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**GRADE 10 STUDENTS' PERSONALITY, DECISION-MAKING, AND TRACK PREFERENCES IN APLAYA NATIONAL HIGH SCHOOL: BASIS FOR CAREER GUIDANCE ADVOCACY PROGRAM**

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**ABSTRACT**

This study aimed to understand and find out the factors influencing the career choice of Grade 10 Students of Aplaya National High School. Descriptive-correlational method of research was used in determining the relationship between the factors influencing the career choices of the respondents. The descriptive analysis was applied as the study described the current status of an identified variable; together with correlational analysis, it attempted to evaluate the extent of a relationship between variables by using statistical data. The respondents were the Grade 10 Junior High School Students of Aplaya National High School SY: 2021-2022. A total of 308 students 138 are male and 170 are female. The results of the study revealed the following: there was a significant relationship between the level of manifestation of students' personality profile and level of manifestation of decision-making process among Grade 10 students; there was a significant relationship between the relationship between the level of manifestation of students' personality profile and level of program preference among Grade 10 students; and there was a significant relationship between level of program preferences and level of decision-making process among Grade 10 students. As an output, a Career Guidance Advocacy Program proposed which was intended for the use of the School Guidance department to serve as part of the existing career pathing intervention for the students' notion regarding choosing the right track and career.

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**Keywords:** *career choice; decision-making process; program preferences; career guidance*

## INTRODUCTION

As stated by Abraham Lincoln "The best way to predict the future is to create it", we have to create our future and one way of creating our future is by making decisions that will be beneficial for ourselves. Decision making is an act of choosing between two or more courses of action. People say that decision making is one of the hardest process of selecting an option/thing considering all possible outcomes. This is the process wherein a person carefully chooses a specific thing over so many things.

Making course decisions is a process. According to a 2016 foreign study by Harackiewicz, Smith, and Priniski, it is all about exploring and experiencing the world of education. It is also about understanding abilities, interests, skills, and value and combining these to create a meaningful students' life.

Students nowadays experiencing difficulties in making decisions most specifically in choosing what course in college to take. And perhaps, choose to work over education. There are a lot of reasons why people find it hard to make decisions in life such as, insufficient information about something, social influence, financial status of the family, location of the school and desired course in terms of education. Decision making is the process of making choices by identifying a decision, gathering information, searching ideas, considering pros and cons and assessing alternative resolutions.

Unfortunately, based on the study conducted by Dowden in 2017, people have to make decisions all the time, ranging from trivial issues like what to have for lunch, right up to life – changing decision like where and what to study after Junior High School and who to marry. Some people put off making decisions by endlessly searching for more information/getting other people to offer their recommendations. And others resort to decision – making by taking a vote, sticking a pin a list/tossing a coin.

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The researcher learned that before making an action it is better to have a plan on what should be done on the beginning and be ready for the unexpected circumstances of the end of the actions. Parents want the best of their children. Parents can best support their students by facilitating the decision-making. That doesn't mean making the decision for them but just to guide them. It is possible to find some fulfillment and enjoyment from a career.

Course selection is one of many important choice's students will make in determining future plans. This notion was supported by the findings of Abarro in his 2016 study, decision will impact them throughout their lives. The essence of who the student is will revolve around what the student wants to do with their life – long work. Every student carries the unique history of their past and this determines how to view the world. That history created in part by the students, environment, personality and opportunity, will determine how students make career choices. It then follows that how the student perceives their environment, personality, and opportunity will determine the career choices students make.

Course decision – making begins with an awareness of the world around you and the ability to understand what is personally important the options are endless and constantly changing. Today's list of careers may look different next year.

This study aimed to understand and find out the factors influencing the career choice of Grade 10 Students of Aplaya National High School. The importance of helping the students map their career choices, possible profession, and interests as early as high school. Based on the findings, the researcher will develop a guidance program intended to guide the students in choosing the correct and align strand for the students. The program will revolve around the possible strategies that the school can offer to help the students discover their interests and eventually help them choose proper track and career. The study will also be beneficial to the school Aplaya National High School for them to be able to have a program intended for the incoming Senior High School.

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## METHODS

Descriptive-correlational method of research was used in determining the relationship between the factors influencing the career choices of the respondents. The descriptive analysis was applied as the study described the current status of an identified variable; together with correlational analysis, it attempted to evaluate the extent of a relationship between variables by using statistical data. There were a lot of different factors affecting career preferences of the respondents, thus, it gave the researcher a glimpse on the variables that were used to determine the considerations on how respondents chose the most appropriate track for Senior High School.

The respondents that were composed of seven (7) section of Grade 10 Junior High School students of Aplaya National High School located in Barangay Aplaya, City of Santa Rosa which include one hundred thirty-eight (138) male and one hundred seventy (170) female for a total of three hundred eight (308) students. The questionnaires were disseminated to the (308) respondents of the study who were conveniently selected.

