Career Possibilities Research Project

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Arielle Rosenberg’s Key Findings

**Human Capital Analyst**
This career possibility is a good fit for me for a number of reasons. It will allow me to use my critical thinking skills to grasp complex concepts and directly communicate insightful conclusions within the field of Human Resources. In high school, I studied Microsoft Office applications and earned certifications in Word, PowerPoint, Excel, and Outlook, and I am proficient in Access. These skills allow me to read data and interpret it into meaningful information/insights that improves a company’s talent strategy. Also, in my junior year of high school, I earned the Business Information Management Award that proves my capabilities in this type of analytical and technical work.

**Human Resource Manager**
Based on my VIPS and career themes, becoming a Human Resource Manager would also be a good career possibility. In high school, I demonstrated my leadership and people skills by holding an executive position as a liaison in German National Honor Society. I managed the informational advertisements and promotions of club memberships and the count of total members. I coached and developed club members to meet our organizational goals which is similar to the work I would perform as an HR manager. Also, my communicative and listening skills would ensure that I succeed in this position. I am able to work in teams as I have successfully created a business plan from scratch for a case competition. My ability to collaborate well with others would ensure a positive work environment.
Coaching and Mentoring

I really enjoy teaching others specific skills and abilities that they may be lacking in otherwise. It’s rewarding for me to see others reach their fullest potential because of the collaborative work and time I put in to help them succeed. In high school, during my junior and senior year, I became the "go-to" tutor in my English classes and Houston Community College Economics class. Though I wasn’t formally assigned this position, I took the time out of my busy schedule to tutor my classmates weekly before upcoming quizzes and test. I would hold mini-review sessions before and after class, using our classroom's materials, and hold outside of school tutoring sessions at local cafes for those who wanted extra help. Even though I don't have to help others, I always choose to because I enjoy being apart of other people's journeys. Coaching and mentoring fulfills my purpose of giving back to others and engaging in high social work and leadership.

Applications of Technology

In high school, I found my passion in STEM, particularly mathematics. The process of receiving a problem and successfully solving for the unknown is rewarding to me, and this satisfaction developed my interests in applications of technology integrated with a business perspective. I realized I could take my same drive in solving for "x" and apply it to real-world business challenges, working with big data, including predictive analytics to solve complex problems. Also, my favorite class this year is K201 - The Computer in Business. I enjoy this class the most because I find working in database management systems a fun process. Designing and redesigning functions and expressions to better improve data entries is something that I could do for hours. Business analytics is a driving force behind ensuring a company’s overall strategy is accomplished, and I would love to be involved in this type of work, knowing how big of an impact it makes.
Skills
1. **Value of Building Networks & Making Connections:** When I was visiting the University of Colorado-Boulder's Leeds School of Business for a recruiting trip, I saw the opportunity to have one-on-one time with the Dean and Associate Dean of the business school. I proactively took this time to have lunch with them, handling the interaction with confidence and strong communication skills. I was self-aware of how the conversation was proceeding and shifted my messaging based on verbal and nonverbal cues. At the end of the lunch, the Deans told me that they were impressed with my poise and networking skills.

2. **Overcoming Adversity:** In August of 2017, I lost my home to Hurricane Harvey in Houston, TX. Even though I was displaced for eight months, I handled the entire situation with a positive attitude and did not let this negative experience affect me. I was able to maintain my academics, and earn all A’s the entire year even though I had so many odds stacked against me.

3. **Advocacy:** In February of 2018, after the Parkland shooting, my friend and I conducted polls in our classes on students' confidence to know what they may have to do in the event of an active shooter. The results were terrifying—a majority of my peers said they felt unprepared. With this information, my friend and I crafted a formal letter to our principal addressing our concerns. Our letter resulted in a formal meeting with our school staff to communicate solutions to better educate and prepare our student body. After this meeting, a significant shift occurred in my school as safety standards and gun violence awareness increased. Also, workshops were implemented to educate students on gun violence and active shooters emergencies.

