

So You Want a Career That's Right for You

LCCC Career Exploration Podcast

Music:	00:08	[Inaudible]
Janet Maltbie:	00:10	From the campus of Lorain County Community College. This is the career exploration podcast on college radio heard 'round the world LCCCradio.com, the Boom My name is Janet Maltbie. We explore careers, college majors and more so you can be a success here on the LCCC campus and beyond. I believe completing a degree, pursuing passionate work and debt free living is key to your future. I'm here to help you on your journey and so are my guests.
Music:	00:41	[Inaudible]
Sarah H. Pinner:	00:41	Career Services helps you figure out what you want to do, get the experience while you are pursuing a degree through an internship service, learning other experiential education and then once you are ready to seek part time or full time employment, how to put that education and experience together in the language that an employer is looking for through resumes, cover letters and interviewing.
Janet Maltbie:	01:10	What's the one thing a student can do today, right now to help them move forward in the career exploration process?
Sarah Hudson:	01:18	Come meet us. That's the one thing. Just meet us,
Janet Maltbie:	01:22	Make an appointment.
Sarah Hudson:	01:22	Make can appointment. Say hi,
Janet Maltbie:	01:24	All right.
Sarah Hudson:	01:25	Get to know us so that we're not the strangers. When you need us.
Janet Maltbie:	01:28	Yeah, exactly.
Music:	01:33	[Inaudible]

Sarah Hudson: [01:33](#) The whole process of career development starts at knowing yourself, so my job is to help people know themselves better than they did before they walked into my office.

Music: [01:49](#) [Inaudible]

Janet Maltbie: [01:50](#) My special guest today are Sarah Hyde-Pinner and Sarah Hudson. Both are career specialists here on the Lorain County Community College campus and work in Career Services. Our topic of conversation is so you want a career that's right for you. Many people don't know or take advantage of Career Services on the LCCC campus. Career Services on any campus can be a huge help to you as you explore careers, internships, and employment options before and after you complete a degree. Today we'll be talking about how Career Services can help you and what they have to offer as well as how to choose a college major and a career that's right for you. The number to call if you're interested in exploring career options is (440) 366-4076. I hope you'll make that call today if you are undecided, need employment or are interested in internships or experiential learning opportunities. We'll begin our conversation with Sarah Hyde-Pinner. Sarah is an experiential education professional who not only helps students decide on career direction but also help students obtain internships in the community and in the degree of their choice. Sarah received her bachelor's degree from Case Western Reserve University and obtained her master's of arts degree in adult learning from Cleveland state university. Her experience includes working as an advisor at Cleveland State and as acting as a director of Career Services at Notre Dame college in South Euclid, Ohio. Welcome to the program, Sarah.

Sarah H. Pinner: [03:28](#) Thanks for having me. Janet.

Janet Maltbie: [03:30](#) Tell us about LCCC's Career Services and how it can help a student explore or establish a career.

Sarah H. Pinner: [03:36](#) Career Services helps you figure out what you want to do, get the experience while you are pursuing a degree through an internship service, learning other experiential education and then once you are ready to seek part time or full time employment, how to put that education and experience together in the language that an employer is looking for through resumes, cover letters and interviewing.

Janet Maltbie: [04:00](#) Tell me a little bit about your job that you do.

