In Depth College and Career Guide (DISC)

Behaviors	Students Should Avoid	Ideal College and Career Environments	Major or Job Fit
High D's Direct Competitive Opinionated	- Situations where you can't express yourself or be direct with others - Majors or jobs that have little room for opinions. - Controlling professors or bosses that treat you paternalistically - Calm majors or jobs with little to no challenge.	- Majors or careers where competition is encouraged. - Majors or jobs that are results-oriented and encourage risk-taking. - Opportunities to lead and take initiative. - Places where they can be direct with others and share their opinions. - High intensity environments	Political Science, Philosophy, Law, Business Management, Entrepreneurship, Surgeon / Intense Medical Paths, Firefighting, Real Estate, Armed Forces, Sports Management, Investment Banking, Consulting, Personal Training, Emergency Personnel
High I Talkative Friendly Enthusiastic	- Large lecture classes. - Being alone too long. - Professors who appear cold and distant. - Solo projects - Majors and jobs without collaboration. - Majors and jobs where they are not encouraged to raise their voice.	- Friendly environments. - Group projects. - Majors and careers with a lot of collaboration time and open discussion. - Majors and careers with a lot of face time with other people. - Environments where they can express thoughts and feelings out loud.	Broadcasting / Communications, Education, Theatre, Public Relations, Marketing / Advertising, Journalism, Music and Entertainment, Field Researcher, Liberal Arts, Community Programs, Comedy, Actor / Singer, Personal Training
High S Loyal Patient Understanding	- Changing and unstable situations. - Lack of consistency. - Majors or jobs that are open-ended and require a lot of improvisation. - Schools where there is no clear path towards graduation and academic expectations are not as clear.	- Programs and jobs where students can clearly see the structure of their education or work tasks / projects. - Students should know what is expected from them on day one all the way until the day that they graduate. - Supportive, calm, and understanding environments. - Minimal surprises or change. - Majors or jobs that encourage a patient, understanding, and calm approach.	Nursing, Education, Social Work, Medicine, Counselor / Advisor, STEM, Psychology, Research Driven Majors, Accounting, Health Care and Social Services, Biology, Chemistry, Therapy, Librarian, Industrial Engineering, Airplane Steward or Pilot, Administration
High C Precise Conscientious Cautious	- Professors or bosses without clear expectations. - Environments that require students to take a lot of risk. - Jobs or majors where the result is much more important than the process. - Jobs and majors that force students to think "big picture" and don't prioritize the details.	- Structured programs or jobs where quality, the process, and the details matter. - Classes with a detailed syllabus. - Jobs or majors that require a step-by-step approach. - Jobs or majors that encourage students to pay attention to all the details and follow a process the "right" way. - Jobs and majors that encourage an analytical, systematic, or logical approach.	Medicine, Engineering, STEM, Computer Science, Finance, Data Analysis, Data Scientist Law, Mathematics, Physics, Research driven majors. PhD programs, Architecture, Sociology and Psychology (Research Based), Pilot, Law Enforcement, Administration, Computer Systems, IT

In Depth College and Career Guide (Motivators - Part 1)

Motivators	Ideal College and Career Environments	Major/Career Ideas
Theoretical *Value learning and knowledge.*	- Liberal Arts colleges (study many topics) - Research Institutions or Majors - Broad/core curriculum or intellectually intensive curriculum. - Jobs or majors that are intellectually challenging and push students to think at a deeper level or learn new things.	Science, R&D, Astronomy, Engineering, Education, IT, Mathematics, Economics, Philosophy, Journalist, Law, Medicine, Aerospace, Think Tanks, Engineering, Pre-med, Pre-law, Neuroscience / Psychology, Economics, STEM, Masters or PhD Programs, Anthropology, Political Science
Utilitarian *Value practical accomplishments.*	- Colleges with great job placement rates and majors or jobs with a high starting salary. - Jobs with clear growth opportunities in terms of salary increases or bonuses. - Look for practical and hands-on programs where students get a return on investment.	Sales, Finance, Trade School, Entrepreneurship, Law, Computer Programming Specific Schools, Medicine, Consulting, Accounting, Engineering, Real Estate, Construction, Developer, Business Management, Investment Banking, Construction Management, Hospitality and Tourism Management
Aesthetic *Value beauty, and harmony.*	- Students should visit colleges to sense the atmosphere and to see how it looks/feels to them. - Beautiful campuses or offices where the student feels balanced. - Majors or jobs that have a creative outlet or form of self-expression.	Media, Visual Arts, Architect, Therapy, Counselor, Entertainment, Event Planning, Interior Design, Fashion Design, Culinary Arts, Musician, Environmental Studies, Landscaping, Marketing/ Advertising, Arts, Journalism, Creative Writing / English, Horticulture, Environmental Design, Urban Planning, Theatre, Graphic Design, Film
Social *Value being of service to others.*	- Colleges or companies that are making an impact on the world in a way students care about. - Colleges or jobs with community service opportunities. - Majors or schools where volunteering is part of the curriculum and jobs where volunteering is part of the culture at work.	Non-Profit, Social Entrepreneurship, Corporate Social Responsibility, Education, Healthcare and Social Services, Community Programs, Physical Training. Medicine, Social Work, Counseling / Therapy, Biomedical Engineering, Veterinarian, Public Policy, Environmental Studies, Peace and Conflict Studies, Public Health
Individualistic *Value personal recognition and independence.*	- Colleges with control over your major and the structure of your education. - Jobs and majors where you can have independence in the day-to-day. - Schools, majors, or jobs with performance, political, or entrepreneurship opportunities where you can be in control and gain personal recognition. (i.e. business plan competition or student government)	Entrepreneurship, Political Science, Theatre, Philosophy, Chef, Public Speaker, Litigation, Driver, Business, Actor/Singer/Artist, Music or Entertainment Industry, Outdoor or Adventure Jobs, Personal Trainer, Broadcasting / Communications, Accounting, Gaming, Trade Jobs such as Welding, Plumbing, Masonry etc., Real Estate, Consulting, Comedy
Traditional *Unique system of values drives you.*	- Colleges and companies that support your core values and encourage you to bring them out. - Any job or major as long as your core beliefs are valued and respected. - Schools that offer clubs or opportunities that align with your core values.	Government, Education, Counselor, Banking, Military, Engineering, Medicine, Philosophy, Health Services or Public Health, Insurance, Religious Roles, Lobbying, Languages (i.e. Spanish), Quality Control, Industrial or Trade Jobs, Activism, Business, Cultural Studies (i.e. African American or Japanese Studies)