

Career Self-Assessment

Jeremy Gillentine

Liberty University

## Section I: Initial Assessment, Gathering Client Information (Who am I?)

### A. Exploration of Relevant Background and History

1. Name: Jeremy Gillentine
2. Address: 144 Ski Club Drive, Wetumpka, AL 36092
3. Date of birth: September 25, 1975
4. Marital Status: Married since August 7, 1999
5. Children: 4--Sidney (2001), Hutson (2002), Raegen (2006), and Linden (2008).

### B. Past Family and Community Environments

1. **Family Environment: Responses are based on (See Appendix A)**
  - a) **Grandparents', parents', and siblings' ages, death dates, occupations, level of education, and marital status:**

**Provide the above information – one paragraph for each individual.**

**\*\*Appendix A of this document references a cover letter for a job search rather than information regarding Family Environments.**

1912—James Davis (Luke)—Grandpa—He and my grandma lived about 15 minutes from me when I was a child. He was retired but had huge gardens. He and my grandma had chickens for eggs and some meat. He and my grandma went fishing in their old Winnebago motor home off an old bridge on Lake Martin (Kalijah Bridge—the state built a new bridge and left about 100 yards on each bank as a fishing pier). My grandma walked with the assistance of a walker due to a childhood illness. He took care of her. She had Alzheimer's for the last several years of her life, and he was very kind to her and kept her at home, caring for her. They moved a mobile home to my parents' land so they could be there when he needed a hand. He passed away in 2000 at age 88, one year after she died. I never knew about his employment, but he knew clearly about working and getting things done. They were very involved with their church until mobility issues slowed them down.

1914—Iva Gillentine Davis—Grandma—She and my grandpa lived about 15 minutes from me when I was a child. She had always been at home, as far as I know. She walked with a walker from a childhood disease. Her first husband, Bradford Gillentine Sr, passed away in 1958 when my dad would have been 13 (Iva's only child). She remarried in 1962 to the man I knew as Grandpa. He grew the food, and she would preserve it through canning and store it away. It was always a delight to eat with them. She made homemade

biscuits and had homemade jelly to go with them. They lived very basically. They had everything they needed but acted as though the great depression would come around again, and they wanted to be prepared. She passed away in 1999 at age 85. I never knew about her employment (I am unsure if she ever worked out of the home), but she knew clearly about working and getting tasks done. They were very involved with their church until further mobility issues slowed them down (she was in bed for the last few years of her life).

1924—Lamar Tatum—Granddaddy— He and my granny lived about 15 minutes from me as a child. He piddled around with lots of different things. He would buy and sell stuff from houses to lawnmowers. He had done everything from the family farm to factory worker (where he lost his right arm from the elbow down in an industrial accident back when that meant you lost your job with little to no compensation) to being a Real Estate Broker. I have my real estate license today because of him. I remember watching him build a deck on his house with one hand. He would drill a piolet hole, put the nail in it, and then drive it with a hammer (quite impressive). He and my granny always looked like they were doing well financially, but I think they were only doing okay to struggling. They had four children and had to help three of the four several times financially (my mom was the most stable of the four). He married my granny in 1946 and remained married until he died in 1999 at 75. I went and had lunch with them nearly every day in high school.

1929—Margret Tatum—Granny— She and my granddaddy lived about 15 minutes from me as a child. She had several jobs over the years, from department store clerk to photobooth development clerk. She was all about attending church and would tell anyone who would listen why they should also go. She kept a sparkling clean house and always had it set neatly. They certainly had the appearance of doing very well financially but knew how to do a lot with little. She would save butter containers and use them like Tupperware. She would say she knew how to skin a flea for his hide and tallow. She was an excellent cook and treated me like I was the most important person in the world when I would stop by their home (one of my favorite places to go). My parents, who have their own house, moved in with my granny for the last few months of her life to avoid putting her in a nursing home. She married my granddaddy in 1946 and remained committed and married to my granddaddy until he died in 1999. She passed away in 2018 at age 89.

1945—Bradford Gillentine, Jr.—Dad—He and my mom married in 1969. My dad worked at a paper mill. He had been in the Navy for a few years straight out of high school (Carver High School—Montgomery, AL). A Navy person helped him get the job at the paper mill in Prattville, AL. He worked there for around 40 years. He worked the swing shift all my life, so you never knew if he was coming, going, or sleeping, and you better be quiet. He was always a hard worker at whatever he was doing. My dad still roller skates and goes on long-distance bike rides today at age 78. He has had prostate cancer and has overcome it. My dad is not involved with church, but thankfully, he never

discouraged my mom from taking my brother and me. He is from the generation that showed they loved you by providing for you, so it would appear he loved us very much. It seemed he was working all the time. My dad was not interested in what my brother and I were doing, but we were always welcome to go skating or bike riding with him anytime we wanted.

1951—Cora Jo Tatum Gillentine (Jody)—Momma—She and my dad married in 1969. My mom was a stay-at-home mom. She was about ensuring we had what we needed and did what we needed to do. She dragged my brother and me to church every time the doors opened and involved us with everything at church. She did the church bulletins and the church bulletin boards. She went to our schools nearly every day and volunteered. Ironic as it may sound, she pushed us to be very independent. She indeed went to help the school out of what appeared to be gratitude for educating us and did not attempt to gain favor for us through her actions. When my brother was in high school, they appreciated her being there so much they hired her full-time, and she worked there for about five years after I graduated. As mentioned above regarding my granny, my mom has compassion for others and will go above and beyond to help her family. She lived with my granny for several months before she died to keep her out of a nursing home. She had to tend to my aunt's affairs and put her in a nursing home until she passed away. She has now taken her brother into her home (whom she had been estranged from for many years) because his health had declined, and he had no one else.