Values
1. **Do Right by Others:** No matter the setting or person, I treat others the way I want to be treated.
2. **Teamwork:** I value working with others because everyone can contribute a diversity of thought, which is important to generating great, successful outcomes.
3. **Be Ethical:** I don’t lie, cheat, or steal. Practicing ethical behaviors will ensure that I build a positive personal brand.
4. **Structure:** I enjoy having an organized schedule. I like to have a routine in school with my assignments and outside of school when I get involved in my community.
5. **Dependability:** I practice being trustworthy and reliable to others. My peers can always rely on me to complete the task at hand.

Personality
**Keirsey Type:** Guardian Supervisor ESTJ

My letter types reveal that I am very outward, detail-oriented, logical, and decisive. These personality traits are easily incorporated into my major and career of choice. As I study management and business analytics, my meticulousness and ability to pay attention to detail will ensure that as I work in big-data analysis, I am able to read databases and interpret the data into information. Also, when I enter the workforce, my outward and extroverted personality and decisive communication skills will enable me to work well with others and decide solutions to business problems in a timely and efficient manner.

Themes:
- Pragmatic
- Confident
- Proactive
- Meticulous
Kelley School of Business Majors

- **Accounting**: Learn to properly create and read financial statements and records that analyze a business’ transactions, operations, and performance.

- **Economic Consulting**: Study forecasting and predictive analytics techniques via a micro and macro-economic perspective to solve the problems of a business.

- **Entrepreneurship & Corporate Innovation**: Gain expert skills and knowledge needed to create and manage small or medium-sized firms.

- **Finance**: Acquire an understanding of four main financial topics including: corporate finance, investments, banking, and international finance; manage the money of a business to ensure ethical financial practices.

- **Information Systems**: Bridge the gap between business and information technology by analyzing, designing, implementing, and operating computer-based information systems critical for the strategic management of businesses.

- **Management**: Manage and oversee a variety of business activities including: organizational chain, negotiation tactics, human resources and capital planning, team collaboration, and the development of employee skills.

- **Marketing**: Research target markets and customer relationships to advertise and promote a business’ product or service; understand the proper market channels to deliver a business’ value proposition.

- **Professional Sales**: Become a representative of a business to sell its product or service to other companies; network lasting relations with customers to ensure successful business deals.

Kelley School of Business Majors

- **Supply Chain Management**: Learn to manage the flow of purchased materials, moving them from point A to point B in the most efficient and cost-effective manner.

- **Business Analytics (co-major)**: Gain a competitive edge in the workplace by becoming an expert in data and analytical software and incorporate learned strategies into database management systems, big data projects, and decision-making.

- **Digital and Social Media Business Applications (co-major)**: Study various web applications, data sources, social network analytics, and digital and data privacy laws to maximize online media forums and integrate them successfully into a business.

- **International Business (co-major)**: Acquire a diversity of thought that can be applied to multinational companies by learning and analyzing the economic, political, and social trends of foreign nations.

- **Law, Ethics, and Decision Making (co-major)**: Combine the studies of business legality and ethical business practices while strengthening critical thinking, writing, advocacy, and dispute resolution to become aware of suitable business environments and operations.

- **Sustainable Business (co-major)**: Focus on learning how to make business “green” and carry out more “globally conscious” decisions; study public and environmental affairs that can be applied to creating a more sustainable and renewable corporate world.

- **Technology Management (co-major)**: Understand the role of information technology in business problems and solutions; study the design and functionality of management information systems.

Management and Career Choices

Studying management aligns with several of my VIPS. Within this major, I can continue to pursue my interests in coaching, mentoring, guiding, and supervising others so that they achieve success and reach their fullest potential. Also, studying management gives me the opportunity to sharpen my collaborative and communicative skills. In addition, I will understand how to work with others in various organizational and cultural settings.

