



Strengths, Interests & Values for Counselors

Exploring SIV with Students

Essential Question: How can knowing your Strengths, Interests and Values help you make more informed decisions about your future possible self?

<p style="text-align: center;">Strengths</p> <p>Gallup research shows that people who know and use their strengths tend to be better performers. Strengths are what we are naturally good at.</p>	<p style="text-align: center;">Interests</p> <p>Emotional characteristics that lead individuals to prefer certain activities, contexts, and outcomes. Interests are what we like to do, things we are passionate about.</p>	<p style="text-align: center;">Values</p> <p>The fit between a person's values and work outcomes is related to satisfaction with work environments. Values are basic ideas of what is important to a person.</p>
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Interests

Connect YOUR RIASEC Interest Theme Letters.

- What three RIASEC Letters did you self-report ____ ____ ____ ?
- What three RIASEC Letters did the Scientific Inventory reveal ____ ____ ____ ?
- What three RIASEC Letters do you claim: ____ ____ ____ ?
- Share your top RIASEC interest theme, why do you claim it as your first letter?

Connect YOUR RIASEC - Supporting Theme Letters

There are many careers within the sciences. Let's take you even deeper into understanding the RIASEC Theme combinations.

I claim _____ as my primary interest theme and this is why: _____

My second theme is _____ and this is why _____

The letter _____ is my third theme and it supports my first two themes in the following ways: _____



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Strengths:

Traits that **reflect** feelings or behaviors - **Claim** my Strengths

What are your 5 top strengths?

Which area do your strengths fall into or do you most connect with? (circle, highlight or underline your choice)

Big Thinker

People Person

Action Oriented

Problem Solver

What are your first thoughts about your strengths? _____

Which strength helps you most at school? Outside of school? _____

Is there a strength not listed that you claim or have? _____

Values

List your top 4 Workplace Values _____

Explain how, when or where you practice one of your Workplace Values at home or at school.

If you do not have the opportunity to practice, make a suggestion how you could practice. _____

Reflection:

Your personal styles are **CLUES** to how you like to work and learn.

- How will knowing your strengths, interests and values help you be more successful?
- How will knowing my classmates strengths, interests and values affect my classroom community?
- How will it help if adults in my life know and understand my strengths, interests, and values?



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Strengths:

Strengths are what you are good at naturally. Some strengths are developed. Some strengths are untapped and some strengths are overplayed. Strengths are a way to create a common language describing “how” we do what we do. It’s a way to uncover our natural talents. We all have natural talents - striking up conversations, seeing patterns in data, planning events.



Name (my) Strengths

Now that you have introduced the concept of strengths to students, you will begin the process of helping students name their strengths. Students may intuitively be able to identify areas they are naturally talented in. Through this process, students will develop a common language for strengths they can explain and identify in themselves and their classmates.



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Interests

The Vocational interest Typology developed by Holland (1959, 1977) is the most widely adopted theoretical framework for interest measurement. Most modern vocational interest scales have been developed to assess Holland's typology. Holland's typology describes people according to their resemblance to six vocational personalities and environments collectively known as RIASEC themes: **Realistic (R)**, **Investigative (I)**, **Artistic (A)**, **Social (S)**, **Enterprising (E)**, **Conventional (C)**.



Realistic interests involve working with hands, tools and materials, **Investigative interests** involve scientific and research activities. **Artistic interests** involve self-expression and creativity associated with the performing, written and visual arts. **Social interests** are activities that involve helping and nurturing. **Enterprising interests** involve selling, managing, and social influence typically in a business context. **Conventional interests** involve the ordered and systemic manipulation of data with clear standards. *Most people claim a combination of 2 or 3 themes.

Values

Work values are the things that are important to us and help us succeed. Work values are basic ideas of what is important to a person. When we work in jobs where our work values align to the work, we have a greater chance of having career wellbeing and enjoyment in the work we do. Work values change over time as our life conditions change.