The instruments that the researcher used was a researcher-made-research checklist questionnaire and Likert scale. The said self-made questionnaire is adopted to the Holland Code Career Test that can be find in the website of truity (<https://www.truity.com/test/holland-code-career-test>) <https://openpsychometrics.org/tests/RIASEC/>. The said adopted questionnaire was rephrasing in a way that the students can easily understand and grasp the questions being asked. The said questionnaire was validated first before the conduct of test. Checklist questionnaire will be used to gather data from the respondents of the study. The checklist questionnaire tends to understand and seek data and information coming from the respondents regarding the factors that influence the career choice of JHS students.

The following statistical tools were applied in this study. The Pearson product-moment correlation was utilized to measure the strength and direction of relationship that exists between the factors influencing the students' career choices. The correlation was used since the relationship between two variables had a significant effect ( $P > .05$ ).

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## RESULTS AND DISCUSSION

**Table 1.1**

*Level of Manifestation of Students' Personality Profile in terms of Realistic*

Indicators in terms of Realistic	$\bar{X}$	VI
1. Assemble products in a factory.	3.99	M
2. Assemble electronics parts.	3.87	M
3. Lay brick or tile.	3.62	M
4. Work on an offshore oil-drilling rig.	4.27	HM
5. Fix a broken faucet	4.24	HM
6. Operate a grinding machine in a factory	4.31	HM
7. Install flooring in houses	4.16	M
8. Test the quality of parts before shipment.	4.30	HM
<b>GENERAL ASSESSMENT</b>	<b>4.10</b>	<b>M</b>

Legend: 4.20 – 5.00 Strongly Agree/Highly Manifested (HM)      1.80 – 2.59 Disagree/Almost Not Manifested (ANM)  
3.40 – 4.19 Agree/Manifested(M)      1.00 – 1.79 Strongly Disagree/Not Manifested (NM)  
2.60 – 3.39 Neutral/Slightly Manifested (SM)

Table 1.1 shows the Level of Manifestation of Students' Personality Profile in terms of Realistic. The general assessment was 4.10 which was verbally interpreted as Manifested. In addition, the indicator "Operate a grinding machine in a factory" has the highest computed mean of 4.31 and was verbally interpreted as Highly Manifested while the indicator "Lay brick or tile" has the lowest computed mean of 3.62 which was verbally interpreted as Manifested.

It implies that Junior High school students prefers having a realistic personality in the selection of a preferred course. With careers that are aligned with realistic individuals are active and stable and enjoy hands-on or manual activities, such as building, mechanics, machinery operation, and even athletics. Operating machines considered to be a noble and

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common interest by most of Filipinos, knowing the demands and requirements of having a bachelor's degree and being employed on a corporate or any field that requires diploma. To be of help with their family by means of employment right after graduation. It is the last resort of people who wanted to pursue job right after high school graduation in consideration to their family's financial and economic status. On the other hand, skilled workers that is aligned with the construction crafts and support was also considered last maybe because of its technicalities, exerted effort in the construction, and other considerations.

According to Truity (2019) in his study entitled: "How to use Holland codes to find the right career", John Holland's realistic personality type comes within the 'construction' interest area, which includes the use of tools, machinery, or physical expertise. Dealing with their hands and bodies, working with plants and animals, and working outside are all things that builders enjoy.

**Table 1.2**

*Level of Manifestation of Students' Personality Profile in terms of Investigative*

<b>Indicators in terms of Investigative</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. Study whales and other types of marine life.	3.96	M
2. Conduct biological research.	3.81	M
3. Make a map of the bottom of an ocean.	4.17	M
4. Develop a new medical treatment or procedure.	4.14	M
5. Do research on plants or animals	4.07	M
6. Study the structure of the human body	4.00	M
7. Work in biology lab	4.18	M
8. Study animal behavior.	4.08	M
<b>GENERAL ASSESSMENT</b>	<b>4.05</b>	<b>M</b>

Legend: 4.20 – 5.00 Strongly Agree/Highly Manifested (HM)      1.80 – 2.59 Disagree/Almost Not Manifested (ANM)

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3.40 – 4.19 Agree/Manifested(M)

1.00 – 1.79 Strongly Disagree/Not Manifested (NM)

2.60 – 3.39 Neutral/Slightly Manifested (SM)

Table 1.2 shows the Level of Manifestation of Students' Personality Profile in terms of Investigative. The general assessment was 4.05 which was verbally interpreted as Manifested. In addition, the indicator "Work in biology lab" has the highest computed mean of 4.18 and was verbally interpreted as Manifested while the indicator "Conduct biological research." has the lowest computed mean of 3.81 which was verbally interpreted as Manifested.

