



MARK A. GRIFFIN

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**COLLEGE**  
*to*  
**CAREER**

**GROUP DISCUSSION**  
*Workbook*



THE STUDENT GUIDE TO  
CAREER AND LIFE NAVIGATION

**CHAPTER ONE***Begin Your Masterpiece***GROUP DISCUSSION QUESTIONS**

① What is your major and what are the reasons you chose that particular major?

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② If you are undecided about a major, what is your plan to help you make a decision?

③ Have you taken personality assessments, and if so, what were the outcomes? Do you feel you are working against those findings, or do they align with your career choices?

④ As a group, please come to a conclusion on the following: Do you believe that those who are more educated suffer less income insecurity? And why?

- 5 Share with the group your experiences with family members and friends who only finished high school. Have they been able to consistently financially support themselves and their families?
  
  
  
  
  
  
  
  
  
  
- 6 Please share the reasons you decided to go to college and why you chose the specific college you currently attend.

What piece of advice from expert Joyce Ingram resonated with you the most?

**FOR GROUP LEADER NOTES**

## CHAPTER TWO

*Creating Your Voice*

## GROUP DISCUSSION QUESTIONS

- 1 In small groups, take turns sharing your favorite brand or company. Share with the group why you like that company so much. Find out if that brand or company has a mission, vision, and values statement on their website or elsewhere.

## SMART GOALS



- 2 Share about a past company where you have been employed. Did that company abide by a specific mission, vision, and values statement? If so, did they share those with you? If they did, how did knowing those three things help you and other employees at the company? If unsure, how do you think you and other employees might have been more effective if you would have known the mission, vision, and values?
- 3 Think of someone you know and share their voice – their interests, their passions, their personality, their goals – with the group. Next, ask the group what they think your voice is.

- 4 Practice sharing your voice with the group. Take turns sharing, first as you would if talking to a networking group, and secondly as if you were talking to family and friends around the dinner table.
  
- 5 Look at the list of aforementioned values examples listed in the chapter. Which one of the three would you choose as your top priority? What are some reasons that the one is more important over another? Please share your answers with the group.
  
- 6 Expert Brady Pyle has refined his mission statement to reflect his desire for leadership wherever he goes. As you read through his interview, how do you see his voice, and this mission statement, reflected in his words?

## FOR GROUP LEADER NOTES

**NEED A  
CAREER COACH?**



**CHAPTER THREE***Self-Awareness***GROUP DISCUSSION QUESTIONS****In small groups:**

Discuss IQ tests. Share if you have taken one.

If you have, were you surprised by the results?

Discuss how IQ tests determine a person's success?

**Share with the group:**

Experiences you have had with personality tests.

If you have taken one, were you surprised by the results?

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MBTI®**

Did the results cause you to shift direction in life?

Review the 16 different varying personalities discussed under the Myers Briggs Type Instrument. Try to guess which one might best describe you.

Expert Jennifer Litwiller shares that many students she encounters wind up in careers mismatched to their personalities and gifting.

- Are there any frustrations you may have encountered because you were misunderstood?  
Example: Perhaps you are an introvert forced into a leadership role far beyond your comfort zone.
- Share if there is anyone you know who has encountered challenges because they were misunderstood or misdirected.
- How might those challenges have been prevented if they had understood their IQ, aptitude, and personality?

**FOR GROUP LEADER NOTES**

**CHAPTER FOUR**

# *Understanding Soft Skills in the Workplace*

## **GROUP EXERCISE**

**In small groups, please discuss the following:**

- 1 What changes in technology (as it relates to interpersonal communication) have you witnessed in your lifetime?
- 2 What aspects of the use of technology in communication do you personally find frustrating? Do you feel the excessive use of technology (texting vs. talking face-to-face, e-mail vs. talking via phone) prohibits relationship development?
- 3 Have you ever done anything to help foster personal relationships when you felt technology might have been preventing human interaction? Have you witnessed exceptional results through the use of communication technology? Do you have any examples of positive impacts you have witnessed through its use?
- 4 As younger students navigate their way through high school, what advice might you give them in regard to the use of technology for communication purposes?



- 5 What stands out to you most about expert Peter Greer's words? What advice of his would you like to put on a Post-It note and remind yourself of each day?
- 6 Peter Greer asserts that character always trumps technical skills. Do you agree with this?

**FOR GROUP LEADER NOTES**

**CHAPTER FIVE**

# *The Evolution of Social Media*

## GROUP DISCUSSION QUESTIONS

**In small groups discuss, what social media tools have you used over the years, and which ones do not seem to be popular anymore?**

① What are the advantages of social media?

② What are some of the disadvantages?

**As a group, please come to a conclusion on the following:**

③ Do you believe that social media will exist 20 years from now? If not, what do you think will replace it?

④ Share about a time you used social media to advance a topic that was of interest to you. How did you use it, and was the advancement successful?

- 5 If you could develop a new social media tool that is not currently available, what do you think it might be?
- 6 Expert Alan Collins discusses the dilemmas of "digital dirt." Do you have a story about someone whose digital dirt got them in trouble? If so, please share.

Alan suggests Googling yourself often to see how you are portrayed online. Have you done this? If so, share with the group.

**FOR GROUP LEADER NOTES**

**CHAPTER SIX**

# *LinkedIn: Connect for Success*

## GROUP DISCUSSION QUESTIONS

- 1 In small groups discuss, How many of you are currently on LinkedIn? If you are, share some of the successes and frustrations you have experienced while using the site.
- 2 If you are not on LinkedIn, share your hesitations. What has kept you from joining the site? Does it seem irrelevant to you as a student? Do you feel you do not have time? Do you feel you do not have enough information or experience to create a great profile?
- 3 If possible, log onto LinkedIn and view some different pages together. What features stand out to you the most?
- 4 If you know anyone who is found success through LinkedIn, or if you have found it yourself, share that story with the group.