- Sarah H. Pinner: [04:03](#) What I do is help students find opportunities in the community, whether that's an internship or service learning. Also helping faculty incorporate different elements of experiential education into their courses.
- Janet Maltbie: [04:18](#) So how does that work? Does a student have to come like already said that they, they say, okay, I have to set this up in the community or do you find that for students?
- Sarah H. Pinner: [04:29](#) Little bit of both. I am a teach a person to fish kind of professional where I know that job search internship search is something that we are going to do throughout our career. And with that, part of my job is helping people understand how to navigate that process. And starting with an internship is really important when people say, well, when should I come and start talking about internship, it's never too soon. It's never too soon just to get some information to say, okay, I know that I want to get an internship. Maybe I'm breaking into a new career, or maybe I want to try something out. Come talk to me, talk to my other colleagues to say, Hey, how do I get where I want to go? And maybe that is a career in software development. You can have all of the classes under your belt for software development, but getting an opportunity to get paid to do that and to learn on the job and get a company, professionals and accompany to vouch for you essentially that you actually know how to do that is vital to getting a better job once you graduate.
- Janet Maltbie: [05:42](#) So a student can come here, take classes and maybe during their, what second or third semester they might be ready for an internship.
- Sarah H. Pinner: [05:53](#) I think it depends by second or third semester is about right. It all depends on the experience that someone is coming to the college with. So maybe they have had a career and are now seeking a credential but want to explore an internship. Or maybe it's someone who just graduated from high school and is learning through classes. The content knowledge a second or third semester could be correct. Now the thing to know it isn't, doesn't internships don't happen overnight. A good search process takes time. Okay. And so thinking about if a student is looking for a summer internship, coming to see us the fall before is not too early.
- Janet Maltbie: [06:39](#) Really that much earlier?
- Sarah H. Pinner: [06:41](#) Yes. Because maybe if a student doesn't have a resume yet or you know, has never had to use a resume, very common. And what we'll do is help walk them through the process of creating

that. And it's not just a document, it is a document. Right? But it's how do you talk about yourself? How do you talk about your strengths? How do you talk about what you bring to the table? And from our perspective and Career Services, it's really a strengths based approach. It's saying what have you learned? What have you done? What have you accomplished? What are you proud of that you've demonstrated in your work?

- Janet Maltbie: [07:20](#) Right? So when you go into the interview, you can talk about those things about your strengths.
- Sarah H. Pinner: [07:25](#) Exactly.
- Janet Maltbie: [07:25](#) And it becomes talking points so that essentially you can sell yourself so that this person will want to hire you.
- Sarah H. Pinner: [07:33](#) And I have started moving away from the language of sell yourself as to promote yourself because you have those great attributes. It's just how do you highlight them and believe it. How do you believe you know, what someone else may see in you?
- Janet Maltbie: [07:49](#) So there's a lot of things that students can take advantage of at the Career Services. Well, let's go back to when you were in college. When you went to college, did you know exactly what it is that you wanted to do and what kind of help did you get?
- Sarah H. Pinner: [08:06](#) When I went to college, I knew exactly what I wanted to do. I knew exactly what I wanted to do and that was major in computer science and become a software developer and write write code. I'm not a software developer as you can tell. I went to case Western reserve university with the intention to pursue computer science. I was a computer science major for a semester, loved coding, but wanted a profession where I could work more with people. Then I switched my major to business. I thought, okay, business business has people business has, you know, analytical stuff. Um did that for two semesters and hated it. And at that point I was just like, I don't know, I'm just going to take some classes, figure it out.
- Janet Maltbie: [09:01](#) Which is what a lot of students do. It's very haphazard, right?
- Sarah H. Pinner: [09:05](#) Yep. And I didn't talk with anyone, I thought, okay, I'll just, I'll just figure it out. Ultimately, I majored in, ma, majored in and graduated with a degree in theater, technical and design. Which I loved and I had some experience in, ended up pursuing that professionally for a few years. And I don't know if you're aware,

but a career in theater is not the most lucrative. So I had a day job and with that day job I ended up working at a college, I worked at a college supervised a lot of student workers and figured out that what I loved was helping them get better at what they do.

