CAREER POSSIBILITIES RESEARCH PROJECT

Max Schliesman
Key Findings: Two careers which are the best fit given my values, interests and personality.

Management Consulting

Management Consulting is a top tier option for my future employment. Many components of this job align with my values, personality, and interests. My values of purpose and wealth would be well aligned as the work of coaching both staff and client teams would give me purpose. Management Consulting is also known for having some of the largest starting salaries of the management tracks. My personality type also fits well with the job. As a guardian supervisor, I am very focused on checking objectives off the list. I would be extremely organized and effective at teaching or implementing projects and strategies. In terms of interests it is an excellent fit. It takes advantage of my strengths in analysis with in depth research on each new project and client. Additionally, leadership, coaching and delegating to improve the effectiveness of my staff are critical to management consulting and decision making. Overall, Management Consulting is a great career option given my unique profile.

Corporate Management (Retail, Production and Operations)

Corporate Management of a global company would also be a great fit for my values, personality and interest. Ideally, I would start in a training program and rise to management. My values of purpose, balance and wealth are closely matched with this choice. Managing people towards a common goal gives me a purpose and a feeling that my work is valued. It would give me the opportunity to set the culture of the workplace ensuring a focus on a healthy balance of work and social life. Management roles also have a significant impact on distribution of wealth securing a stable means of providing for my family. Corporate management also suits my personality type. As a guardian supervisor, I long to check things off a list in an organized manner and work well as the leader of a team. My interests also align with this job. Coaching and mentoring is an essential part of managing and also gives me purpose. Similarly, managing people and teams is critical to this role along and quantitative analysis is a key element of good decision making. Corporate management checks off most of my boxes as an extremely viable career option.
**Core Values**

- **Purpose**
  - Purpose is what gives me the drive to work. Feeling like I have a place is very important. If I don’t have a reason for my actions, I don’t feel valued and lack motivation. Knowing that my work is contributing to my future or is a part of a greater plan gives me strength. The people around me also give me purpose. From family to friends, to co-workers, it is very important to find my place in the community. Knowing my place gives me security and purpose.

- **Balance**
  - Balance is very important to me. Knowing that I have enough time to take care of my other core values while working to support my family would make me happy. I am very driven in my work but once I reach the capacity, I simply cannot function. My ideal job would give me enough time to focus on my health, family, and community without the worry of missing a deadline.

- **Wealth**
  - Ever since I was young, money has always been very important to me. I valued it over most toys, games, or clothes I could buy at the time. I viewed it as a reward for a job well done and I didn’t want to give away unless it was for something very special. In 6th grade, I started a “savings account” in a lockbox under my bed. When my mom asked me why I didn’t buy a PS3 with the money, I responded by saying “I am saving for College.” Wealth and security has always been one of my core values.
Interests Overview

Coaching and Mentoring- I have always enjoyed helping other people improve. For many years I have volunteered as a basketball coach for children ages 3-12 and for the past 2 summers I have worked as a children’s Sports Coach. I truly enjoy seeing the improvement in my students as well as the collaborative environment with the other coaches.

Managing People and Teams- Working together towards a common goal makes me feel accomplished. I have often taken a leadership role in academic group projects to delegate and lead the group in the right direction. As Captain of my high school basketball team, and the starting point guard, I called the plays and was a coach on the floor for the junior players.

Quantitative Analysis- At first I wasn’t sure about this interest, but the more I think about it the more it makes sense. I am very driven by the numbers. I make most of my decisions by facts over feelings, and I am a perfectionist in terms of calculations. I also can spend hours doing a puzzle even if I am hopeless.
Personality Type

The first part of my personality type is Guardian. Guardians carry their own weight and hold others accountable to their jobs. They are responsible, loyal to organizations and prefer the routine of normal job hours. Guardians also work more effectively when given clearly defined tasks. These traits apply to me because I am very much a team player. I carry my weight in groups and try to make sure that others do the same. I also perform much better when given definitive tasks. When instructions are vague, I can get anxious because I can’t be sure if my work is what was expected.

The Second part of my personality type is Supervisor. Supervisors tend to be extremely social people who look forward to social gatherings. They are very good planners who tend to be very respectful and hard working. I can relate to this because I am the ultimate rule follower. Getting close to grey areas of rules gives me anxiety. I also try to be extremely social and outgoing. Even though I do not have a specific schedule, I have always been a good planner and know the necessary amount of time I need to get a specific project done.
In Depth Major: Management

Values

- 
  **Purpose**: As a leader, I can set the goals for the organization to align with my values. Management has the greatest impact on an organization which gives me purpose.
- 
  **Balance**: As management you set the culture which could define balance as important.
- 
  **Wealth**: Management roles have the most impact on distribution of rewards.

Interests

- 
  **Coaching and Mentoring**: The largest element of management. Making sure people reach their full potential gives me purpose.
- 
  **Managing People and Teams**: Perfectly aligns with the major.
- 
  **Quantitative Analysis**: Key element of good management decision making.

Guardian Supervisor - Managers generally take a direction and drive a team to execute goals. Guardians are generally very organized and by the book. These are sought after management traits which would allow me to effectively set goals for a team and achieve them.

Management Consulting - I would be performing analysis and coaching of clients in teams. This is a good fit because coaching is at the core of the job description. Management consultants also make the most money out of the management majors and the act of leading gives me purpose. This career path generally fulfills my VIPS and seems like a great option.

