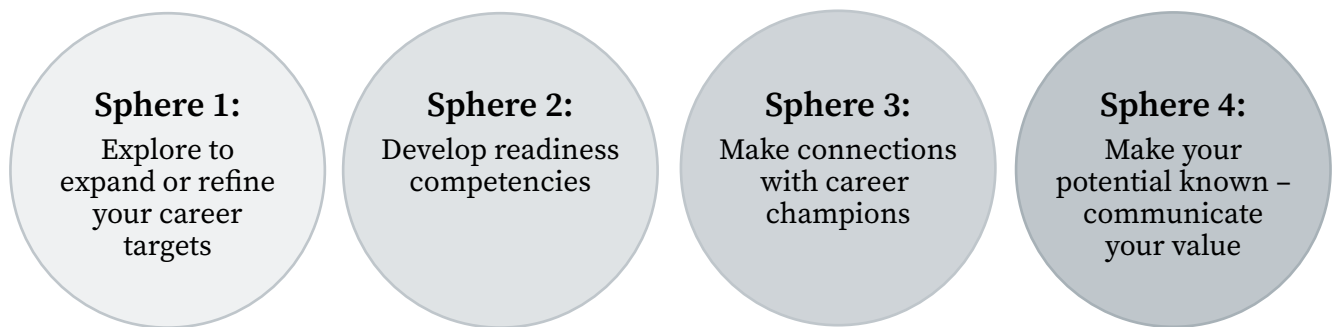


Spheres of Intention

As an undergraduate student looking forward to your graduation from Ohio State, there are four “spheres of intention” that are linked to your future success. Whether you are planning to obtain an advanced degree upon graduation, enter the workforce or pursue a living as an entrepreneur, devoting time to these spheres will be essential while working on your bachelor’s degree.

Are you wondering what is meant by “sphere of intention”? When you direct effort toward a goal, you are **acting with intention**...you intend to accomplish your goal. A “sphere” is an area of activity or interest. Tying these concepts together, a sphere of intention is an area of career preparation activity that you pursue with intention. Said another way, it is an area that you actively engage in versus passively move through.



Committing to Your Plan

The amount of time you can commit to these spheres will naturally vary and your engagement may ebb and flow along the way. Also, you may not experience an immediate pay-off after engaging in some of the activities described below. Don’t be deterred! The goal is consistent forward progression in all four spheres. That can happen by spending an hour “here and there” when you are stretched for time, and by digging in to commit extended periods (e.g., taking on a part-time internship) when you have more time in your schedule.

Career prep is like a juggling act. Sometimes you will have the time and energy to keep movement within all four spheres in motion. Other times you will need to idle one or more of your spheres so that you can take on bigger challenges in the spheres that you are choosing to keep in motion. You’ve got this! And, a Career Coach can help you along the way.

This document is a starting point: You’re encouraged to seek advice on additional steps from people who are doing the type of work you’d like to do. Continue reading to find activities associated with each sphere of intention.

Sphere 1:

Explore to
expand or refine
your career
targets

Sphere 2:

Develop readiness
competencies

Sphere 3:

Make connections
with career
champions

Sphere 4:

Make your
potential known –
communicate
your value

Sphere 1: Explore to Expand or Refine Your Career Targets

Your career interests will likely fluctuate while at Ohio State as you are exposed to new subjects and options via courses, work-based roles or interactions with others. Some students feel pressure to know early on exactly what they'll do for a career, and that mindset can lead one to overlook options. We encourage you to view your career as something that will reveal itself to you over time as you tune in to what you're naturally drawn to doing or learning about.

Active Engagement

1. Within Handshake, join the career communities that match up best with your interests and read the email that Career Success sends to students in those communities.
2. Attend OSU and external events that provide information about career paths and industries.
3. If you're curious about a career field or business idea, find a way to learn more about it. Be open-minded; consider "crazy ideas".
4. Conduct informational interviews with professionals in the fields you'd like to learn more about.
5. Use O*NET to do "deep dive" learning about the industries and career fields that appeal to you.
6. Engage in "hands-on" experiences that will allow you to learn¹ more about a career field. These experiences include internships, field work, research with faculty, and job shadows.
7. Meet with your Academic Advisor to discuss courses that will expand your career exploration within or beyond your major.
8. Regularly reflect on the exploratory steps you are engaging in: what are you discovering about your interest areas, natural talents, and skill-development needs?
9. Create a "career action plan." A Career Coach can assist you in creating or modifying your action plan as well as make sure you know how to access all of the valuable career resources that OSU subscribes to like GoinGlobal and What Can I do with This Major?
10. Join an on-campus organization related to your passion areas.