It implies that students from the Junior High school department is fond of being engaged with professions related to sciences and even health. With the use critical thinking, problem-solving and analytical abilities to complete complex workplace tasks, then these students might excel in an investigative career. With the recent scenario around the globe, people are now switching to consider taking professions related to health and sciences. The importance and demand of this field, although already is existing, brought light to the minds of students to espouse themselves to work in a laboratory or hospital. But then research is also part of this professions, the students need to understand that sciences is relying on scientific basis that were product of the researches.

According to Truity (2019) in his study entitled: "How to use Holland codes to find the right career" defined investigative personality as "thinking," which includes tasks such as theory, research, and intellectual investigation. Thinkers love dealing with thoughts and ideas, and they are interested in science, technology, and academics.

**Table 1.3**

*Level of Manifestation of Students' Personality Profile in terms of Artistic*

<b>Indicators in terms of Artistic</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. Open a beauty salon or barber shop.	3.74	M
2. Direct a play.	3.70	M

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3. Design artwork for magazines.	3.91	M
4. Design sets for play.	3.90	M
5. Writes books or plays	4.03	M
6. Conduct a musical choir	4.06	M
7. Perform stunts for a movie or television show	3.98	M
8. Play a musical instrument	4.35	HM
9. Write a song.	3.99	M
<b>GENERAL ASSESSMENT</b>		<b>3.95 M</b>

Legend: 4.20 – 5.00 Strongly Agree/Highly Manifested (HM)      1.80 – 2.59 Disagree/Almost Not Manifested (ANM)  
3.40 – 4.19 Agree/Manifested(M)      1.00 – 1.79 Strongly Disagree/Not Manifested (NM)  
2.60 – 3.39 Neutral/Slightly Manifested (SM)

Table 1.3 shows the Level of Manifestation of Students' Personality Profile in terms of Artistic. The general assessment was 3.95 which was verbally interpreted as Manifested. In addition, the indicator "Play a musical instrument" has the highest computed mean of 4.35 and was verbally interpreted as Highly Manifested while the indicator "Direct a play." has the lowest computed mean of 3.70 which was verbally interpreted as Manifested.

It implies that most of the students in the Junior High school has a strong interest in music and other related facets to music, a career in the arts may be the perfect choice for you. Creative workers are becoming increasingly in demand as brands across a variety of industries. This is a very competitive industry that requires a great deal of practice, travel, and public relations savvy.

As a result, according to Truity (2019) in his paper entitled: "How to use Holland codes to find the right career", identifies Holland's creative personality type as 'creation, which includes art, design, language, and self-expression' in John Holland's personality types. It will be preferable for artists to pursue a job or study in an unstructured atmosphere that will challenge them to create and produce something original and distinctive as a result of this. The artistic type includes musicians, creative artists, dancers, and other associated professions

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who use their creativity to produce a work that reflects their personality, ambitions, regrets, and their journey.

Table 1.4 shows the Level of Manifestation of Students' Personality Profile in terms of Social. The general assessment was 4.12 which was verbally interpreted as Manifested. In addition, the indicator "Teach children how to read." has the highest computed mean of 4.60 and was verbally interpreted as Highly Manifested while the indicator "Teach an individual an exercise routine." has the lowest computed mean of 3.61 which was verbally interpreted as Manifested.

With this type of personality, as future professionals, these students will be able to touch the lives of their clients and stakeholders through communication, emphatic listening, community feeling, helping profession, and social responsibility. Social work offers a wide array of opportunities in different settings and specialties, especially for graduates who hold a master's degree. Social workers might occupy positions in schools, hospitals, and government agencies. It implies that students value the importance of education. Education has been found as a noble profession, wherein teaching is the most vital channel to deliver knowledge, skills, and attitudes. A manifestation that these students might engaged themselves with teaching profession.

In support, Truity (2019) based on his study entitled: "How to use Holland codes to find the right career", stated that social personality is classified as 'helping' under Holland's personality type, and it entails aiding, educating, coaching, and serving others. Helpers, on the other hand, are seen as people who like working in groups to enhance the lives of others. In addition, persons with the sociable personality type enjoy working with others to educate, train, and instruct them, as well as to assist, treat, heal, and cure them, serve, and greet them. They are also concerned about the well-being and welfare of others. Their abilities include oral and written communication, care and support, training, meetings, greetings, aiding, teaching, informing, interviewing, and coaching.

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**Table 1.4**

*Level of Manifestation of Students' Personality Profile in terms of Social*

<b>Indicators in terms of Social</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. Help elderly people with their daily activities.	4.26	HM
2. Teach an individual an exercise routine.	3.61	M
3. Teach children how to read.	4.60	HM
4. Supervise the activities of children at a camp.	3.88	M
5. Help people with family-related problems	4.13	M
6. Do volunteer work at a non-profit organization	3.98	M
7. Give a career guidance to people	4.36	HM
8. Help people who have problems with drugs or alcohol.	4.16	M
<b>GENERAL ASSESSMENT</b>	<b>4.12</b>	<b>M</b>

