

CAREER ASSESSMENT SURVEY

WOMEN BREAKING THE GENDER MOLD by CHOOSING A NONTRADITIONAL CAREER

Have You Considered All Your Career Options?

Defined by gender, nontraditional career fields are composed of 75% or more members of the opposite sex. For example, a nontraditional career field for a women employs 3 men for every 1 women (think jobs like engineer, computer programmers, drafter, welder, electrician, auto mechanic, etc.) The opposite is true for men (think jobs like nurse, dental assistant, office manager, and teacher).

MOST PEOPLE STILL MAKE THEIR CAREER DECISIONS BASED IN PART ON GENDER. By not considering a nontraditional career, you are eliminating 75-80% of the jobs available. Often these types of jobs offer higher wages and good benefits. Here are the pros and cons of going into a career field that is breaking the gender mold:

| PROS | CONS |
|---|---|
| Higher wage & stable work environments | Feeling isolated because of your gender |
| Job satisfaction based on skills not gender | Having less support from family and friends |
| Impacting future societal norms | Societal pressures to fit in |
| Advancement opportunities/Career laddering | Fear of failure/Lack of confidence |

Before you eliminate career options, take this survey to determine if a nontraditional career is for you. You might be surprised to learn that some male-dominated career fields use the same skills as some female-dominated ones. For example: registered nurse skills profile is similar to a civil engineer, construction managers are similar to events planner, and fire fighter to home care aids.

One last thing to consider.... Men and women do approach work with unique skills and viewpoints. Gender diversity in all careers provides a richer, more robust way of creatively approaching problems, dealing with people, and expanding our perspectives.

WOMEN CAN DO THESE JOBS TOO. WOULD YOU BE INTERESTED?

Circle 1 if you like to do this activities (or might like to do these activities), **circle 2** if you are willing to do them (although not highly interested), **circle 3** if you don't like these activities at all, and **circle *** if you don't know if you like to do these activities but would like to learn more.

**Don't worry if you don't feel you have the specific skills to do these activities. You'll see on the next page that you may have gained transferable skills to do these job activities already.

| ACTIVITIES | LIKE/MIGHT LIKE | WILLING/ INTEREST LOW | DON'T LIKE | TELL ME MORE |
|--|-----------------|-----------------------|------------|--------------|
| • Work with my hands and learn that way | 1 | 2 | 3 | * |
| • Make repairs around the house | 1 | 2 | 3 | * |
| • Work with circuits or electricity | 1 | 2 | 3 | * |
| • Work outdoors in all kinds of weather | 1 | 2 | 3 | * |
| • Drive cars, van, and heavy equipment to move things | 1 | 2 | 3 | * |
| • See concrete results from my work | 1 | 2 | 3 | * |
| • Solve puzzles or/and technical problems | 1 | 2 | 3 | * |
| • Work from a pattern, blueprint, or diagram to make things | 1 | 2 | 3 | * |
| • Paint, decorate, or patch holes in walls | 1 | 2 | 3 | * |
| • Picture in my mind what a finished product might look like | 1 | 2 | 3 | * |

| | | | | |
|--|---|---|---|---|
| • Perform work that requires precise results | 1 | 2 | 3 | * |
| • Follow logical, step-by-step procedures | 1 | 2 | 3 | * |
| • Play video games and figure out how they work | 1 | 2 | 3 | * |
| • Reason clearly and logically to solve complex problems | 1 | 2 | 3 | * |
| • Figure out how things work and investigate new things | 1 | 2 | 3 | * |
| • Experiment to find the best way to do something | 1 | 2 | 3 | * |
| • Pay attention to detail and be precise | 1 | 2 | 3 | * |
| • Design efficient processes | 1 | 2 | 3 | * |
| • Anticipate needs and prepare to meet them | 1 | 2 | 3 | * |
| • Travel and see new places | 1 | 2 | 3 | * |
| • Make a difference in society | 1 | 2 | 3 | * |

TOTAL YOUR INTEREST SCORE: _____

If your total score is less than 40, a nontraditional job may be for you!!