1973—Jason Gillentine—Brother—My brother and I are like oil and water. We do not hate or even dislike one another. However, we have almost nothing in common, even growing up in the same home, church, schools, etc. He has always been very concerned with what people think, and I care on a much lower level. My brother did some college work straight out of high school (I think he got a degree and, to my knowledge, was the first in our family to do so). He worked as a computer input guy for a large insurance company here in Alabama (ALFA Insurance) for several years. He married a girl from Virginia who had issues that made their marriage a constant struggle. They moved up to Virginia to be near her family, but ended in divorce. I think he was closer to her family than she was when they divorced. He stayed up there (I believe because of his job) and married another lady. They went on to have a child and continue to be married. He works for Fannie Mae, but I do not know what he does. It always seems forced when he comes back around to visit. He sends my kids cards for their birthdays and Christmas, and my kids barely know who he is.

**b) What was the structure of your family? What are the career patterns that emerge as you look at the family structure?**

My family's structure appeared patriarchal but was matriarchal in many ways. The men were looked to as being the authority, but it seemed apparent the women were often the ones pulling the strings.

There are no apparent patterns that emerge from my family. Looking at the people who raised us, there appears to be no rhyme or reason for the career paths. The only similarity is that I am a real estate agent because my granddaddy helped me get my license.

**c) In what type of family environment did you grow up?**

I grew up in rural Alabama. It was 25 minutes to Wal-Mart. Our school bus ride was 45 minutes long each morning and afternoon. There was a 200-acre cow pasture that later became a cotton field behind our family home.

**(1) Describe your memories of your grandparents' work:** My memories

Grandpa—I do not know his work history. He was retired and worked around his home with gardens and raising chickens. He went fishing for both hobby and for the meat as well.

Grandma—I do not know her work history. She was retired and worked around her home with gardens and raising chickens. She went fishing for both hobby and meat as well. She was mobility-challenged and had to use a walker. She did more in-home items such as canning, jelly making, and cooking.

Granddaddy—He worked on the family farm, in a factory, and as a real estate broker.

Granny—She did a few part-time jobs out of the home but mostly worked in the home. She ensured the home was spotless and that my granddaddy had what he needed when he needed it (e.g., meals, clothes, presentable home).

**(2) Describe your memories of your father's work:** My father was a hard worker who worked all the time. He worked the swing shift, so you never knew if he was coming or going.

**(3) Describe your memories of your mother's work:** My mom always cared for the family (home). She volunteered at my brother's and my schools for grades K-12. She ultimately got hired by the high school we attended to work in the office.

**(4) How did your grandparents and parents feel about their work? What were their dominant values regarding work?** They all valued hard work and people who did what they should do. It seems today that people expect something for nothing where they expected to have to work for what they received.

**(5) What values, behaviors, and attitudes were reinforced for males? Females? What was punished for males? Females? The values it was clear that there were**

**men's roles and women's roles.** I do not recall anyone ever verbalizing specific men's and women's roles, but it was an unspoken reality that there were roles considered male or female. My mom never cut grass until I was 30 when they purchased a zero-turn lawn mower that made it fun to cut the grass. Men made the money, and women organized the home.

I am unaware of a "punishment" in our family. As a child, I was allowed to have a kitchen and playhouse set in my room (a non-stereotypical item for a male child), and I rumbled with the guys (a more typical male role).

**(6) Were certain careers more valued than others? Yes/No, work**

No, as long as it paid you for your work and was morally right according to a Christian Worldview, it was okay.

**(7) What family traditions, ghosts, or legends have shaped attitudes about careers?**

A family tradition was non-existent.

**(8) How does the family address the inter-relationship between work, family, and leisure?** Dad saw his work responsibilities as top of the pyramid of priorities.

Mom saw her work as ensuring we had what we needed when needed.

**(9) Do you share the work values, attitudes, and behaviors of your parents? Others in your family? Do these factors restrict you in any way? Yes/No, I have**

Yes, I share my parents' work values, etc., from the point of view of doing my best when assigned a task.

No, I do not consider myself to imitate others' work values, etc.

No, It does not restrict me in any way. The exception may be when I do general contracting work. I want it done as unto the Lord, which demands my best. Doing things right takes time, and time is money. I also struggle to charge what I should, which compounds this issue.

**(10) What stereotypes about careers and yourself have been "transmitted" to you by your parents? Others in your family? What has been transmitted to me about work is whatever your hand finds to do, do it as unto the Lord.**

**d) What were the occupational and educational attainments of your grandparents, parents, and siblings?**

**My paternal grandfather . . . My paternal grandmother . . . etc.**

Grandfather—Was able to retire and live a comfortable life. I am unaware of his educational attainment.

Grandma--Was able to retire and live a comfortable life. I am unaware of her educational attainment.

Granddaddy—Family Farm, factory worker, real estate broker, was able to retire and live a comfortable life. I am unaware of his educational attainment.

Granny—Various store clerk jobs, took care of her home, was able to retire and live a comfortable life. I am unaware of her educational attainment.

**My father, My mother,**

Dad—A factory worker, was able to retire and live a comfortable life. He graduated high school.

Mom—Worked in schools, took care of her home, and was able to retire and live a comfortable life. She graduated high school.

**My brother . . . etc.**

My brother has an undergraduate degree and has worked doing some type of computer work.

**e) How did the career choices of your parents and other important family members affect your goals and aspirations? Do you have a sense of "owing" family traditions?**

My family has had little to no effect on my career paths. I have not followed their pattern. I have had a very diverse career path. The only connection is me having my real estate license. I have no sense of owing family traditions.

**f) What educational and occupational aspirations did your parents or others seem to have for you? Did anyone in your childhood expect or want you to do a certain job when you grew up?**

It was assumed I would likely work at the paper mill where my dad worked because I hated school and loved to do physical labor. I had a distant relative who wanted me to come to work for him because he knew how meticulous my dad was and assumed I would be as well. My granddaddy helped me get my real estate license.