- Janet Maltbie: [09:52](#) So you really found something by working [inaudible], which is tied to the internship experience. Right?
- Sarah H. Pinner: [09:59](#) Very much so.
- New Speaker: [10:00](#) Right. I think it's really important to see career planning as a process and not a onetime event so that when people come to see you or me that, that, that there's an expectation that this is, this is gonna evolve over time.
- Sarah H. Pinner: [10:15](#) Definitely.
- Janet Maltbie: [10:16](#) Cause we, we change as people our needs, our values change over time as well and we need to be resilient and, and be able to flex. And you did a great job of doing that and really experimenting, you know, with different opportunities that came before you.
- Sarah H. Pinner: [10:35](#) Definitely. I hadn't, I hadn't quite thought about it like that. You've helped a lot of students here on this campus. What's your favorite part of the job?
- Sarah H. Pinner: [10:43](#) Helping people figure out what they want to do, how to reach their goals because sometimes that's unclear or difficult. And there are some, some students who I've worked with who need, need some encouragement and I appreciate being able to be that person for them in their job search.
- Music: [11:14](#) [Inaudible]
- Speaker 4: [11:14](#) Sarah Hyde-Pinner thank you so much for being a part of this conversation and being willing to talk with us.
- Sarah H. Pinner: [11:19](#) Thank you so much for having me.
- Janet Maltbie: [11:21](#) Yeah, you do great work. I hope more and more students come to see you for career direction. We are going to take a break and when we returned we'll be speaking with Sarah Hudson who also specializes in helping students decide on a career. She'll be talking about how she can help you choose a college major and a career that's right for you. This is the career

exploration podcast on college radio heard 'round the world LCCC radio.com the boom. My name is Janet Maltbie. We'll be right back

Music: [11:53](#)

[Inaudible].

Janet Maltbie: [12:02](#)

This program is being brought to you by the generous support of Enrollment, Financial and Career Services. Who reminds you that enrollment for the fall semester has begun. To see an academic advisor for the same day appointments call (440) 366-4775. That number again is (440) 366-4775. Here on the Lorain County community campus, we have a scholarship available for non traditional students. It's a privately funded scholarship for individuals that meet just one of the following criteria. You're a veteran or you're over 24 years old, support your own child. The amount of the award varies per student and can be used to pay for tuition, books, transportation and childcare. To qualify, you need to carry six credits, complete financial aid and scholarship forms. You also need to be a new student or have a 2.5 grade point average. Restrictions may apply for more information. Call Financial Aid services at Lorain County Community College at (440) 366-4034 that number again is (440) 366-4034. You are listening to the career exploration podcast on college radio heard 'round the world LCCC radio.com, the Boom. I'm Janet Maltbie

Music: [13:25](#)

[Inaudible]

Janet Maltbie: [13:25](#)

And we are back. If you're just joining us, our topic of conversation is so you want a career that's right for you. We just spoke with Sarah Hyde-Pinner about what Career Services has to offer you as well as internship and experiential learning opportunities through Career Services on the Lorain County Community College campus. With me now is her colleague and co-worker, Sarah Hudson.

Sarah Hudson: [13:47](#)

Good morning.

Janet Maltbie: [13:48](#)

Good morning. Sarah is a career development specialist with eight years experience working as an academic advisor here on the LCCC campus. She is well versed in the majors that are offered here on campus and the academic requirements students need to meet before they graduate. She specializes in working with students who are undecided and need to find a major that's right for them. She has a BA degree in political science and a master's degree in adult learning from Cleveland State university. Welcome to the program, Sarah Hudson.

Sarah Hudson: [14:20](#) Thanks for having me. Sarah.

Janet Maltbie: [14:22](#) Tell us about your job and how you help students decide on a college major that's right for them.

Sarah Hudson: [14:28](#) Well, I specialize in the My Plan. Students will take a set of assessments, lots of assessments and I help them understand what the results are. It's important to know that the test isn't telling you anything. It's just reflecting some of your own answers. But when you look at it all together, it's kind of a jumbled up mess. So I helped put it down on paper and help people see who they are really.

Janet Maltbie: [14:55](#) So it's My Plan.com.

Sarah Hudson: [14:57](#) My Plan.com.

Janet Maltbie: [14:57](#) They need to go to that.