Legend: 4.20 – 5.00 Strongly Agree/Highly Manifested (HM)      1.80 – 2.59 Disagree/Almost Not Manifested (ANM)  
3.40 – 4.19 Agree/Manifested(M)      1.00 – 1.79 Strongly Disagree/Not Manifested (NM)  
2.60 – 3.39 Neutral/Slightly Manifested (SM)

**Table 1.5**

*Level of Manifestation of Students' Personality Profile in terms of Enterprising*

<b>Indicators in terms of Enterprising</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. Sell merchandise at a department store	3.85	M
2. Manage the operation of a hotel.	3.56	M
3. Manage a clothing store.	3.89	M
4. Sell houses.	3.79	M
5. Manage a department within a large company	4.14	M

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6. Run a toy store	4.05	M
7. Sell restaurant franchises to individuals.	4.01	M

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<b>GENERAL ASSESSMENT</b>	<b>3.90</b>	<b>M</b>
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Legend: 4.20 – 5.00 Strongly Agree/Highly Manifested (HM)      1.80 – 2.59 Disagree/Almost Not Manifested (ANM)  
3.40 – 4.19 Agree/Manifested(M)      1.00 – 1.79 Strongly Disagree/Not Manifested (NM)  
2.60 – 3.39 Neutral/Slightly Manifested (SM)

Table 1.5 shows the Level of Manifestation of Students’ Personality Profile in terms of Enterprising. The general assessment was 3.90 which was verbally interpreted as Manifested. In addition, the indicator “Manage a department within a large company” has the highest computed mean of 4.14 and was verbally interpreted as Highly Manifested while the indicator “Manage the operation of a hotel.” has the lowest computed mean of 3.56 which was verbally interpreted as Manifested.

It implies that the field of business and related professions were still being considered by Junior high school students. People with this type of personality tend to be people-person and is fond of being with the corporate scheme. In general, Enterprising types are energetic, confident and enthusiastic. They are often found in sociable careers, where they can take risks and use their social skills to influence and persuade others. Such careers include sales, investment banking or law. The term “manager” has evolved to as a position that is considered as higher hierarchy and professional. Companies do not have to market themselves to attract possible applicants or possible employees, the prestige of being employed in a company speaks itself, and it is a factor on why students prefer to be affiliated or to work with companies or industries.

According to an article released by American Intercontinental University in 2021, the top management roles in demand were Marketing Manager, Human Resources Manager, Sales Manager, and Purchasing Manager. The number of students enrolling in business courses that are expected to be in demand in the next 5 to 7 years has increased dramatically, making these occupations among the top options for students to pursue throughout their college years.

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**Table 1.6**

*Level of Manifestation of Students' Personality Profile in terms of Conventional*

<b>Indicators in terms of Conventional</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. Compute and record statistical and other numerical data	3.88	M
2. Keep shipping and receiving records.	3.71	M
3. Operate a calculator.	3.86	M
4. Generate the monthly payroll checks for an office.	3.65	M
5. Inventory supplies using a hand-held computer	4.27	HM
6. Handle customers' bank transactions	4.10	M
7. Maintain employee records	4.10	H
8. Use a computer program to generate customer bills.	4.13	M
<b>GENERAL ASSESSMENT</b>	<b>3.96</b>	<b>M</b>

Legend: 4.20 – 5.00 Strongly Agree/Highly Manifested (HM)      1.80 – 2.59 Disagree/Almost Not Manifested (ANM)  
3.40 – 4.19 Agree/Manifested(M)      1.00 – 1.79 Strongly Disagree/Not Manifested (NM)  
2.60 – 3.39 Neutral/Slightly Manifested (SM)

It implies that as per the Junior high school students, computer allied or related courses, office related, secretarial courses, and other professions related were the professions that the participants also consider. They are typically organized, detail-oriented, and good with administrative tasks. Examples of Conventional careers include accounting, filing, bookkeeping, secretarial work, banking, proofreading, data entry, and auditing.

The term 'organizing' is used to characterize persons with the conventional personality type, which largely entails managing data, information, and procedures, according to a survey done by Truity (2019) entitled: "How to use Holland codes to find the right career". To perform jobs with precision and accuracy, organizers like to work in structured surroundings. As a result, according to Career.govt.nz (2019), careers suitable for people with this type include

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secretary, receptionist, office worker, librarian, bank clerk, computer operator, retail clerk, and dispatch clerk.

**Table 2.1**

*Level of Decision-Making Process of grade 10 students in terms of Students Interest*

<b>Indicators in terms of Students Interest</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. I want to go to Senior High School at a private school/university considering the background	3.10	M
2. I choose the career that is suit for my ability and skills.	3.34	HM
3. I want to pursue the strand that I love doing	3.26	HM
<b>GENERAL ASSESSMENT</b>	<b>3.24</b>	<b>M</b>

Legend: 3.25 – 4.00 Highly Manifested (HM)      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)                      1.00 – 1.74 Not Manifested (NM)

Table 2.1 shows the Level of Decision-Making Process of Grade 10 Students in terms of Students' Interest. The general assessment was 3.24 which was verbally interpreted as Manifested. In addition, the indicator "I choose the career that is suit for my ability and skills." has the highest computed mean of 3.34 and was verbally interpreted as Highly Manifested while the indicator "I want to go to Senior High School at a private school/university considering the background." has the lowest computed mean of 3.10 which was verbally interpreted as Manifested.

