

1. Buse, Kathleen. "Women's Under-Representation in Engineering and Computing Professions: Fresh Perspectives on a Complex Problem." Edited by Richard E. Boyatzis. *Frontiers in Psychology*, vol. 9, no. 9, 2018, p. 5. *Frontiers in Psychology*, <https://www.frontiersin.org/articles/10.3389/fpsyg.2018.00595/full>. Accessed 23 January 2024.

This journal article by Kathleen Buse discusses the impacts of female representation in STEM fields. As a woman who has conducted award winning research on women in engineering and computing, she is very educated on the matter and also very biased. I think her piece is a great example of how bias can be a good thing. The article would be totally different if it were written by a man, as the struggles faced by women in STEM would be inadequately depicted and the aspect of passion for this topic would likely be less present. Not only does she write about the problem, she also writes about the solution. I think it's especially interesting that Buse discusses the importance of emphasizing collaboration in the workplace, as collaboration is one of SLA's core values. I'll use this source to inspire my hard work on this project, as it acts as a reminder that representation is vital in making change and advancing discoveries in the world.

2. Christen, Carol, and Richard Nelson Bolles. *What Color is Your Parachute? for Teens: Discovering Yourself, Defining Your Future*. Ten Speed Press, 2006. *What Color is Your Parachute? for Teens - Google Books*, https://www.google.com/books/edition/What_Color_is_Your_Parachute_for_Teens/cBQ

BGnBNnPkC?hl=en&gbpv=1&dq=career+exploration+for+freshmen&printsec=frontcover. Accessed 23 January 2024.

This book helps inform my decisions about the little details of career day, like whether it's best to pair students with presenters in their field of interest, pair them with people in fields they may be interested in, or a mix of both. It also affirms my choice to cater my project to 9th graders. Although I wasn't sure at first what grade I wanted to run a career day for, I decided on freshmen because most of them aren't yet sure what they want to do as a career and it's the perfect time for them to find out, and the authors back this up, stating that the best time to start career exploration is about age fifteen. Both authors of the book specialize in career exploration and job searching, so I believe this is a reliable source. They acknowledge that the job market is constantly changing and advancing, and so do people's passions (especially as teenagers). Changes in career path are okay, and are usually for the better, just like technological advances. They come with new opportunities, and it's important to be ready so that we can take advantage of them. This message is something I hope to show the students through my capstone, as many of the speakers didn't know what they wanted to do in their freshman year either.

3. Eisner, Ari. "Careers in Filmmaking - Industry Insights Blog Articles." *Careers in Film*, 2023, <https://www.careersinfilm.com/blog/>. Accessed 25 January 2024.

This series of articles on filmmaking, written by experts in the field, will act as a great stand-in for filmmakers coming in to speak during career day. In the case that I can't find anyone in this field willing to volunteer to speak to the students, I have these blog posts to show to students who are passionate about careers in movies, TV shows, films, and plays. Although there was a lot of student interest, it's unlikely I'll get in contact with a director, for example, but there is a great article on this site about directing films. There are also articles on greenscreens, montages, mise en scene, screenplay format, how to edit videos, and many more topics. This is a reputable source because the articles are written by established industry experts, and are trusted by Careers in Filmmaking, a company that helps people find careers, internships, and schools related to film.

4. Riegle-Crumb, Catherine, and Karisma Morton. "Gendered Expectations: Examining How Peers Shape Female Students' Intent to Pursue STEM Fields." *Frontiers in Psychology*, vol. 8, no. 10, 2017, p. 47. *Frontiers in Psychology*, <https://www.frontiersin.org/articles/10.3389/fpsyg.2017.00329/full>. Accessed 24 January 2024.

This article, backed up through extensive research by the authors, helps me understand the exact reasons behind the low population of certain groups in certain careers, like women in STEM fields. We know that underrepresentation is an issue across many fields that wield power or make lots of money, but change comes much more easily when we know why things are the way they are. The article explains that the focus has historically

been on women's own self-doubt, while the discouragement from peers they are often faced with has been largely ignored. Not only does this misunderstanding push the blame away from misogynists, it also implies that women themselves don't think they belong in such fields. Unfortunately, this implication turns into a reality the less representation there is. I intend to skew the focus of career day slightly to spotlight women, especially those who hold positions of power or work in STEM fields. This will help teach the students that anyone can go into any field they want if they put their mind to it, no matter their identity.

5. U.S. Bureau of Labor Statistics. "Architecture and Engineering Occupations : Occupational Outlook Handbook: : U.S." *Bureau of Labor Statistics*, 2023, <https://www.bls.gov/ooh/architecture-and-engineering/home.htm>. Accessed 25 January 2024.

Engineering and architecture-related careers are in high demand not only in the job market, but also within my audience's career preferences. Many 9th graders have expressed interest in some sort of engineering, software, or interior design careers. Through this database, I'll learn more about what these careers entail, what education requirements there are, and what the typical pay is. This information will help me create a guide on this topic if I'm unable to find enough volunteers who have these careers. Additionally, the exposition this source provides gave me advanced knowledge of the careers that are out there in these fields, like cartographers and photogrammetrists, people

who collect and interpret geographic information to create maps and charts for regional planning, education, and other purposes. The site contains clickable links leading to even more in-depth descriptions, making it a great resource that I can give to students curious about engineering and architecture careers.