Sarah Hudson: [14:59](#) They actually should go to our website, Career Services. On the bottom left, we have a My Plan button for them, but it has a code and that code allows them to take the assessments for free.

Janet Maltbie: [15:10](#) Oh. So if they don't, if they go to My Plan.com they have to pay for it on their own.

Sarah Hudson: [15:14](#) You would see that they'd have to charge, they charge \$9.99 Per assessment, but they can get all of the assessments for free if they go through our website.

Janet Maltbie: [15:22](#) And how many assessments are there?

Sarah Hudson: [15:23](#) Uh there are four. There's the personality assessment, the interest assessment, the values assessment and a skills assessment.

Janet Maltbie: [15:31](#) Wow those are a lot of assessments, that's a lot of, how long does it take to get through all of those?

Sarah Hudson: [15:36](#) I would say an hour to get through all of them without just clicking buttons.

Janet Maltbie: [15:42](#) Right. Really kind of being mindful about it. Which the favorite one that you have on there, the one that you find most useful in your discussions with students?

Sarah Hudson: [15:54](#) Um I find the personality assessment probably the most interesting.

Janet Maltbie: [15:59](#) Okay. That one's most interesting.

Sarah Hudson: [16:01](#) It is definitely the one I focus on a lot, but I cannot discount the interest or the values because as much as we are something or whether we like something, values are really deep seated and we don't ever want to go against values when we're looking for a fit in a career.

Janet Maltbie: [16:19](#) So our, our values can change.

Sarah Hudson: [16:22](#) Yes.

Janet Maltbie: [16:22](#) Over time. Right. maybe if we're a high school student taking this, just graduating from high school, we might value certain things, but when we get married or, and we have children, maybe our values might change over time.

Sarah Hudson: [16:38](#) Yes.

Janet Maltbie: [16:39](#) But your personality.

Sarah Hudson: [16:41](#) Pretty stable.

Janet Maltbie: [16:41](#) Pretty, pretty stable. Right.

New Speaker: [16:44](#) Pretty sta...

Janet Maltbie: [16:44](#) And tell us more about the personality inventory that's on My Plan.com.

Sarah Hudson: [16:49](#) Um it goes through four different pairings, introvert, extrovert, sensor, intuitive thinker, feeler, judger, perceiver based on the Myers Briggs Type Indicator. And we see what kind of person you are. There's 16 unique types of personalities and we all kind of fit into one of those.

Janet Maltbie: [17:12](#) And how does that help you choose a career? Well, consider an introvert who's going into public speaking as a career. It's going to be trying on them. It's actually going to be draining on them. A strong introvert may prefer something working in a science lab, science lab, something that's a little quieter, less stimulation every day.

Janet Maltbie: [17:35](#) So when you're going over the results you get to know the person.

Sarah Hudson: [17:39](#) Yes. We do. And that's the whole process of career development starts at knowing yourself. So my job is to help people know themselves better than they did before they walked into my office.

Janet Maltbie: [17:52](#) Right. and so when you say know yourself, are you talking, what strengths, weaknesses. What are you talking about?

Sarah Hudson: [17:59](#) Well, every personality type has certain inclinations. But I prefer to see those as strengths. Introverts tend to have a great focus on things and we should really laud that for people. Make sure that they know that work with within what your personality is. And those are your strengths. They can become strengths just as much as if you don't do what you're fit for. They become your weaknesses?

Janet Maltbie: [18:24](#) Do you explore the careers that are matched with those personalities?

Sarah Hudson: [18:28](#) We will, but it's important to know that the student or the client has the ability to say, no, I don't like what's on that list. Let's look at something else. But those just give us hints. They can give us very good hints, but they're hints and then that gives us a place to start looking for careers to explore.

Janet Maltbie: [18:46](#) Okay, great. So that's a personality one. What about the the interest interest inventory that is on My Plan.com. Do you use that one as well?

Sarah Hudson: [18:53](#) Yes, absolutely. In conjunction with the personalities.