**2. Community Environment: What other people (e.g., teachers, counselors, and friends) served as influential role models for you?**

**a) Did their jobs interest or impress you? Why?**

My perception of work comes from just doing the next right thing. I never sought a specific career due to someone else's ideals. I did not know anyone who did construction work, but that is what I wanted to do. My granddaddy wanted me to do real estate, so I did. He thought he was too old and out of the loop to be my broker, so I hung my license with a group who turned out just wanted you to sell houses, and they collect the funds. The problem was that I was 19 and unsure how to sell, and when I did, I felt guilty about how much we charged for the little work we did. I have since gotten over both issues. When I was a child, I had stomach issues that the doctors decided were caused by my thinking process. They sent me to a counselor; as a 10-year-old, I thought he was a quack. He wanted me to tell him about watching TV with my family. Needless to say, he did not plant a desire in my heart to be a counselor.

**b) Did you think of doing that work yourself? Why or why not?**

Not really. My granddaddy, parents, neighbors, church members, television, and general observation of the world around me influenced me.

**C. Work and leisure.****1. What has been your work history?****My work history has been . . .give a brief overall summary**

I love to work and see things develop. I always thought I wanted to be in the building construction world, so I went to work building. I then went with my love of machinery and went into the sand and gravel mining business until the economy tanked, and we tanked with it. I had my real estate license but rarely used it because I thought I was taking people's money for little work. I eventually overcame that because people act like you have done them a huge favor when you assist them with buying or selling property. I became a counselor because humans fascinate me. I desire to know why we do the things we do. I went to preaching school because I like to help people understand the love of God and be able to give them evidence to support the claim.

- a) **Describe the first job or work (not a regularly assigned chore) you remember doing as a child. How did you feel about it?** My first job was at age 13 when I went with my cousin's dad to work regularly in the summers. He owned a truck scale repair business. I learned to cut, weld, fabricate, think about the order in which a project needs to occur, and many other skills that have helped me over the years. I generally loved it. It gave me something to do. However, I hated that my cousin's dad could sometimes be a jerk.

- b) **Describe other early work experiences that stand out in your memory.** The memories include working with a guy from church with gravel pits that I would run at a later time. He also helped me to learn to work methodically.
- c) **Before the age of twelve, what sort of worker were you? How would you describe yourself? How did others view you?** I worked according to what I wanted to accomplish. My mom was not the best housekeeper. When the dishes would cover the counter, without being instructed to do so, I would go clean the kitchen to spotlessness. When she would wash clothes, she would pile them on the couch. I would eventually get tired of this and fold them and put them away. We lived out in the country. I would get bored and mow the grass (we had 2 acres with about 1.5 acres to mow). I liked cutting it a certain way so you would see the lines in neat rows. I would trim the hedges and clean the lawn of any fallen limbs.

At the time, I did not think anything of it. Today, I think what I did without being made by anyone is very interesting.

Others were amazed at what I did. The guy who worked with the youth eventually asked me to come home with them on Wednesday nights (in the summers) and help him around his place on Thursdays (the son of the man I later helped at the gravel pits).

- d) **Account for all time during the past 10 years, including military and periods of unemployment, starting with your present or last position.** I am a general construction contractor, real estate agent, counselor, Christian, husband (since 1999), and dad to 4 children. I try to juggle involvement with my kids, church, wife, school, and work, and I still consider the idea of relaxing. In 2013, I graduated from preaching school (most church groups would call it seminary) (Southeast Institute of Biblical Studies). I then went to Heritage Christian University to complete my undergraduate work because the preaching school was not accredited by a nationally recognized organization. I graduated from Heritage in 2015. I then attended Faulkner University and received my Master of Science in Counseling in 2019. I began Liberty University's PhD in Counselor Education and Supervision program in 2021. I am currently four classes into the CES program. Preaching school was a full-time event (6 hours a day in class with 3-4 hours of homework a day). The other times, I am doing whatever comes up next.

My wife and I stayed at a house in Douglasville, GA, for nine months remodeling it; we stayed for a couple of months at a church camp and built them a new cabin; we built our own house that is 3500 square feet, three floors, eight baths, five bedrooms, we stayed at the same church camp for most of a year remodeling a bathhouse, we spent most of a year at some friends land helping them with various construction projects, I come back and forth to handle real estate transactions, I come back and forth to see counseling clients, I come back and forth to do supervision for my counseling license requirements (a certain amount are required to be face to face), and I am involved with my local church. I have been the maintenance deacon and am now the counseling deacon

(the church pays for members to come to see me), and I have been going to an alcohol and drug rehab program on Fridays and Saturdays for the last four months to counsel the men in the program. I must also keep up with my real estate and counseling license's continuing education requirements. As a family, we go to 2 weeks of church camp and a week-long church conference each year. My kids are also involved with scuba diving, and we try to go with them to these events.

- e) **What types of work do/did you like, and what aspects of those jobs/occupations have been the most satisfying for you?** As stated above, I enjoy seeing things come to life. I enjoy construction, working with heavy equipment, some mechanic work, laying out a project, doing a project, and finishing a project. I love to help people find the next right place to live and call home. I love helping people find the right investment property. I love helping people talk through their issues and helping them consider a better path forward. I hope to help them move toward their preferred future. I enjoy helping people consider ways to help ground themselves in the love of God and see if their life is indeed in alignment with the Christian Worldview they are claiming to live by, and on the list could go. I enjoyed helping people achieve their best hopes, whether for a new bathroom, a new house, or discussing how to save their marriage. I desire to be God's hands and feet and be all things to all people as needed.
- f) **Describe some work-related situations in which you felt you did a good job or felt you demonstrated strong ability.** I am proud of some of the building projects I have played a part in it having been accomplished. I have helped church camps to build or remodel spaces on a tight budget. I have helped people buy homes with minimal stress by explaining things to them step by step. I have helped people to talk through their issues and arrive at or move towards their preferred future. I grew up listening to the Saturday morning cartoon commercial that said, "Anything you can do, I can do better...". A mentor of mine had the idea that if another man could do it, I likely could as well. I suppose I have taken these ideas to heart. This is not to say I can do these things without effort or training, but I believe I have very few (if any) limitations.
- g) **What types of work do/did you not like and what aspects of those jobs/occupations have been the most dissatisfying for you?** I have never had a job I hated. My least favorite job was working in a kitchen at a hospital while I was in high school. This dislike was only because of the pitiful pay I received. I could be happy with almost any job. As an employee of mine once said, work is work, just a different day. Maybe it would be untenable if the people you had to work with were vulgar and rude.
- h) **Describe some situations that you found particularly difficult or challenging.** The situation I found challenging was when we worked at a children's home for a short time. The director noticed my insights and asked me for advice on a situation with one of the house parents. One problem was the parent was the director's sister. The sister and her husband had not taken time off in a long time (about two years). I suggested they step

away for a week or two and then, moving forward, take their time off to avoid burnout (the sister had a controlling personality). The director had a conversation that involved throwing me under the bus (you should know I was the yard boy and relief house parent). The husband confronted me aggressively, asking where I thought I had the right to tell them what to do. Though we had only been there four months, a pattern had become apparent, and we fled the scene. I do not mind being the person who tells others what to do and then takes the heat from it when it is my role to do so and do it effectively.

