

Individualized Career Development Plan – BSPS

This plan will allow you to tailor your career discovery and goals specifically to who you are and what you are looking for in life. It requires your commitment as this is an ever-changing document, growing and developing as you grow and develop. This plan also emphasizes the gathering of input from various sources and encourages you to synthesize the information from activities and self/option exploration into SMART goals.

You will do a self-assessment, exploring your strengths and weaknesses, values, goals, beliefs and life preferences. You will later need to evaluate how you will incorporate these into your future career.



Name: _____

Email: _____

Expected Graduation Date: _____

Self-Awareness

Before you can make a decision about your career, consider what things are influencing that decision.

- What are some internal or external barriers that I face in meeting my career goals?

- How will I overcome these barriers? What resources can I use?

What do you envision in your future?

Please write any thoughts, feelings, or ideas you hold for your future in the space below. Let the following questions guide your vision of the future. Put pen to paper without stopping until space is filled.

- When I think about a happy life, what does that include? What inspires me?
- What am I passionate about?
- Who do I aspire to be?
- What do I want to accomplish in the future?

Self-Knowledge

Self-knowledge includes a clear understanding of your values, interests, and skills. **Values:** Guiding principles that reflect what is most important to you in life. **Interests:** Topics you enjoy reading about and activities that leave you energized. **Skills:** Developed talents or abilities. Review and write your answers to the following questions below.

Values

- Favorite and least favorite aspects about past experiences that I have had?

- What does success mean to me? What makes my life and work meaningful?

- What are my top 3 values? 1 _____ 2 _____ 3 _____

Interests

- What do I enjoy doing? What kind of clubs/organizations am I interested in joining?

- What is a gap in society that I would enjoy helping to fill? (e.g. knowledge of medication)

- What are my top 3 interests? 1 _____ 2 _____ 3 _____

Skills

- What do people I am close to say I do well?

- What am I better at than most people? What is a unique strength I can bring to the picture?

- What are my top 3 skills? 1 _____ 2 _____ 3 _____

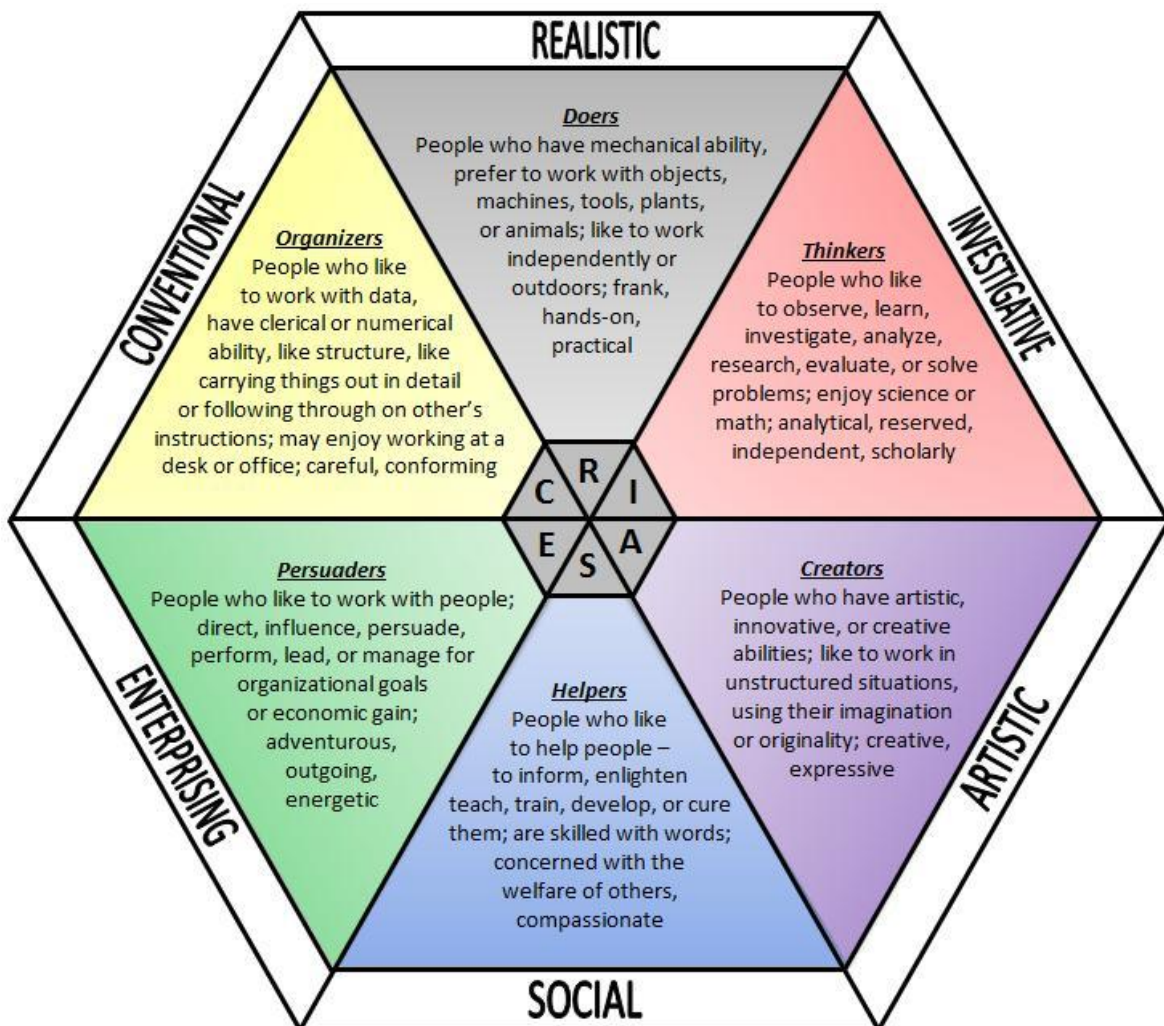
Find My Ideal Work Environment

The goal of this activity is to help you find work environments and careers that are a good match for you. This exercise is based on Dr. John Holland's theory that people and work environments can be classified into six general groups: **Realistic, Investigative, Artistic, Social, Enterprising, and Conventional**.