Conversely, majoring in management may not be a good fit for me as flat organizational structures are becoming increasingly common in the workplace. This could hinder me from increasing my knowledge and growing within an organization to higher managerial positions.

Management at Kelley gives students a wide variety of opportunities. Those who are interested in linking management with consulting can join the consulting workshop. Also, management majors overall have an average starting salary of $57,018.

Human Resource Manager

As an HR manager, my role would be to support the company’s human capital, talent and business strategy. I would be able to demonstrate my leadership skills as I manage several people and teams. My ability to work well with others would ensure a positive work environment. However, this position may be challenging as my work would include dealing with complex employee issues that need to be compliant as well as ethical.

General Manager

Becoming a general manager gives me more freedom to explore different industries and departments of a business. This position aligns with my guardian supervisor temperament. I could oversee and direct people, processes, products, profit & loss, and operations. My structured personality would ensure that each task in my position would be carried out efficiently and effectively. This position may be challenging at times when I am in charge of managing several high-stress projects at once.
Business Analytics and Career Choices

Studying business analytics coordinates with my interests in applications of technology and my abilities to work systematically and precisely. Also, analyzing business problems allows me to think two to three steps ahead of the data to interpret it into meaningful information/insights with creative solutions. Co-majoring in business analytics would be a good fit for me as I enjoy working in database management systems like Microsoft Access and Excel. On the other hand, studying business analytics may not be a good fit for me, as analyzing big data can be very technical and mathematical. I must be very measured to ensure I output correct results when analyzing trends and forecasts.

Business analytics at Kelley gives students unique opportunities. As a way to complement one’s primary major, students can improve their data and analytical software skills as these experiences are becoming more of a standard requirement to be able to perform in the workplace. Also, students at Kelley can join the Business Analytics Club to immerse themselves in an analytical mindset through professional development.

Marketing Analyst

As a marketing analyst, I would run and evaluate extensive market research to find trends and competition in market segments. I would also perform my written and verbal communicative skills to present my data findings to my team in a meaningful way. One challenge that I could face as a marketing analyst is performing incorrect forecasts. No forecast is meant to be 100% accurate, but trying to hit a target goal within an acceptable confidence interval may prove to be challenging at times.

Human Capital Analyst

Being a human capital analyst would be a good fit for me as I am a critical thinker. I am able to quickly grasp complex concepts and directly communicate insightful conclusions. My interests in influencing and working with others are incorporated into this job as all my tasks are centered around the employees of the business. However, one challenge that I may find in this position is that I need to be sensitive to the needs of stakeholders. I will need work with the changes in the industry to set them up for success.
Supply Chain Management and Career Choices

Majoring in supply chain management aligns with my organizational skills. Studying supply chain would give me the opportunity to influence and make an impact on a company’s value chain. Methodically moving product from point A to point B in the most efficient and effective way possible allows me to work systematically and with a schedule. Supply chain management may not be a good fit for me because of the several moving parts involved in this career. It may be hard to ensure the routes of my company’s product is within the budget and time frame of completion.

Supply chain management at Kelley includes various opportunities. Students can join the Supply Chain and Operations Management Association to learn more operations across several industries. Also, students can participate in site-tours of major corporations to gain real-life and hands-on experience. Supply chain management majors make an average salary of $80,136.

Logistics Analyst

Being a logistics analyst may be a good fit for me because I am self-directed and responsible for my tasks. I am proactive and committed to finding new innovative solutions that would cut company costs and increase efficiency. I am also proficient in Microsoft Office Applications used in running and analyzing data. One challenge that I may face in this position is keeping a current record of all trends and forecasts that impact my company’s value chain as logistics scheduling can be very detailed.

Procurement Analyst

As a procurement analyst, my interests in enterprise control would shape the business strategies I propose and how they are carried out. I would support several business processes, and my value of building strong networks will ensure ethical foundations with corporate partners. This position may be challenging due to the rigor in developing strong supplier relationships. Without them, my company will not be able to move its product cost-effectively.