It implies that the respondents prioritize programs and professions that suits their abilities and skills, align with a person's personality and does not make use of his skills will only bring dissatisfaction that will also hamper job performance and future decisions. They have a vision of what path they want to take in the future in order to reach their goals regardless of the type of the institution for their college education.

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Best Choice Schools (2019) stated on their published article with the title: "Will a personality test help me choose a major?" Recommended students to conduct study on the topics in which they are interested so that their alternatives for prospective courses or occupations are expanded, and they are able to avoid fitting their interests into a course that does not match their preferences

**Table 2.2**

*Level of Decision-Making Process of grade 10 students in terms of Social Influence*

<b>Indicators in terms of Social Influence</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. I consider my friends' recommendation in choosing a strand in Senior High	2.35	SM
2. I consider my close teachers' advice in choosing a strand in Senior High.	2.55	M
3. I consider the majority of my classmates' choice in choosing a strand.	1.96	SM
4. I consider the choice of my family in choosing a strand	2.50	M
<b>GENERAL ASSESSMENT</b>	<b>2.34</b>	<b>SM</b>

Legend: 3.25 – 4.00 Highly Manifested (HM)      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)      1.00 – 1.74 Not Manifested (NM)

Table 2.2 shows the Level of Decision-Making Process of Grade 10 Students in terms of Social Influence. The general assessment was 2.34 which was verbally interpreted as Slightly Manifested. In addition, the indicator "I consider my close teachers' advice in choosing a strand in Senior High." has the highest computed mean of 2.55 and was verbally interpreted as Manifested while the indicator "I consider the majority of my classmates' choice in choosing

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a strand.” has the lowest computed mean of 1.96 which was verbally interpreted as Slightly Manifested.

It implies that teachers as the front liners towards cascading and implanting knowledge, attitudes, and life skills upon the young minds of these Junior High school students play the most crucial role towards influencing the career choices and interests of the respondents. As the educator inside the classroom, they serve as epitome of wisdom and has a direct effect towards critical thinking and decision-making skills of the learners, most importantly during this preparatory stage on what to do and choose for their future. Although strong camaraderie has an impact with one’s decision and interest making, in this case, it is placed at the bottom of the choices.

**Table 3.1**

*Level of Program Preferences of Grade 10 Students in terms of Realistic*

<b>Indicators in terms of Realistic</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. I prefer strand that boost my physical ability and that is a slight technical such as electrician, automobile, surveyor, and farmer.	2.68	M
2. I want to take a strand that has a connection of electricity, mobile, and livelihood.	2.69	M
3. I prefer strand that will really help me to be good in the field of technicality.	2.78	M
<b>GENERAL ASSESSMENT</b>	<b>2.72</b>	<b>M</b>

Legend: 3.25 – 4.00 Highly Manifested (HM)      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)  
1.00 – 1.74 Not Manifested (NM)

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Table 3.1 shows the Level of Program Preferences of Grade 10 Students in terms of Realistic. The general assessment was 2.72 which was verbally interpreted as Manifested. In addition, the indicator "I prefer strand that will really help me to be good in the field of technicality." has the highest computed mean of 2.78 and was verbally interpreted as Manifested while the indicator "I prefer strand that boost my physical ability and that is a slight technical such as electrician, automobile, surveyor, and farmer." has the lowest computed mean of 2.68 which was verbally interpreted as Manifested.

It implies that the respondents take on the realistic course preference falls under professions immersed with technicality. These are programs like data analytics and sciences, data engineer, artificial intelligence, and in the Philippines, the technical vocational course The respondents consider the importance of choosing the aligned strand that will eventually give them an overview of their future career choice. Farming as part of the professions that requires agility and physical ability landed at the last option.

In an article published by Drenth (2021) entitled: "Holland Code (RIASEC) Career Interests & Myers-Briggs Types", persons having a Realistic personality type "dominate" this environment. There are more of them than there are people of other personality types. For example, at a construction site there will be more persons having a "Realistic" personality than there will be people who have a Social or Artistic type. "Realistic" people create a "Realistic" environment.