Imagine that you walk into a party with six groups of people. The descriptions of the type of people in each group are in the boxes below. Choose the group you are most drawn to and the people you would most like to meet and talk with. After that, find the second group you are most interested in, and then the third group.

For example, if you chose the Realistic, Enterprising, and Social groups, your codes would be RES.

List your Holland Codes: Choice 1 _____ Choice 2 _____ Choice 3 _____



Career Options that Match with my Holland Code:

Researching Options

List your top occupations/ specializations below. Using the online resources on the next page, explore these options and answer the below questions.

Occupation #1 _____

Job Details:

- Pay: _____
- Job Outlook: _____
- Education needed: _____

Pros:

- Fit with interests, values & skills? How?

- Feedback from those in the field:

Cons:

- Lack of fit with interests, values, skills?

- Feedback from those in the field:

Other Thoughts:

Occupation #2 _____

Job Details:

- Pay: _____
- Job Outlook: _____
- Education needed: _____

Pros:

- Fit with interests, values & skills? How?

- Feedback from those in the field:

Cons:

- Lack of fit with interests, values, skills?

- Feedback from those in the field:

Other Thoughts:

Occupation #3 _____

Job Details:

- Pay: _____
- Job Outlook: _____
- Education needed: _____

Pros:

- Fit with interests, values & skills? How?

- Feedback from those in the field:

Cons:

- Lack of fit with interests, values, skills?

- Feedback from those in the field:

Other Thoughts:

After doing this research, which occupation/specialization are you most excited about and why?

Resources for Career Exploration and Development

- Meet with Leigh Mascolino or Andria Stragisher in COP for individual career exploration
- See resources on our website to assist with resume writing, interviewing, career exploration, job postings (BCN), and more: <http://pharmacy.osu.edu/current-students/career-services>
- Find information and videos on this website that covers many exciting health careers: <http://explorehealthcareers.org/en/home>
- APhA (American Pharmacists Association) has fantastic resources for the Pharmacy job search, career pathways, and residencies: <http://www.pharmacist.com/career-center>
- Occupational Outlook Handbook (OOH) describes what workers do on the job, job outlook, education requirements, earnings, and more stats and details: www.bls.gov/OOH
- Watch videos to learn about exciting career paths: <http://www.insidejobs.com/careers/>
- LinkedIn is an excellent tool for connecting with fellow students, instructors, alumni of OSU and potential employers to conduct an information interview: <http://www.linkedin.com>
- O*Net is a continually updated online database with descriptions of occupations and self-assessment tools: www.onetonline.org

Preparation/Experience

How would you rate yourself on the following professional development areas and your personal skills?

	Excellent	Average	Below Average	No Experience
Constructing a Resume				
<u>Reason for this ranking? What can I do to improve?</u>				
Interviewing Ability				
<u>Reason for this ranking? What can I do to improve?</u>				
Writing Cover Letters				
<u>Reason for this ranking? What can I do to improve?</u>				
Comfort with Networking				
<u>Reason for this ranking? What can I do to improve?</u>				
Quality of Online Presence				
<u>Reason for this ranking? What can I do to improve?</u>				
Leadership Skills				
<u>Reason for this ranking? What can I do to improve?</u>				
Hands-On Experiences				
<u>Reason for this ranking? What can I do to improve?</u>				





What types of experiences do you feel you would like to get before you graduate? (e.g. Internship, Pharmacy Technician, Shadowing, Volunteering, Research, Public Speaking, Study Abroad, ect.)

Reflection/Action

In order to stay on top of your goals and ambitions, it is helpful to create SMART Goals which are:

- **Specific:** State exactly what you want to accomplish (who, what, where, why)
- **Measurable:** How will you quantify the goal to measure that it is met?
- **Achievable:** What are the action items for this goal?
- **Relevant:** Why is this goal important?
- **Time-bound:** Set a specific date by which you want to achieve this goal

Use the table below to identify your SMART goals. Incorporate details from the previous page to plan.

Identify your goal: Make your goal SPECIFIC	Identify desired result: Your goal should be MEASURABLE	Identify your actions steps: Make your goal ACHIEVEABLE	Identify importance: Your goal should be RELEVANT	Identify your deadline: Your goal should be TIME BOUND	
Example Goal	Break It Down	Action Steps	Importance	End Date	
Create a resume I feel comfortable using to apply for internship positions	Spend 3-5 hours updating my resume and incorporate bullets with action verbs, numbers, skills and accomplishments	1. Find a position I would like to apply to on the BCN network 2. Meet with Leigh or Andria to have my resume reviewed and targeted to the position 3. Make the needed updates	Use my resume to land an internship opportunity or other position of interest	October 18 th	(Check it off when complete!)
Goal 1	Break It Down	Action Steps	Importance	End Date	
		1. 2. 3.			
Goal 2	Break It Down	Action Steps	Importance	End Date	
		1. 2. 3.			
Goal 3	Break It Down	Action Steps	Importance	End Date	
		1. 2. 3.			