



# Exploring **CAREERS**

Guidelines for Career Decision-Making

Merrit B. Henry, PhD

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Dr. Merrit B. Henry, JP, has over 35 years' experience in Educational Administration and Human Resource Development. A pioneer in Career Development in the Caribbean, Dr. Henry holds a PhD in Career and Technical Education with a focus on Dysfunctional Career Thinking.

As manager of the Office of Placement and Career Services, University of the West Indies, Mona, Kingston, Jamaica for approximately 30 years, Dr Henry developed and implemented programmes in Career Development including Job Shadowing, Mentorship and World of Work preparation which includes how to plan an effective job search, write winning resumes, prepare for and attend interviews.

She also introduced the Career Assessment and Career Counselling programmes. In networking and interacting with public and private sector organisations, she has assisted them to recruit the 'best fit' for their organisations through the planning of mock interviews, annual job fairs, internships, summer and part-time employment programmes. She has participated, at times as guest speaker, in training and development seminars for such organisations. In some cases, her effort has been directed at helping to prepare secondary level students for tertiary education.

Dr. Henry's commitment to Career Education has enabled her to assist the Ministry of Education in the development of career information booklets for use in the secondary schools as well as at the Vocational Training Development Institute (VTDI) and HEART NTA in the development of the diploma and degree programmes in Career Development. Currently, she serves as an adjunct faculty at the University of Technology (UTECH) in Kingston, Jamaica where she lectures in the undergraduate degree programme in Career Development and graduate programmes in Career Decision Making and Career Education. She is also host of a radio programme entitled "Exploring Careers" on Power 106 FM as well as Founder and Managing Director MLH Career Solutions.

Dr. Henry has presented academic papers at conferences and written on career matters as a columnist for the Jamaica Observer for a period of 10 years. She has served in leadership positions in Professional Development Associations locally, regionally and internationally and is a Past President of the Caribbean Tertiary Level Personnel Association (CTLPA), former International Coordinator for the American College Personnel Association (ACPA) and Vice President of the Jamaica Association for Guidance Counsellors in Education. Dr. Henry consults in the area of Career Development.

Her awards include the ACPA Diamond Honouree Award for excellence in practice in the field of Career Development (the third person outside of the USA to receive such an award), the CTLPA award for Distinguished Leadership, The Mico University College distinguished graduate Gold Medal Award and the Jamaica Teachers' Association's Golden Torch Award.

ISBN 978-976-95804-4-2