Check if you have done any of the following activities. You may have already built in the ability to use ***transferable skills*** that could help you pursue a nontraditional job:

- Volunteer for an organization like Habitat for Humanity or work in a soup kitchen
- Received/receiving a HS diploma or GED
- Obtained a driver's license
- Travel and enjoy going from place to place
- Use tools to build or repair items in your home or apartment
- Changed a tire or work on your or someone else's car
- Handiwork such as knitting, quilting, embroidery or other crafts
- Follow a sewing pattern
- Participate regularly in a sport or exercise
- Plant and maintain a successful garden
- Fix a broken TV, computer/phone, or other home appliance
- Work on a farm caring for animals, plants and equipment
- Use power tools to build a piece of furniture
- Follow a recipe
- Join a robotics team
- Attend a coding camp
- Take a community education class to learn a new skill
- Work independently, with little supervision

Total number of items checked _____

If you have checked 4 or more of the above items, a nontraditional job may be for you!

Consider **PERSONAL QUALITIES** that describe you. **Circle/check any number of these traits** to see if your personality aligns with a nontraditional job. Finding a career that fits your personality is the key to career wellbeing:

| | | |
|---|---|--|
| <ul style="list-style-type: none"> <input type="radio"/> Curious <input type="radio"/> Good at visualizing possibilities <input type="radio"/> Adventurous <input type="radio"/> Dependable <input type="radio"/> Practical <input type="radio"/> Observant <input type="radio"/> Inquisitive <input type="radio"/> Mechanically inclined | <ul style="list-style-type: none"> <input type="radio"/> Good at following directions <input type="radio"/> Patient and persistent <input type="radio"/> Good concentration skills <input type="radio"/> Precise and accurate <input type="radio"/> Physically active <input type="radio"/> Methodical <input type="radio"/> Realistic | <ul style="list-style-type: none"> <input type="radio"/> Pay attention to detail <input type="radio"/> Logical and analytical thinker <input type="radio"/> See details in the big picture <input type="radio"/> Step-by-step thinker <input type="radio"/> Coordinated <input type="radio"/> Objective <input type="radio"/> Planner |
|---|---|--|

Some women are unhappy doing work that other women enjoy. **Check if you *dislike*** any of the following:

| |
|---|
| <ul style="list-style-type: none"> <input type="radio"/> Working at a desk all day <input type="radio"/> Working with groups of children or adolescents <input type="radio"/> Working with sick people in hospitals <input type="radio"/> Dealing regularly with the public in a store or a restaurant <input type="radio"/> Helping other people solve their personal or family problems <input type="radio"/> Working indoors <input type="radio"/> Working in one place all day <input type="radio"/> Answering questions and referring people to other sources of information <input type="radio"/> Completing written projects <input type="radio"/> Using the same equipment all the time <input type="radio"/> Work in which you rarely use your physical strength <input type="radio"/> Receiving lots of supervision and feedback on your work |
|---|

Total number of items checked _____

If you have checked 3 or more of these activities, a nontraditional job may be for you!

When you read about a women who has taken on a job that is nontraditional for her gender, circle your reaction:

| | | | |
|---------------|-------------------|-------------------|---------------|
| Very Positive | Somewhat Positive | Somewhat Negative | Very Negative |
|---------------|-------------------|-------------------|---------------|

Briefly explain your answer:

WE INVITE YOU TO EXPLORE THE MANY NONTRADITIONAL CAREER OPPORTUNITIES AVAILABLE TO YOU. HERE ARE A FEW THINGS YOU CAN DO TO BEGIN:

- Schedule an appointment with your school guidance counselor or career counselor to discuss the results of this self-assessment.
- Check out our state website for a list of nontraditional careers: <https://careerwise.minnstate.edu/careers/menandwomen.html> .
- Visit your local technical and community colleges to see *in person* what your training might look like.
- Find a local mentor on FabFem.org <https://www.fabfems.org/find> .
- Attend a local women’s organization meeting such as Women in manufacturing <http://www.womeninmanufacturing.org/home> or Women in Computer Science <http://women.cs.umn.edu/> .
- Conduct informational interviews or job shadow with a women that is in a nontraditional career that sounds interesting to you.
- Join a peer support group like a ‘Lean in Circle’ to help you talk about your ambitions and encourage you to take on new challenges <https://leanincircles.org/> .

THANK YOU FOR CONSIDERING A NONTRADITIONAL CAREER!

***This self-assessment questionnaire was developed by Wider Opportunities for Women (WOW) with updates made by Hennepin Technical College and North Hennepin Community College (2018).*