What makes Kelley management unique

The management major at the Kelley School of Business has optional consulting workshops, preparing students to succeed in the real world. From a wealth perspective the Kelley Management class of 2018 had an average starting salary of $59,166.

Corporate Management e.g., Retail, Production and Operations - I would start in a training program at a large company and rise up. This is a good fit for me because I can control my values from this leadership position. Corporate Management also involves coaching other and managing different teams of people. My guardian organizational skills would help me be successful and enjoy the job.

Purpose - As a leader, I can set the goals for the organization to align with my values. Management has the greatest impact on an organization which gives me purpose.

Balance - As management you set the culture which could define balance as important.

Wealth - Management roles have the most impact on distribution of rewards.

Coaching and Mentoring - The largest element of management. Making sure people reach their full potential gives me purpose.

Managing People and Teams - Perfectly aligns with the major.

Quantitative Analysis - Key element of good management decision making.

Guardian Supervisor - Managers generally take a direction and drive a team to execute goals. Guardians are generally very organized and by the book. These are sought after management traits which would allow me to effectively set goals for a team and achieve them.

Management Consulting - I would be performing analysis and coaching of clients in teams. This is a good fit because coaching is at the core of the job description. Management consultants also make the most money out of the management majors and the act of leading gives me purpose. This career path generally fulfills my VIPS and seems like a great option.

Corporate Management e.g., Retail, Production and Operations - I would start in a training program at a large company and rise up. This is a good fit for me because I can control my values from this leadership position. Corporate Management also involves coaching other and managing different teams of people. My guardian organizational skills would help me be successful and enjoy the job.
In Depth Major: Marketing

Values:
- **Purpose**: Marketing closely aligns with the message and goals of the company. The people in marketing have to have a clear sense of what the company is about. If I believe in the message of the company my work has purpose.
- **Balance**: Culturally, marketing roles typically enable more balance than other roles in large companies.
- **Wealth**: While not a path to great riches, marketing is a path to a secure income.

Interests:
- **Coaching and Mentoring**: Marketing roles often require managing large diverse teams for product releases.
- **Managing people and team**: Marketing roles and projects often require cooperation between different teams and departments.
- **Quantitative Analysis**: Data driven marketing is everything in this day and age. The ability to analyze data sets in order to create the most effective marketing plan is essential.

Personality:
- **Guardian Supervisor**: The alignment is with the organizing the work and the people. This means I would work well as a team leader trying to lead towards a clear final product.

Marketing Executive at a large company - I would rise through the ranks of product management. Improving current products and bringing new ideas to market. This job involves organizing creative people which suits my personality type and interests. I could use quantitative analysis to make effective decisions, coach those needing help, all while leading a team to market. This job has the potential to fulfil many of my VIPS.

CMO of a small company - Play in all fields of the company as the person bringing the marketing focus. Covers all values because it sets the culture and enables involvement in all aspects of managing the business as a senior leader. Really relates to my guardian supervisor side, being a steady hand leading the small company in a very organized and calculated manner. This management would give me purpose while enabling me to create balance.

Kelley School of Business Marketing majors have the unique opportunity to research consumer behavior with Customer Interface Virtual Laboratory. The Kelley Marketing class of 2018 had an average starting salary of $56,928 with a median signing bonus of $5,000.
In Depth Major: Law, Ethics, and Decision Making

**Corporate Lawyer:** Would provide the legal and ethical leadership at an organization. Also serving as a subject matter expert of ethics for particular companies. This suits me because I am a rule follower and always by the book. My interest in coaching and mentoring would draw me to this area to make sure others learn from mistakes and don't make new ones.

**Interests**
- Coaching and Mentoring: People who focus on legal and ethical values in an association are often asked to share this insight with others in the organization.
- Quantitative Analysis: Data driven analytics decision making big things.

**Values**
- Purpose: Major is driving clear thinking which clarifies my purpose.
- Balance: Work-life balance is often viewed as a key element of ethical business practices.
- Wealth: Minimize risk in career choices and in daily business decisions. Avoiding losing wealth.

**Career 1**
- Professor of Ethics: This would be a steady job involving coaching and mentoring. Preaching the right thing and rational decision making for students, would fit with my Guardian Personality type. The security of a teaching job would also reduce my anxiety. This would fulfill most of my values and work very well with my core interest and personality type. Even though I never thought of becoming a teacher, after analysis it seems work considering.

**Career 2**
- Corporate Lawyer: Would provide the legal and ethical leadership at an organization. Also serving as a subject matter expert of ethics for particular companies. This suits me because I am a rule follower and always by the book. My interest in coaching and mentoring would draw me to this area to make sure others learn from mistakes and don’t make new ones.

**What makes Kelley Law, Ethics, and Decision Making unique**
- The Law, Ethics, and Decision Making major at the Kelley school of Business is unique because it is one of the larger divisions of its kind, which means it offers a broad range of courses not available elsewhere. There is also a legal club for those who want to learn to develop strong arguments and defend them. It is specifically for students interested in the law.

**Personalities**
- Guardian Supervisor: Doing the right thing legally and ethically is a big part of the guardian mentality. For example, I am extremely cautious with citing. I make sure to cite even the most useless sentences while others might choose not. The only reason there are no citations in this PowerPoint is the language in the rubric specifically stating citing is not needed.