**i) When in your work history have you been unemployed and how long?**

I have never been "unemployed" but have had gaps in pay due to working commission-based jobs. Technically, I was unemployed at preaching school but had raised support to be there.

**2. Do you have any physical limitations? List these conditions and their effect on your career development.**

No, I do not, other than being a human who has to eat, drink, sleep, etc.

**3. Volunteer experiences: What volunteer experiences have you had? Again, account for all time during the past 10 years, starting with your present activities.**

- a) **Organization:** Indian Creek Youth Camp
- b) **Position:** Maintenance Guy (1 or 2 weeks each summer)
- c) **Description of duties:** Fill in where there are any gaps in coverage, lead singing, teach class, etc.
- d) **Organization:** Indian Creek Youth Camp
- e) **Position:** Construction
- f) **Description of duties:** Designed and built cabin, Designed and rebuilt bathhouse
- g) **Organization:** Maywood Christian Camp
- h) **Position:** Cook (1 week each summer)
- i) **Description of duties:** Helped in the kitchen to feed 350 people and do whatever task needed, from cooking to cleaning.
- j) **Organization:** Polishing the Pulpit

k) **Position:** Volunteer Counselor

l) **Description of duties:** Meet with individuals and couples for counseling sessions.

## **D. Education**

### **1. What has been your educational history? What kind of student have you been?**

I am currently working on a PhD in Counselor Education and Supervision at Liberty University

I have a Master of Science in Counseling from Faulkner University

I have a Bachelor's in Biblical Studies from Heritage Christian University

I have a Bible Degree from The Southeast Institute of Biblical Studies

My post-secondary education has been stellar; however, I was also the kid who only graduated high school because it would have broken my mom's heart for me to drop out. I only graduate for her benefit. I already had plenty of jobs. Financially, I would have done better not to get involved with higher education, but I strongly desire to help people through sharing Godly principles, counseling, and being a counselor educator, and I believe I can do well in the field.

### **2. What are your academic strengths and weaknesses, likes and dislikes?**

I enjoy gaining knowledge and being better equipped to help others succeed. I also desire to do the best I can, which helps with acquiring good grades.

My weakness is the speed at which I read. My mind wonders, and I then must reread the information.

### **3. What thoughts have you had about furthering your education? Would you be willing to return to school at this time?**

I am enrolled in the Ph.D. in Counselor Education and Supervision at Liberty University.

## **E. Current Environment**

### **1. What are your present family circumstances and responsibilities?**

I am a husband, a dad, a son, and a son-in-law. I try to be there for my wife and kids to help them with whatever is occurring in their worlds and to help lead them in their personal walks as Godly people seeking to bring glory and honor to God through their actions. I am the primary money earner in our home; however, my wife is crucial in completing many of the tasks we do to produce an income.

**2. What experiences have led you to decide to seek career/life planning at this time?**

I desire to make a good grade in COUC850 Advanced Career Counseling at Liberty University.

**3. When did you first start to think about seeking career/life planning?**

When I was given the assignment, I decided that completing this would be essential to successfully completing the course.

**4. What sort of help would you like to have during your career/life planning process?**

I only want Dr. Deacon to be delighted with the work on this document.

**5. What do you think this process will be like and how can it help you?**

The process is very long and is asking lots of questions. I would hope a person would have their answers looked at and used in a manner that would help them narrow down the vast choices of potential careers and could be better equipped to hone in on a more specific area of interest.

**6. What are your family members' present attitudes toward your career plans?**

They are unsure about the amount of time and money spent on a career path that is not typically very lucrative.

**Section II: Promoting Self-Understanding, Exploration of Self-Image**

**A. Initial career themes, patterns, or hypotheses**

**1. Previous, current, and possible future education, occupation, and career choices**

The choices are endless. I have worked in various jobs (i.e., truck scale repair, hospital food delivery and cleanup, tractor assembly, gravel pit maintenance, construction, gravel pit operations manager, heavy equipment operator, real estate broker, children's home relief house parents, and counselor).

Future work is to fill the role of a counselor educator.

## **2. Work history and attitudes toward work**

My work history demonstrates that I do not mind getting the job done in a manner that reflects a character of Godliness.

## **3. Interests (likes and dislikes)**

I still enjoy manual labor tasks at this stage of life, but I am considering whether those tasks will still be the best way to proceed as I age. I am hoping to move to a career path that will be less physically stressful on my body.

## **4. Abilities and skills.**

I can accomplish most tasks that I set my mind to accomplishing. It may take me longer than others to complete, but you will know that when I am done, I will have met the standard or have a valid reason as to why I was not able to do so adequately (e.g., death or illness).

## **5. Work values.**

My values are to do my work as unto the Lord. This attitude ensures I will do my best or confer with or employ someone to meet the needs.

## **6. Fulfilling God's calling**

Since I believe bringing glory and honor to God is my purpose, and because I call myself a Christian, I will always do my best to do a task to the highest level possible.

