

THE CAREER PLANNING ESSAY

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Organizations have become flatter and leaner as they adapt to the increasingly competitive global marketplace. This has created increasing competition among college graduates for jobs with high career growth potential. Indeed, according to a recent story on the NBC evening news, 20% of recent college graduates are unemployed or working in unskilled jobs—this in a time of strong economic growth and low overall unemployment (“Travails of Recent College Graduates,” 1997). In addition, a survey of recent college graduates reveals that more than half believe that establishing a career will be difficult. They cited competition for jobs, lack of experience, and not knowing what they wanted to do as the primary obstacles to a successful job search (Collins, 1998). Clearly, even in the best economic times, establishing a career can be quite challenging for recent college graduates.

Given the difficulties associated with a successful job search, having a clear understanding of one’s career objectives and the skills required to attain them is critical. However, research on careers has shown that many new entrants into the workforce are poorly informed about careers in general, how to advance a career, and even their own skills and preferences (Brousseau & Driver, 1994).

Authors’ Note: The authors thank the editor and two anonymous reviewers for their many helpful comments on earlier versions of this article. Errors of omission or commission remain with the authors. Correspondence should be addressed to Douglas W. Lyon, College of Business, Utah State University, Logan, UT 84322-3555; (phone) 435-797-2369; (fax) 435-797-1091; (e-mail) dlyon@b202.usu.edu.

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Introduction to Jonathan Majors Gilad James, PhD, Jonathan Majors is an American actor who has made a name for himself in recent years for his versatile performances on both stage and screen Born and raised in Texas Majors began his career in the theater before transitioning to film and television Some of his most notable roles include his portrayal of Atticus Freeman in the HBO series *Lovecraft Country* which earned him critical acclaim and a nomination for a Critics Choice Television Award and his supporting role in the Spike Lee film *Da 5 Bloods* which premiered on Netflix in 2020 Majors is also set to have a major role in the Marvel Cinematic Universe appearing as Kang the Conqueror in the upcoming film *Ant Man and the Wasp: Quantumania* Aside from his acting work Majors is also an accomplished musician and writer He studied music

and composition at the University of North Carolina School of the Arts before pursuing acting full time He has also written and performed in several of his own plays including *The Last Black Man in San Francisco* which was adapted into a feature film in 2019 Majors has cited his upbringing in rural Texas and his experiences as a Black man in America as major influences on his work and his artistic vision and he has expressed a desire to use his platform as an actor to tell stories that highlight the experiences and struggles of marginalized communities

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