**CHAPTER SEVEN**

# *The Résumé: Your Ticket to an Interview*

## GROUP DISCUSSION QUESTIONS

- 1 In small groups, define the differences between skills, experiences and education. How can you become clearer on these terms? What do they mean to you? How do they relate to your résumé and career goals?
- 2 Discuss the career field you are focusing on. What would be the key experiences for you to gain even while attending college? Where could you gain these experiences? Challenge each other's ideas.
- 3 What skills are important for the career field you have chosen and which skills are you lacking? How did you identify these skills? Have you talked with professionals in your chosen career field about skills needed?
- 4 What difficulties have you had in creating your résumé? Who within the group has completed their résumé? What advice would you give for those who have not created one?

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- 5 For those who have completed a résumé, pass the résumé around for the group to see. Have the group give honest feedback about it. If they were a recruiter with only six seconds to view it, would they give it a second look? What stands out the most, and what information seems irrelevant?
  
- 6 What points from Dan Lasse's interview did you find especially interesting?
  
- 7 Dan Lasse reiterates the fact that a résumé can be seen instantly by thousands, thanks to social media and technology. Does this frighten or excite you?

**FOR GROUP LEADER NOTES**

**CHAPTER EIGHT***Interviewing For Success***GROUP DISCUSSION QUESTIONS**

- 1 In small groups discuss, your greatest fears surrounding interviewing.
- 2 Review the section that describes the different types of interviews. Discuss individually the merits of each one.
- 3 Discuss your personal strategy on how you might best prepare for an interview.
- 4 Appearance is important. Discuss the draw backs of your attire preferences versus the attire preferences of the employer.

- 5 Expert David Copeland shared an example of an interview gone wrong. Have you had an interview that went well or, on the contrary, was an epic fail? Share with the group on what made it successful or why it was a failure.
  
- 6 If you have time, take turns interviewing one another. Come up with a company and take turns being the interviewer and the interviewee. Have your classmates rate you on body language, interview responses and overall presentation.
  
- 7 David discusses the importance of sincerity in a job interview; do you agree that sincerity is important? Do you think sincerity can be difficult in a professional setting?

**FOR GROUP LEADER NOTES**



**CHAPTER NINE***Launching Your Career***GROUP DISCUSSION QUESTIONS**

- ① In small groups discuss if you have already done an internship. Share your experience with the group. How did you land your internship, and what has been the most rewarding aspect of it?
  
- ② If you have not done an internship yet, share what has kept you from acquiring one. Do you have time constraints? Are you concerned about the wage amount? Are you having trouble finding one in your field? Brainstorm and share together.
  
- ③ Who has had repercussions because of their social media posts? Or, have you had a negative experience yourself? If so, tell the group about it. How could this have been prevented?
  
- ④ How do you plan to vamp up your social media connections today?

- 5 What are your greatest concerns about finding a job? Do you feel inexperienced? Are you hesitant you will not find that perfect fit with an employer? Share and take turns encouraging each other. How can you overcome these obstacles?

**FOR GROUP LEADER NOTES**

## *Interviews With Workplace Experts From Across America*



Mr. Brady Pyle, Deputy Director of Human Resources for  
**NASA-Johnson Space Center**

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Ms. Heidi Weingartner, Chief Human Resources Officer of the  
**Dallas Cowboys**

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Mr. Alan Collins, Founder of **Success in HR** and the Vice President-Human  
Resources at **PepsiCo**

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Mr. Dan Lasse, President of  
**Management Recruiters** of St. Charles

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Ms. Jennifer Litwiller, Academic and Career Advisor at  
**James Madison University**

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Mr. David Copeland, Director of Human Resources  
— North America for **Jabra**

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Mr. Peter Greer, President and CEO of  
**HOPE International**

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Ms. Joyce Ingram, Assistant Vice President and Chief Human Resources Officer at  
**Florida Agricultural & Mechanical University**

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Ms. Kyle Shuford, Principal **FrontGate Staffing**

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## ***DO YOU KNOW WHICH CAREER PATH TO FOLLOW AFTER YOU GRADUATE?***



This year, over 1.6 million students will graduate college with a Bachelor's degree. After spending tens of thousands of dollars on their education, many will find themselves absorbed in to the workforce in a career field unrelated to their college major. These once hopeful students will become discouraged and uncertain about their future, some may spend many years feeling unfulfilled in a career where their passions and purpose are unmet.

You can avoid this predicament; there is a better way.

In *College to Career: The Student Guide to Career and Life Navigation*, accomplished human resources professional, author, and consultant. Mark A. Griffin helps readers to:

- Target the career ideally suited to their personality
- Define their unique voice
- Set up practical, actionable steps through each stage of college
- Translate their education to a meaningful career

This is not a self-help book for finding employment. This is a book to help you create your best options, now and into the future. It is a book to steer you through careful planning and vision casting, toward achieving and enjoying a satisfying life professionally, financially, and personally.

As a bonus this book includes several interviews from top experts in their fields. You will learn from leaders in organizations which includes: the Dallas Cowboys, Management Recruiters International, Florida A & M, James Madison University, Hope International and more. They will share their tips for success as well as hurdles they have overcome.

Whether you are a student just starting college, a parent wanting to guide your child in the right direction, or a graduate seeking direction in your career, you have come to the right place. Don't waste another minute living aimlessly. Begin your future today!