# **B. Assessment of Values, Personality, And Interests**

## **1. Work Values/Lifestyle Assessments. Based on the results of the values exercises:**

- a) **What extrinsic and intrinsic work-related values appear to be particularly important to you?**

**The Value Cards that I chose were as follows in order of importance: (1) Value. This is the most important value because . . .**

**I found these values were.**

I used the Card Sort located at <https://www.think2perform.com/values/#start>

**Spirituality**—Being a Godly-minded person is who I seek to be, so valuing spirituality as defined by God is top of my list.

**Relationships**—I believe relationships are why we are on the planet and are the purpose of God's Church behind praising Him.

**Honesty**—I can handle almost anything people do, but lying is not one of them!

**Helping Others**—We are to be God's hands and feet and bring light to others.

**Integrity**—I can take someone being rude or any generally negative personality trait, but I do not enjoy dealing with people who appear to operate with little or no integrity.

**b) What ethical, philosophical, and religious ideas appear to be important to you?**

My top five areas were associated with ethical, philosophical, and religious views that are important to me. They can each be linked directly to Godly principles related to living according to a consistent Biblical Worldview.

**c) What would be an ideal balance for you of work, leisure, and family activities and responsibilities?**

The ideal balance is to have balance. I believe one of the most prominent tools Satan uses against us is for us to be busy. We must make a living, but we get confused about the importance of money. Time is our most precious resource, and we often fail to use it adequately. I suggested to a client recently that we should create a time budget just as financial experts recommend a monetary budget (He told me this is called a schedule). An advantage of being self-employed is I have tried to arrange work where my family can participate. This way, we can play, worship, and work together. Being together has allowed my kids to see me at my best and worst and has created a lot of learning and teaching moments for all of us.

**d) What would you like your lifestyle to be like next year? In 10 years?**

I am happy with our life and hope it stays as pleasant as it is. It would be ideal for more funding, but hopefully, that will naturally be relieved when I am done with school and having to pay a supervisor for my counseling license supervision.

In 10 years, I hope to continue living by a Christian Worldview, teaching in a counseling program, seeing clients, and continuing to have a great relationship with my wife, kids, and probably their future spouses.

- e) **How do the results relate to the initial career themes, patterns, or hypotheses; or your personal perceptions of the results?**

I am agreeable with the similarities between them. Helping others seems to be rooted in all of the above.

## 2. Personality (Jung Personality Test).

- a) **The results of the JPT indicate that my codes are XXXX, indicating that my preferences are (use the word the letter stands for). (See Appendix X). The description of an XXXX is as follows:**

**\*\*No Appendix X is in the template or the instructions.**

I had previously taken the Myers Briggs, and these were the results I was given. I typically refer to myself as an extroverted introvert. I usually prefer solidarity, but I know that to "go into all the world and share the gospel" is very difficult if I am not willing to talk to others (This is a standard I hold myself to—not others).

ENFP—Extroverted, Intuition, Feeling, Perceiving

According to the Myers Briggs website, ENFPs are typically friendly and expressive as well as innovative and energetic.

- b) **What reactions do you have to the results and your interpretation?**

The results were expected.

- c) **Are there any differences between the results of the JPT and your perception of yourself? Please describe.**

I do not see much difference. However, it depends on whether I am thinking about what I prefer selfishly or what I believe I must do to fulfill my desire to live a life that is pleasing to God.

- d) **How do the results of the JPT relate to the initial career themes, patterns, or hypotheses you discussed in Section II.A of this self-assessment?**

If there is an area I am unsure of, it would be extroverted vs introverted. My natural inclination is to be alone, but I find it difficult to be helpful to others if I adhere to that outlook.

I see the agreement between the Myers Briggs description of ENFP as typically friendly and expressive as well as innovative and energetic and my perception of myself.

- e) **Are there any intrinsic factors such as race, age, gender, or disabling conditions that could have influenced the assessment results?**

Yes/No . . .No

- f) **Were there any external factors such as feeling tired, being rushed, technology, etc., that could have influenced the assessment results?**

Yes/No . . .No

### 3. Interests

- a) **The results of the ONET Interest Profiler provided **XXX** Holland Codes, suggesting a **x,x,x** profile. (See Appendix X). The description of an **XXX** is as follows:**

**Describe characteristics of each code,**

**\*\*No Appendix X is in the template or the instructions.**

**\*\*Descriptions are directly from the O'NET site**

31—Realistic— People with Realistic interests like work that includes practical, hands-on problems and answers. People with Realistic interests often dislike careers involving paperwork or working closely with others.

15—Investigative—People with Investigative interests like work that has to do with ideas and thinking rather than physical activity or leading people.

31—Artistic—People with Artistic interests like work that deals with the artistic side of things, such as acting, music, art, and design.

36—Social— People with Social interests like working with others to help them learn and grow. They like working with people more than with objects, machines, or information.

34—Enterprising—People with Enterprising interests like work that involves starting and carrying out business projects. These people like taking action rather than thinking about things.

13—Conventional—People with Conventional interests like work that follows set procedures and routines. They prefer working with information and paying attention to details rather than working with ideas.

**b) What reactions do you have to the results and your interpretation?**

Interestingly, four areas scored close and high, and two others were close and scored low. The scoring and descriptions seem reasonable and realistic. However, I was shocked to have scored so high in the Artistic category. Also, I would have expected to score higher in the Investigative category.

**c) Are there any differences between the results of the Interest Profiler and your perception of yourself? Please describe.**

I do not see any significant difference between the outcome and my realistic expectations. I would have described myself as nearly equal in all areas except conventional and, with it, scoring much lower.

**d) How do the results of the Interest Profiler relate to the initial career themes, patterns, or hypotheses you discussed in section II.A of this self-assessment?**

If there was an area I felt I was weakest in, it would be what Holland calls Conventional. I am a person who does not prefer a set routine.

I do see similarities between myself and all other areas on the profile. I like working with people and thinking about ideas, so I am unsure why Investigative is so low.