**Table 3.2**

*Level of Program Preferences of Grade 10 Students in terms of Investigative*

<b>Indicators in terms of Investigative</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. I prefer strand in Senior High that will discover my investigative side.	2.70	M

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2. I want a strand in Senior High that has a connection with investigation like Biologist, Anthropologist, and Chemist Physicist.	2.49	SM
3. I prefer a strand in Senior High that will really help me to be a good investigator.	2.61	M

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<b>GENERAL ASSESSMENT</b>	<b>2.59</b>	<b>M</b>
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Legend: 3.25 – 4.00 Highly Manifested (HM)      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)  
1.00 – 1.74 Not Manifested (NM)

Table 3.2 shows the Level of Program Preferences of Grade 10 Students in terms of Investigative. The general assessment was 2.59 which was verbally interpreted as Manifested. In addition, the indicator “I prefer strand in Senior High that will discover my investigative side.” has the highest computed mean of 2.70 and was verbally interpreted as Manifested while the indicator “I want a strand in Senior High that has a connection with investigation like Biologist, Anthropologist, and Chemist Physicist.” has the lowest computed mean of 2.49 which was verbally interpreted as Slightly Manifested.

It implies that the respondents course preference is aligned with the sciences, technology, engineering, and mathematics-related courses. The academic strand related with these programs falls under STEM. Scientists, medical practitioners, researchers, engineers, and allied courses. Branches of sciences like Biology, Chemistry, Physics as well as earth sciences can also be tackled under these strands. Overall, this profession requires investigative abilities for they will be engaging with tons of mathematical and scientific calculations as basis for their projects and decision-making.

Investigative persons, according to an article entitled: “Steps to knowing which senior high school track best fits you.” by CIIT Philippines (2017), are thinkers who succeed in theory-heavy fields like law and medicine. Thinkers are most suited to the STEM strand of the academic track because of their personality type. In this regard, the first batch of SHS

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graduates selected the academic route, including 1,252,357 students, and according to DepEd Secretary Leonor Briones, nearly 100% of Grade 10 pupils decided to move to Grade 11 in the school year 2017-2018. It was also said that it might be because students now see more education as necessary in order to obtain a job in the labor market after graduating from Senior High School, as promised in the new curriculum's implementation.

**Table 3.3**

*Level of Program Preferences of Grade 10 Students in terms of Artistic*

<b>Indicators in terms of Artistic</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. I prefer a strand that boost my artistic side.	2.74	M
2. I want to take a strand that has a connection with my ability like a singer, dancer, or even an actor.	2.75	M
3. I prefer a strand that will help me to be a good artist someday.	2.67	M
<b>GENERAL ASSESSMENT</b>	<b>2.72</b>	<b>M</b>

Legend: 3.25 – 4.00 Highly Manifested (HM)      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)  
1.00 – 1.74 Not Manifested (NM)

Table 3.3 shows the Level of Program Preferences of Grade 10 Students in terms of Artistic. The general assessment was 2.72 which was verbally interpreted as Manifested. In addition, the indicator "I want to take a strand that has a connection with my ability like a singer, dancer, or even an actor." has the highest computed mean of 2.75 and was verbally interpreted as Manifested while the indicator "I prefer a strand that will help me to be a good artist someday." has the lowest computed mean of 2.67 which was verbally interpreted as Manifested.

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It implies that the respondents would like to engage with professions related to entertainment, music, theater, and dance industry. These professions are fully aligned with a person’s skills, ability, talent, and preferences. Artistic people enjoy new experiences and are therefore adaptable to many situations such as the stage and camera. Performing arts had been part of the Filipino industry and is evident that a lot of artists given the exposure and break, experience fame and fortune in the limelight.

Caspillan, Meneses, Santiago, Tamayo, and Valdez (2017) mentioned that in the William Glasser's Choice Theory, which basically asserted that all pupils were allowed to develop their own creativity. This theory is important in guiding students in choosing a track that matches their artistic personality because it emphasizes the notion that all people are curious about nature and that students will have an idea of what career to pursue in the future or what track to take or course to take in school because it considers how people develop their talents, creativity, and in learning.

**Table 3.4**

*Level of Program Preferences of Grade 10 Students in terms of Social*

<b>Indicators in terms of Social</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. I prefer a strand in Senior High that will boost my socialization skills	2.99	M
2. I want a strand that has connection with social-relationship like teacher and guidance counselor.	2.74	M
3. I prefer a strand that will help me to be a good professional in socialization	2.92	M
<b>GENERAL ASSESSMENT</b>	<b>2.88</b>	<b>M</b>

Legend: 3.25 – 4.00 Highly Manifested (HM)                      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)  
1.00 – 1.74 Not Manifested (NM)

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Table 3.4 shows the Level of Program Preferences of Grade 10 Students in terms of Social. The general assessment was 2.88 which was verbally interpreted as Manifested. In addition, the indicator "I prefer a strand in Senior High that will boost my socialization skills" has the highest computed mean of 2.99 and was verbally interpreted as Manifested while the indicator "I want a strand that has connection with social-relationship like teacher and guidance counselor." has the lowest computed mean of 2.74 which was verbally interpreted as Manifested.