6. VanderWeele, Tyler J. "Volunteering and Human Flourishing." *Psychology Today*, 26 August 2020, <https://www.psychologytoday.com/us/blog/human-flourishing/202008/volunteering-and-human-flourishing>. Accessed 24 January 2024.

This article based on a study about volunteerism seeks to answer the question, "How does volunteering consistently affect people's happiness and sense of fulfillment?"

VanderWeele, along with other psychologists at the Human Flourishing Program at Harvard, found that healthy communities, or communities with high levels of "social trust," tend to have members who volunteer at a higher rate. This act of volunteering not only benefits the communities being served, but it can also benefit the volunteers directly. Their results showed that those who volunteered for at least 2 hours per week had higher levels of happiness, a greater sense of purpose in life, and more contact with friends. Not only does this study seem unbiased, it seems incredibly reliable, as they collected data on 13,000 participants, following their journeys over 8 years. If faced with a potential volunteer who is skeptical about career day being worth their time, this article will form the basis of my persuasive rebuttal.

7. Villiers, Ann. "Ideas for structuring your career talk." *Selection Criteria*, 2022, <https://www.selectioncriteria.com.au/career-presentations/ideas-structuring-career-talk/>. Accessed 24 January 2024.

In this article, Dr. Villiers gives advice on the best ways to go about educating an audience on your career. She warns that while listing your accomplishments in chronological order can be a good way to give a comprehensive overview of your career, it isn't always the best way to engage with your audience or inform them about what it is you really do. You have to ask yourself what the end goal of your talk is, what you're trying to achieve, and that will guide the format. With the speakers I'm planning to bring in for career day, one of the last things I want them to do is overwhelm the students with information in a boring way, so knowing how to tell their stories in a way that conveys their passions for their careers is key. The author also includes a nice long list of questions that speakers can ask themselves when thinking about what content to share with the audience. I will definitely be sending some of these questions to my volunteers to aid them in giving an engaging talk that inspires the students.

8. Villiers, Ann. "Stop misusing the '7-38-55 Rule.'" *Selection Criteria*, 2022, <https://www.selectioncriteria.com.au/career-presentations/stop-misusing-7-38-55-rule/>. Accessed 25 January 2024.

This source first caught my attention because of the title, making me curious about what the 7-38-55 rule is. Dr. Ann Villiers explains that the rule stemmed from two studies conducted by UCLA professor Albert Mehrabian, and although his conclusions were reliable, they are imperfect and are often misinterpreted. Mehrabian held that there are three main elements to in-person communication: words, tone of voice, and nonverbal behavior. He went on to claim that people tend to believe tonality and nonverbal cues over word choice if there is a discrepancy between them. Dr. Villiers pushes the idea that these conclusions do not apply to all human communication, and that what you say matters just as much as how you say it. I want to emphasize to my speakers that if they are nervous or have trouble speaking in front of a big group of people, it's alright because students care much more about hearing what they have to say than how they present themselves.

9. Wake Forest University. "Psychology of Volunteerism | Wake Forest University." *Wake Forest Online Counseling Program*, 2022, <https://counseling.online.wfu.edu/blog/the-psychology-of-volunteerism/>. Accessed 24 January 2024.

The study described in this article outlines the 5 motivations people typically have for volunteering. They are personal values, community concern, self-esteem enhancement, a need to understand others, and personal development. Although not every volunteer does it for all 5 of these reasons and their motivations vary depending on the type of volunteer

work, most people who volunteer do it for at least one of the aforementioned reasons.

Understanding why people seek out or accept volunteering opportunities will be a huge asset for me as I begin contacting potential speakers. The psychologist who conducted the study in question, Dr. Mark Snyder, has a PhD in psychology and his work seems to be reliable and unbiased. Familiarizing myself with these common volunteer motivations should give me a higher chance that people will say yes, resulting in a wider range of careers for the students to dive into.

10. Youth.gov. "Career Exploration and Skill Development." *Youth.gov*, 2023,

<https://youth.gov/youth-topics/youth-employment/career-exploration-and-skill-development>. Accessed 24 January 2024.

This website outlines the importance of resources for young people to get jobs, and provides the reader with plenty of information on how to get a job yourself or help someone else get a job. Considering that the name of the site is youth.org, it's safe to say that they care about young people and provide quality resources to help them thrive. This source is helpful because it describes ways to help people get a sense of their own interests and even discusses how helpful mentors can be. My project is well supported by the mentor section, as they explain that one form of career-focused mentoring is job shadowing. The experience I'm planning to give the students is similar to job shadowing, as the professionals will walk them through what they do in a day almost like they're

visiting them at their place of work. Also, having this information can help me convince volunteers to come and speak.