**e) Are there any intrinsic factors such as race, age, gender, or disabling conditions that could have influenced the assessment results?**

Yes/No . . .No

**f) Were there any external factors such as feeling tired, being rushed, technology, etc., that could have influenced the assessment results?**

Yes/No . . .No

### **Section III: Understanding / Interpreting Client Information and Forming Hypotheses (Where am I going?)**

#### **A. Initial career themes, patterns, or hypotheses**

##### **1. Making Sense of the Data.**

- a) Based on your synthesis and interpretation of the data gathered in sections I and II of this self-assessment, does what you now know about yourself appear to coincide with God's calling for your career or occupation and the career choices you have made or are about to make?**

The results of all the assessments indicate that I want to help others. Straight out of high school, I wanted to be a youth minister (and still do if they did not get paid so pitifully). Most of my endeavors are in the name of helping others achieve their desired outcomes. The pattern I see is one of service, regardless of my career path. From this perspective, I believe that irrespective of my career, I will do it as unto the Lord. I see counseling and counselor education as valuable tools to serve others.

- b) Are some adjustments in your understanding of yourself needed for you to fulfill your calling or to realize your goals or dreams**

**Yes/No, because. Nothing other than continuing to grow...**All humans need growth and should be continually maturing and growing more aligned with who God desires his people to be. Any person who believes they have arrived is blind to reality.

- c) Are there particular talents or abilities that you now realize God is asking you to use for Him or that you seem to possess that you never thought about before?**

**Yes/No, because** Thankfully, I have been aware of a desire to live according to a Christian Worldview for most of my life. I certainly mess this up! I know my imperfections and utilize this knowledge to be real with others. I desire to continue to grow closer to God. Through this growth, I hope to allow His wisdom to be reflected in me so that others can see God's Greatness!

##### **2. Generating Alternatives**

- a) Based on all that you have discovered about yourself in sections I and II of this self-assessment, what two occupational and/or educational options seem to fit with God's calling for your life or the understanding you have of yourself?**

I would like to continue in the counseling field as a counselor and grow into the role of a counselor educator.

**b) Why?**

I hope to be able to teach at a university (e.g., Faulkner University, where I received my Master of Science in Counseling) and to help grow the work there to be more focused on the integration between counseling principles and Godly principles. The university I attended is a Christian school, but only a couple of my instructors ever mentioned God. I appreciate how Liberty University has not allowed the woke world to squash its desire to integrate Godliness into its programs.

**3. Career Field/Occupation of Choice (O\*NET Occupations Combined List)****a) Report the O\*Net-SOC# and Title of the occupation you have chosen to explore**

21-1014.00 Mental Health Counselor

21-1011.00 Substance Abuse & Behavioral Disorder Counselor

41-9021.00 Real Estate Broker

**b) Your primary and secondary interests:**

**36—Social**

**34—Enterprising**

**c) Your two highest work values:**

Relationships & Achievement

**d) Your current and future work zones:**

Current & Future—Job Zone 5

**B. Obtaining Occupational Information: Primary Occupation****1. What additional information do you need to gain a clearer idea of the two options you have tentatively chosen?**

I need to know how to best take either path (individually or together) towards being financially successful and helping people move towards their preferred future.

**2. Research additional information regarding those options using O\*NET, the Internet or other career information resources.**

Information from the O'NET site.

**21-1014.00 Mental Health Counselor**

Counsel and advise individuals and groups to promote optimum mental and emotional health, with an emphasis on prevention. May help individuals deal with a broad range of mental health issues, such as those associated with addictions and substance abuse; family, parenting, and marital problems; stress management; self-esteem; or aging.

**21-1011.00 Substance Abuse & Behavioral Disorder Counselor**

Counsel and advise individuals with alcohol, tobacco, drug, or other problems, such as gambling and eating disorders. May counsel individuals, families, or groups or engage in prevention programs.

**41-9021.00 Real Estate Broker**

Operate real estate office, or work for commercial real estate firm, overseeing real estate transactions. Other duties usually include selling real estate or renting properties and arranging loans.

**3. The Nature of the Work for this career including such things as:**

\*\*Descriptions are from the O'NET site

**a) Duties**

Maintain confidentiality of records relating to clients' treatment.

Encourage clients to express their feelings and discuss what is happening in their lives, helping them to develop insight into themselves or their relationships.

Assess patients for risk of suicide attempts.

Prepare and maintain all required treatment records and reports.

Counsel clients or patients, individually or in group sessions, to assist in overcoming dependencies, adjusting to life, or making changes.

**b) Skills**

Job Zone Five: Extensive Preparation Needed

Education—Most of these occupations require graduate school. For example, they may require a master's degree, and some require a Ph.D., M.D., or J.D. (law degree).

Related Experience—Extensive skill, knowledge, and experience are needed for these occupations. Many require more than five years of experience. For example, surgeons must complete four years of college and an additional five to seven years of specialized medical training to be able to do their job.

Job Training—Employees may need some on-the-job training, but most of these occupations assume that the person will already have the required skills, knowledge, work-related experience, and/or training.

**Job Zone Examples**—These occupations often involve coordinating, training, supervising, or managing the activities of others to accomplish goals. Very advanced communication and organizational skills are required. Examples include pharmacists, lawyers, astronomers, biologists, clergy, physician assistants, and veterinarians.

**c) Activities**

**Assisting and Caring for Others** — Providing personal assistance, medical attention, emotional support, or other personal care to others such as coworkers, customers, or patients.

**Establishing and Maintaining Interpersonal Relationships** — Developing constructive and cooperative working relationships with others and maintaining them over time.

**Getting Information** — Observing, receiving, and otherwise obtaining information from all relevant sources.

**Communicating with Supervisors, Peers, or Subordinates** — Providing information to supervisors, co-workers, and subordinates by telephone, in written form, e-mail, or in person.

**Organizing, Planning, and Prioritizing Work** — Developing specific goals and plans to prioritize, organize, and accomplish your work.

**d) Typical workday**

Counsel clients or patients regarding personal issues.

Complete documentation required by programs or regulations.

Write reports or evaluations.

Counsel clients or patients with substance abuse issues.

Teach life skills or strategies to clients or their families.

**4. Working conditions for this career including such things as:**

**a) Work environment**

Face-to-Face Discussions — 98% responded "Every day."