It implies that the Junior high school respondents are aware of the importance of being socially-aware and the courses that falls under to it. Social sciences are now at the peak of prominence, may it be in Psychology, Education, Political Science, and other humanities related professions. The immergence of social issue, justice system, economic issues, mental health awareness, educating the misinformed individuals, were part of the advocacies under the Humanities and Social Sciences strand.

Another personality type, the social one, was found by CIIT Philippines (2017) article entitled: "Steps to knowing which senior high school track best fits you.". They enjoy working with people since they are often classified as 'helpers,' and the occupations that are most suited for this type include coaching, teaching, and counseling, therefore the Academic Track's General Academic Strand or Humanities and Social Sciences strand is the greatest choice for them.

### Table 3.5

*Level of Program Preferences of Grade 10 Students in terms of Enterprising*

Indicators in terms of Enterprising	$\bar{X}$	VI
1. I prefer strand that will boost my ability of being a businessman/woman	2.94	M
2. I want a strand that has a connection with business and marketing.	2.83	M

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3. I prefer a strand that will help me to be a better manager and sales person	2.87	M
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<b>GENERAL ASSESSMENT</b>	<b>2.88</b>	<b>M</b>
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Legend: 3.25 – 4.00 Highly Manifested (HM)                      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)  
1.00 – 1.74 Not Manifested (NM)

Table 3.5 shows the Level of Program Preferences of Grade 10 Students in terms of Enterprising. The general assessment was 2.88 which was verbally interpreted as Manifested. In addition, the indicator “I prefer strand that will boost my ability of being a businessman/woman” has the highest computed mean of 2.94 and was verbally interpreted as Manifested while the indicator “I want a strand that has a connection with business and marketing.” has the lowest computed mean of 2.84 which was verbally interpreted as Manifested.

It implies that the respondents wanted their profession or future course be aligned with business-related facets. Business management or administration programs are in demand and will never go out of date because nowadays, small and medium enterprises of businesses are being established to aid the economic status of a Filipino family. These courses or programs will be enhanced once a student enroll in ABM Academic strand come their Senior high school year.

Enterprising types as defined by CIIT Philippines in their 2017 article entitled: “Steps to knowing which senior high school track best fits you.” are those persons who are persuaders and who take risks and want to influence others. In particular, they fit the work description of politicians and entrepreneurs. Therefore, they should take the Academic track and focus on the ABM strand.

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**Table 3.6**

*Level of Program Preferences of Grade 10 Students in terms of Conventional*

<b>Indicators in terms of Conventions</b>	<b><math>\bar{X}</math></b>	<b>VI</b>
1. I prefer program that will boost my interpersonal and also my self-control	2.99	M
2. I want a strand in SHS that has a connection with interpersonal ability like book keeper, court reporter, and banker.	2.61	M
3. I prefer a program in Senior High that will really help me to be good in my interpersonal ability and use it as my profession.	3.05	M
<b>GENERAL ASSESSMENT</b>	<b>2.88</b>	<b>M</b>

Legend: 3.25 – 4.00 Highly Manifested (HM)      1.75 – 2.49 Slightly Manifested (SM)  
2.50 – 3.24 Manifested (M)  
1.00 – 1.74 Not Manifested (NM)

Table 3.6 shows the Level of Program Preferences of Grade 10 Students in terms of Conventional. The general assessment was 2.88 which was verbally interpreted as Manifested. In addition, the indicator “I prefer a program in Senior High that will really help me to be good in my interpersonal ability and use it as my profession.” has the highest computed mean of 3.05 and was verbally interpreted as Manifested while the indicator “I want a strand in SHS that has a connection with interpersonal ability like book keeper, court reporter, and banker.” has the lowest computed mean of 2.61 which was verbally interpreted as Manifested.

It implies that the respondents consider the importance of good interpersonal skills towards their job. Accountancy, budget analysts, event planning, and air traffic controller are

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just a few examples of occupations where you might succeed. Book keeping, court reporter, and banker are among the professions that also falls under conventional type, with proper career orientation regarding this profession, students at some point in time will also consider taking these programs. Aligned with the program of K to 12, ABM or Accountancy, Business, and Management is the academic strand that you must enroll with for you to be equipped with the necessary concepts and knowledge that can be used for your college education.

According to an article entitled: "Steps to knowing which senior high school track best fits you." Published by CIIT Philippines (2017), traditional types of people are orderly people who enjoy maintaining structure and order. Accountants, programmers, and editors are examples of persons with this personality type. As a result, the Academic and TVL tracks, which are part of the ICT strand, are appropriate for them. personality and does not put his abilities to good use can only lead to discontent, which will impede job performance.

