUS 2 Access Code*: bulldogs**
- **Username and Password:** These are new logins. If you'd like, you can make them the same as your my.fresnostate.edu logins.

Returning Users: Access your account anytime by entering your username and password on the log in page for FOCUS 2

- The log in is **cAse seNsitive**. Make sure you type your username and password correctly.



The dashboard is divided into several sections:

- Career Planning Foundations:** Includes 'My Career Planning Involvement', 'My Academic Strengths', and 'Am I Career Ready?'.
- Self Assessment:** Includes 'Work Interest Assessment', 'Values Assessment', 'Personality Assessment', 'Leisure Assessment', 'Skills Assessment', and 'Combine Your Results'.
- Explore the Possibilities:** A section for exploring occupational and educational options.
- Take Action:** A section for creating a road map of academic and career experiences.
- Diane AllPhases Reports:** A summary of assessment results and saved preferences, including 'Your Saved Occupations', 'Your Saved Majors', 'Your Saved Colleges', and 'Your Summary Report'.

1 Complete all the Career Planning Foundations and All 5 Self Assessments to begin learning more about yourself.

2 You can explore your assessments results and career matches after taking each individual assessment.

3 Combine your Results: we recommend you Combine Assessments to narrow down your career matches.

SPECIAL NOTES:

- Occupation suggestions are not ranked by highest match.
- As you explore your occupational matches, Click on the **Job Family** column title to group similar occupations together.

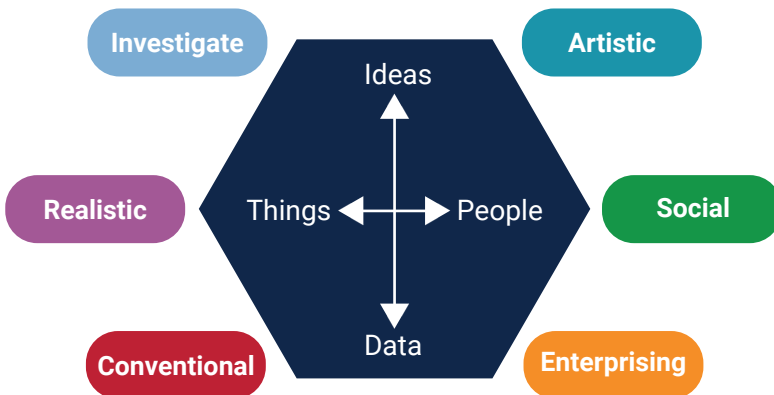
4 You can **explore all the majors at Fresno State** here and learn about potential careers related to each major.

5 As you learn about majors and careers, **"Save this Occupation"** and **"Save this Major"** to store your selections. You can view all your saved occupations/careers and majors here!

Begin Understanding Your Career Matches

The Holland Hexagon - Work Interests and Leisure Interests Assessments:

Most career interest assessments are based on the Holland Hexagon. If you discover your “Holland Code,” this might help your understanding. The hexagonal model shows the relationship between the personality types and environments. Notice that the personality types closest to each other are more alike than those farther away. You can see this most clearly, when you compare the personalities opposite each other on the hexagon.



- R (Realistic)** - Doers [hands-on, product orientated]
- I (Investigative)** - Thinkers [analytical, research orientated]
- A (Artistic)** - Creators [self-expressive, idea orientated]
- S (Social)** - Helpers [helpful, service orientated]
- E (Enterprising)** - Persuaders [persuasive, results orientated]
- C (Conventional)** - Organizers [orderly, data orientated]

Investigate: Majors and Careers

Explore the Fresno State Majors using our academic catalog: fresnostate.edu/catalog

“What Can I Do With This Major?”: fresnostate.edu/careers

- Scroll to the 24/7 Resources section of our home page, click on the “**What Can I do with this Major?**” link and begin exploring major to career options.
- Use the “**Print Version**” to view the information in an easier to read format.
- On the website version, scroll to the bottom of the webpage to find additional web career resources.

Job Outlook by College and Major: fresnostate.edu/careers

- Scroll to the 24/7 Resources section of our home page, click on the “**Job Outlook by College and Major**” link and begin exploring major to career options specific to Fresno State majors.
- **Explore potential careers**, learn about salaries and job outlook, and scroll to the bottom of each sheet to **learn about recent graduates’ jobs and average starting salaries**.

Learn more about careers (job duties, how to become..., job outlook, earnings/pay, skills,etc.):

- Occupational Outlook Handbook: bls.gov/ooh
- O*Net: onetonline.org
- CareerOneStop: careeronestop.org