Contact With Others — 90% responded "Constant contact with others."

Telephone — 72% responded "Every day."

Electronic Mail — 71% responded "Every day."

Indoors, Environmentally Controlled — 80% responded "Every day."

<https://www.onetonline.org/link/summary/21-1014.00>

**b) Hours**

Vary by location, role, and task assignment.

**c) Work alone or with others**

With others

**d) Type of supervision**

Vary by license level and requirements of the specific employer.

**e) Populations worked with (age, socio-economic level, presenting issues)**

Can be a wide range but typically is determined by the work location.

**f) Psychological aspects of work setting (stress level, crisis situations, deadlines, multiple tasks, etc.)**

Concern for Others — Job requires being sensitive to others' needs and feelings and being understanding and helpful on the job.

Stress Tolerance — Job requires accepting criticism and dealing calmly and effectively with high-stress situations.

Integrity — Job requires being honest and ethical.

Self-Control — Job requires maintaining composure, keeping emotions in check, controlling anger, and avoiding aggressive behavior, even in very difficult situations.

Social Orientation — Job requires preferring to work with others rather than alone and being personally connected with others on the job.

<https://www.onetonline.org/link/summary/21-1014.00>

**5. Preparation and qualifications for this career including such things as:**

\*\*Descriptions are from the O'NET site

**a) Education**

Master's degree is required.

**b) Skills**

Social Perceptiveness — Being aware of others' reactions and understanding why they react as they do.

Active Listening — Giving full attention to what other people are saying, taking time to understand the points being made, asking questions as appropriate, and not interrupting at inappropriate times.

Speaking — Talking to others to convey information effectively.

Reading Comprehension — Understanding written sentences and paragraphs in work-related documents.

Service Orientation — Actively looking for ways to help people.

**c) Experience**

Psychology — Knowledge of human behavior and performance; individual differences in ability, personality, and interests; learning and motivation; psychological research methods; and the assessment and treatment of behavioral and affective disorders.

Therapy and Counseling — Knowledge of principles, methods, and procedures for diagnosis, treatment, and rehabilitation of physical and mental dysfunctions, and for career counseling and guidance.

Customer and Personal Service — Knowledge of principles and processes for providing customer and personal services. This includes customer needs assessment, meeting quality standards for services, and evaluation of customer satisfaction.

English Language — Knowledge of the structure and content of the English language including the meaning and spelling of words, rules of composition, and grammar.

Education and Training — Knowledge of principles and methods for curriculum and training design, teaching and instruction for individuals and groups, and the measurement of training effects.

**d) Personal traits**

Social — Work involves helping, teaching, advising, assisting, or providing service to others. Social occupations are often associated with social, health care, personal service, teaching/education, or religious activities.

Investigative — Work involves studying and researching non-living objects, living organisms, disease or other forms of impairment, or human behavior. Investigative occupations are often associated with physical, life, medical, or social sciences, and can be found in the fields of humanities, mathematics/statistics, information technology, or health care service.

Artistic — Work involves creating original visual artwork, performances, written works, food, or music for a variety of media, or applying artistic principles to the design of various objects and materials. Artistic occupations are often associated with visual arts, applied arts and design, performing arts, music, creative writing, media, or culinary art.

**6. Opportunities and future outlook for this career including such things as:**

**a) Occupation workforce size and composition**

Currently, 388,200 jobs with an expectation of a 9% or higher growth rate over the next ten years (i.e., 42,000 additional jobs—much faster than average).

<https://www.onetonline.org/link/summary/21-1014.00>

**b) Geographic distribution**

The field has jobs in most areas of the United States.

**c) Large/small firms**

There are varying sizes of firms.

**d) Security/advancement/related opportunities?**

This field has a high job security level, but it also has a high burnout rate. There is little room for advancement unless you enter management or become an educator.

7. **Economic and non-economic benefits** for this career including such things as:

**a) Entry-level/average annual earnings (locally and elsewhere)**

United States \$34,580—\$82,710 (median \$49,710)

Alabama \$30,120—\$69,630 (median \$41,120)

<https://www.mynextmove.org/profile/summary/21-1014.00>

**b) Related benefits (insurance, vacation, sick leave, education)**

Vary by location, years at a specific site, and type of facility.

**c) Non-economic benefits**

**1) Personal satisfaction factors**

This career can be gratifying but can also be very overwhelming if you do not take self-care seriously.

**2) Associated lifestyle**

This career can look different depending on where you work (e.g., private vs. health clinic, etc.)

**3) Psychological rewards**

This career can be gratifying but can also be very overwhelming if you do not take self-care seriously.

8. **Disadvantages and/or special situations for this career including such things as:**

**a) Irregular work hours**

Clients can schedule and cancel at the last minute for valid reasons and at other times just because they have changed their minds.

**b) Seasonal work**

This is not typically an issue in this field.

**c) Overtime or night work**

This will vary by the location where you work, but generally is not an issue in this field.

**d) Travel**

This will vary by the location where you work, but generally is not an issue in this field.

**e) Hazards**

This will vary by the location where you work, but generally is not an issue in this field.

### **Section IV: Making the Choice**

#### **A. What are the relevant pros and cons of the alternatives you have identified?**

The pros of the two alternatives include very similar, if not the same, for the Substance Abuse Counseling as the mental health counselor. The only difference is the focus audience.

The real estate broker is responsible for the actions of others. Still, assisting clients in acquiring the property they desire can be gratifying. It is also rewarding to help salespeople succeed in helping their clients.

#### **1. What external obstacles are likely to be inherent in each option? Consider God's calling, obligations to others, cost of education and training, mobility, etc.**

My first alternative has the exact requirements.

The second (real estate broker) has a fluctuation in sales throughout the year. You must intentionally save during the higher sales times of the year to prepare for the slower times. It allows flexibility to participate in Godly endeavors, which is a natural expectation for people seeking to demonstrate their blessings as followers of God. The obligations to others can be high due to property being one of the most significant purchases most people will ever make and salespeople's commissions, which are their livelihood. The education cost is minimal in comparison to the counseling world. The continuing education requirements are very similar.