More resources online:go.osu.edu/MeetYourCareerCoachgo.osu.edu/buckeyeadvantage

#ASCCareerSuccess



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Sphere 2: Develop Readiness Competencies

Developed through coursework and roles outside of the classroom, the “readiness competencies” are foundational skills that you will showcase to employers or graduate programs when looking for a post-graduation career role. Find an overview of The Buckeye Advantage readiness competencies on our website.

Active Engagement

1. Attend OSU and external events that will allow you to develop a readiness competency.
2. Use O*NET to view the “in demand” skills associated with the career fields you are considering.
3. Regularly reflect on the readiness competencies you are developing. Which readiness competencies do you need to improve upon?
4. Volunteer for a leadership role within a student organization.
5. Learn how to tell skill stories, and practice telling your stories with a Career Coach. Taking this step is a great way to prepare for future interviews.
6. Learn about job-specific skills that are needed along with the readiness competencies. For example, if you want to work in mental health upon graduation it would be good to develop crisis intervention skills. A career coach can help you identify additional skills to add to your resume.

More resources online:

go.osu.edu/MeetYourCareerCoach



go.osu.edu/buckeyeadvantage



go.osu.edu/CareerSuccessEvents

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Sphere 3: Make Connections With Career Champions

A career champion is someone who provides support as you work toward a career goal. Forms of support will vary across champions, but generally include sharing tips on how to conduct an effective job search (from the perspective of an “insider”), providing encouragement in the face of obstacles, linking you to others to expand your network, and advocating for you when you apply for a position.

Active Engagement

1. Meet with a professor during their office hour to learn about their career path. They may consider adding you to their research team or have suggestions for how you can learn more about their specialty area(s). This is also a good step if you might want them to write a letter of recommendation for you.
2. Use LinkedIn to find alumni and other professionals working in the areas that interest you.
3. Apply for the ASC Match Mentor Program at the start of each Autumn semester. If accepted, you will be paired with an alum who can offer advice, answer questions you may have, and discuss the value of an Arts and Sciences degree in the current workplace.
4. Attend events with alumni or other career professionals to gain advice about “breaking in” to their career field.
5. Share your career interests with people on a regular basis – you never know who might be able to assist you.
6. Join the professional association linked to your primary career interest (most associations have student chapters with reduced membership fees).
7. Create an AlumniFire account to connect with Ohio State alumni in different areas that interest you.

More resources online:

go.osu.edu/CareerSuccessMentoring

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Sphere 4: Make Your Potential Known - Communicate Your Value

Once you have a clear direction for where you are heading, you will need to direct your energies toward getting your resume in front of employers. Or if grad school bound, you'll need to focus on preparing a competitive application. In both cases, the ultimate goal is to communicate your potential. Employers will evaluate you on your potential to add value to their organization. Grad schools will evaluate you on your potential to complete their program or make scholarly contributions to their discipline.

Active Engagement

1. Reflect on all of your qualifications related to an employer's needs, including: experiences and skills that relate to the position you are seeking, personal attributes that you'd bring to the role, and knowledge areas gained from courses or independent study.
2. Ask your LinkedIn contacts for skill endorsements; make sure your LinkedIn and Handshake profiles are up to date and provide a good overview of your skills and experiences.
3. Create a plan with a Career Coach to connect with employers who don't recruit via Handshake.
4. Have your resume critiqued by someone in your target field to see if they can suggest other keywords to add (Vmock provides the same type of suggestions).
5. Attend recruitment events to have face time (in-person or virtual) with employers.
6. Brush up on your interviewing skills by doing mock interviews (with a Career Coach or via The Big Interview). Sign up for the Interview with a Buckeye event to practice interviewing with alumni.
7. Write and practice your elevator pitch.

More resources online:

go.osu.edu/MeetYourCareerCoach



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Next Steps: Spheres of Intention

While you are engaged in these four spheres, you will also want to consider how you think about your progression forward toward a career. All too often, college students hold beliefs about careers that limit their options and exacerbate their stress.

Holding any of the beliefs listed below will make it more challenging for you to manage your progression within the career prep spheres. If you think some of your beliefs are tripping you up, you are encouraged to meet with our college wellness counselor.

- “I’m a horrid decision maker.”
- “I’m not good at _____.”
- “My interests are all over the place.”
- “There are no good jobs out there.”
- “It doesn’t matter what you know, it only matters who you know.”
- “I’ll never get this figured out.”
- “Things never work out for me.”

Additionally, you may be tempted to hold back from finding resume builders (e.g., internships, field work, research with faculty, part-time work, etc.) if you are unclear about career targets... thinking that you’ll start searching once you have identified a pathway to pursue. Holding back is often problematic because these experiences often provide insights into one’s career interests. Plus, when holding back, you are missing out on roles that will allow you to build and refine your readiness competencies and expand your network. Be careful not to hold back for too long!

Footnotes

[1] Be selective when choosing roles to apply for... some will provide better opportunities for learning about career options