Janet Maltbie: [18:55](#) Okay tell us a little bit about that one.

Sarah Hudson: [18:57](#) That is based on Holland's groups: realistic, investigative, artistic, social, enterprising, conventional. It's a bit of who you are as well, but it's also you're what you like to do. What are the activities that you find yourself doing? And that can be very eyeopening because it's only six as opposed to 16, but six. People start to understand why they do things and why they like the activities they do. And then I'm able to say, okay, we can do the same type of activity but in a career and get paid for it.

Janet Maltbie: [19:33](#) Right. The other thing that I like about the interest inventory on the My Plan is that you can talk about things you don't like.

Sarah Hudson: [19:40](#) Yes.

Janet Maltbie: [19:41](#) And oftentimes people know exactly what they do not want to do. It's, it's what is it they are interested in or what is it they are good at or where, where do they have skills in it? What, where, where are the areas that they can shine? That's where it gets kind of fuzzy.

Sarah Hudson: [20:01](#) What I possibly like most about the interest inventory is that it puts it in a graphic representation. So you might know what you'd like to do, but now I've grouped it and I can tell you that 24 out of 25 times you prefer to do that over everything else or three out of 25 times you prefer to do that over everything else. It's very graphic. It's very easy to understand once you see it.

Janet Maltbie: [20:27](#) Yeah. Okay. And also it's, it's, it's good to be able to, I'm sure that people can do this at home. Yes, they can get the results at home, but it's quite a different experience when you come in and talk with somebody about it.

Sarah Hudson: [20:40](#) Yes.

Janet Maltbie: [20:41](#) Right. It's a total different experience.

Sarah Hudson: [20:43](#) And not every assessment is perfectly wonderful fit for you. Sometimes we're going to have muddy waters. That's really when I want you to come talk to me.

Janet Maltbie: [20:52](#) Wh at do you enjoy most about your job?

Sarah Hudson: [20:54](#) Um I enjoy watching people understand what's great about themselves. I think that's probably the best thing. We, how many times in our lives do we think we're the only ones or we're, everyone is different and nobody understands. And then when you look at this information, you realize I'm not the only one. There's other people just like me out there doing the same thing. And some of them, I actually gravitate and are happy in certain careers. I enjoy pointing them in that direction so that no one's alone anymore.

Janet Maltbie: [21:30](#) If after listening to this program, what's the one thing a student can do today, right now to help them move forward in the career exploration process?

Sarah Hudson: [21:41](#) Come meet us. That's the one thing. Just meet us.

Janet Maltbie: [21:44](#) Make an appointment.

Sarah Hudson: [21:45](#) Make an appointment. Say hi.

Janet Maltbie: [21:47](#) All right.

Sarah Hudson: [21:47](#) Get to know us so that we're not the strangers when you need us.

Janet Maltbie: [21:51](#) Yeah, exactly.

Sarah Hudson: [21:52](#) We have a good time. You should come.

Janet Maltbie: [21:54](#) Yeah.

Sarah Hudson: [21:54](#) Thank you so much for having us.

Janet Maltbie: [21:55](#) Well, that's all the time we have today. This is the career exploration podcast on LCCC radio.com, the Boom. And if you are interested in speaking or make an appointment to see one of the Sarah's at Career Services, please call (440) 366-4076. Did I get that right?

Sarah Hudson: [22:15](#) Yes.

Janet Maltbie: [22:15](#) Okay. That number again is (440) 366-4076

Music: [22:24](#) [Inaudible].

Janet Maltbie: [22:24](#) This program was brought to you by the generous support of Enrollment, Financial, and Career Services. Who reminds you that enrollment for the fall semester has begun. Call (440) 366-4033 for an appointment today.

Music: [22:39](#) [Inaudible]

Janet Maltbie: [22:40](#) Music on this program was provided by Dano songs. You are listening to LCCC radio.com the Boom. I'm Janet Maltbie. Thanks for listening.

music: [23:03](#) [Inaudible].