**2. What internal obstacles are likely to arise in connection with each option? Consider motivation, abilities, personality, attitudes toward education and training, etc.**

An internal obstacle to addiction counseling would be if a person had a bias regarding people who struggle with addictions and the immoral behaviors often involved in sustaining an addiction that is severe and life-consuming. Thankfully, this is not a problem for me because I understand people are in different places. Thankfully, we serve the God who desires that all should come to repentance. The education and training requirements are quite grievous but the same as mental health counseling, generally with some additional training in the focus area.

The only internal conflict with a real estate broker is the amount of money earned versus the amount of work done. However, the more I am exposed to people's gratitude for help with real estate transactions, it becomes less of a concern that they will feel taken advantage of. For the amount of work you do, the income is great. I have the ability to converse with clients and help them be at ease when making a huge life-changing purchase. The education and training are irritating because of the repetition; however, the financial benefits are minimal.

**3. How might the external and/or internal obstacles be overcome?**

I have learned to look at the benefits and see that they outweigh the obstacles.

- B.** The career I will choose is being a mental health counselor, a substance abuse counselor, and a real estate broker.

**Section V: Taking Action, Using Information, Developing Career Goals  
and Plans of Action (How do I get there?)**

**A. What sequence of plans seems most likely to help you answer God's call for your life regarding the final career option chosen above?**

I will finish up my degree. After that, I will continue in the field as a counselor and a counselor educator and improve my knowledge. I will look for opportunities to learn from the experiences of others and apply that knowledge to my career. I will work as unto the Lord to do my best with every client. I hope to progress from being a counselor to being a counselor educator. The degree I seek prepares me to begin that journey as a counselor educator.

**B. What are the steps you should take in implementing these plans? Explain.**

With counseling, I will continue to work towards full licensure in my home state.  
With counselor education, as I finish each course, I will move to the next course until I have completed my degree. Hopefully, I will have developed the right connections to find a university to serve as a counselor educator. I hope to continue actively counseling clients to stay sharp and current. I further hope to be able to supervise future counselors who are seeking licensure.  
With Real Estate, I will continue to learn better methods to assist clients as they acquire various properties.

**C. Job Opportunity**

1. **Locate and research two possible suitable employment possibilities using the Internet or other career information or job search resources.**

**Internet job search: (See Appendix F & G)**

**\*\*No Appendix F & G is in the template or the instructions.**

**First Job:**

Position: Full-time Faculty (non-tenure track, 12-month appointment)

Location: Johnson University; Knoxville, Tennessee campus.

Reports to: Dean of the School of Social and Behavioral Sciences (SSBS)

The School of Social and Behavioral Sciences (SSBS) houses Undergraduate Programs in Psychology and Family Studies (CFLE-approved program), a CACREP-accredited master's degree in counseling with concentrations in School Counseling (S.C.) and Clinical Mental Health Counseling (CMHC), and houses the University Counseling Center on the Tennessee Campus.

Full-time Graduate Counseling Program Faculty members can expect to teach 18hrs per academic year. Graduate courses are taught in 8- and 16-week formats utilizing hybrid instructional methods. Salary for the position is commensurate with qualifications and includes a full university benefits package.

**Second Job:**

The Department of Counselor Education invites applications for a full-time, in-person, tenure track teaching position primarily in Mental Health Counseling, to begin Fall 2024. Bridgewater State University (BSU) is a comprehensive university in Southeastern Massachusetts about 45 minutes outside of Boston, MA and Providence, RI. The Department has 5 full-time faculty, a full-time Director of Fieldwork and an administrative assistant. Within the department of Counselor Education there are 4 master's programs: Mental Health Counseling (CACREP), School Counseling (CACREP), Mental Health Dual Counseling, and Student Affairs.

2. **Prepare a resume and cover letter for applying for one of the potential jobs you researched on the Internet.**

**Resume, Curriculum Vitae, and Cover Letter (See Appendix H, J & I)**

**\*\*No Appendix H, J, & I is in the template or the instructions.**

**\*\*The Resume, Curriculum Vitae, and Cover Letter will be submitted separately.**

3. **Preparing for the Interview**

- a) Before:

Learn about the company and the interviewer if possible. Know what they are expecting and know if I am indeed a fit. Ensure they have the appropriate contact information to reach me to schedule the interview.

- b) During:

Listen intently and respond to questions in a manner that demonstrates a clear and concise understanding of the topic of conversation. I will be interviewing them as they are interviewing me. The interview is just as important for me to see if I want them as it is for them to see if they want me on their team.

- c) After:

I will need to follow up and thank them for allowing me the opportunity to interview with them. Even if I do not get the position, leaving the situation on excellent terms is good practice because the next opportunity with them may be the right fit.

### **Section VI: Conclusion**

**A. What did you learn about the selected career that you did not know before or that surprised you?**

I am already involved in the field, so I have not been exposed to any new information during this extensive compilation.

**B. How do the occupational characteristics and requirements of your selected career fit with your current interests and values?**

They are in perfect alignment and what I hope to continue to pursue and grow in over the next several years.

**C. How do the occupational characteristics and requirements of your selected career fit with your current career goals?**

They are in perfect alignment, which is why I am already involved with the career path and intend to continue.

**D. What advantages/limitations do you see in using O\*Net and other assessments in your future career as a counselor?**

It is interesting to see the areas of interest it suggests based on the assessment. Still, until a person becomes far more familiar with all its nuances, the tool will not be utilized to its theoretical full potential. It seemed very convoluted and not something I would ever likely use without specific training or having time to play around with it to grasp it better.

## **Appendix A**

### **Job Search (Optional)**

To receive feedback on a potential cover letter, I will need to see the job you are applying for. Submit the position information as a separate document into Canvas and not in this paper.

**Appendix B**

Curriculum Vitae

Please submit your CV as a separate attachment, and not in this paper.

**Appendix C**

Cover Letter

Please submit your cover letter as a separate attachment, and not it this paper

Jeremy Gillettine Genogram September 2017