**Table 4**

*Test of Significant Relationship Between the level of manifestation of students' personality profile and level of decision-making process of grade 10 students*

level of manifestation of students' personality profile	level of decision-making process	r value	P value	Remarks	Decision
Realistic	Students interest	.173*	.045	Significant	Reject H <sub>0</sub>
	Social Influence	.077	.373	Not Significant	Accept H <sub>0</sub>
Investigative	Students interest	-.046	.599	Not Significant	Accept H <sub>0</sub>
	Social Influence	.031	.723	Not Significant	Accept H <sub>0</sub>
Artistic	Students interest	-.013	.878	Not Significant	Accept H <sub>0</sub>
	Social Influence	-.041	.637	Not Significant	Accept H <sub>0</sub>
Social	Students interest	.036	.676	Not Significant	Accept H <sub>0</sub>
	Social Influence	.189*	.028	Significant	Reject H <sub>0</sub>
Enterprising	Students interest	.035	.685	Not Significant	Accept H <sub>0</sub>
	Social Influence	-.130	.132	Not Significant	Accept H <sub>0</sub>
Conventions	Students interest	.063	.469	Not Significant	Accept H <sub>0</sub>
	Social Influence	.114	.189	Not Significant	Accept H <sub>0</sub>

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\*\*Correlational at the level 0.01

\*Correlational at the level 0.05(Two-tailed)

As shown in Table 4, the r values of all the variables were interpreted as with low positive correlation as to correlate Level of manifestation students' personality profile in terms of Realistic and Level of decision-making process as to Student Interest as well as to correlate Level of manifestation students' personality profile in terms of Social and Level of decision-making process as to Social Influence, and the computed probability values were lesser than the level of significant ( $P < 0.05$ ); thus, the null hypothesis is rejected. The result shown that there is significant relationship between the dependent and independent variables.

It can be concluded that the Level of manifestation students' personality profile in terms of Realistic has significant relationship with Level of decision-making process as to Student Interest. In the same manner, the Level of manifestation students' personality profile in terms of Social has significant relationship with Level of decision-making process as to Social Influence. The higher the level of the students' personality profile manifestation, the higher the Students' decision-making process and vice versa.

According to an article by Humanmetrics (2019), there were vocations and workplaces that appeal to a specific personality type, and when a person with that personality finds a job that matches his interests, it may be beneficial for both the company and the employee.

## Table 5

*Test of Significant Relationship between the Level of Manifestation of Students' Personality Profile And Level of Program Preferences of Grade 10 Students*

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level of manifestation of students' personality profile	level of program preferences	r value	P value	Remarks	Decision
Realistic	Realistic	.063	.469	Not Significant	Accept H <sub>0</sub>
	Investigative	.096	.266	Not Significant	Accept H <sub>0</sub>
	Artistic	.028	.744	Not Significant	Accept H <sub>0</sub>
	Social	.033	.708	Not Significant	Accept H <sub>0</sub>
	Enterprising	.016	.852	Not Significant	Accept H <sub>0</sub>
	Conventions	.096	.267	Not Significant	Accept H <sub>0</sub>
	Realistic	-.098	.261	Not Significant	Accept H <sub>0</sub>
Investigative	Investigative	.004	.966	Not Significant	Accept H <sub>0</sub>
	Artistic	-.046	.594	Not Significant	Accept H <sub>0</sub>
	Social	.131	.129	Not Significant	Accept H <sub>0</sub>
	Enterprising	.032	.715	Not Significant	Accept H <sub>0</sub>

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	Conventions	.089	.305	Not Significant	Accept H <sub>0</sub>
	Realistic	-.064	.458	Not Significant	Accept H <sub>0</sub>
	Investigative	-.055	.525	Not Significant	Accept H <sub>0</sub>
Artistic	Artistic	.024	.783	Not Significant	Accept H <sub>0</sub>
	Social	.185*	.045	<b>Significant</b>	<b>Reject H<sub>0</sub></b>
	Enterprising	-.009	.918	Not Significant	Accept H <sub>0</sub>
	Conventions	-.024	.781	Not Significant	Accept H <sub>0</sub>
	Realistic	.242*	.012	<b>Significant</b>	<b>Reject H<sub>0</sub></b>
	Investigative	-.060	.539	Not Significant	Accept H <sub>0</sub>
Social	Artistic	.058	.553	Not Significant	Accept H <sub>0</sub>
	Social	.189	.052	Not Significant	Accept H <sub>0</sub>
	Enterprising	-.053	.590	Not Significant	Accept H <sub>0</sub>
	Conventions	.058	.555	Not Significant	Accept H <sub>0</sub>
Enterprising	Realistic	-.079	.421	Not Significant	Accept H <sub>0</sub>

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	Investigative	-.021	.833	Not Significant	Accept H <sub>0</sub>
	Artistic	-.086	.382	Not Significant	Accept H <sub>0</sub>
	Social	.013	.897	Not Significant	Accept H <sub>0</sub>
	Enterprising	.172	.077	Not Significant	Accept H <sub>0</sub>
	Conventions	.014	.883	Not Significant	Accept H <sub>0</sub>
	Realistic	-.164	.093	Not Significant	Accept H <sub>0</sub>
	Investigative	-.006	.954	Not Significant	Accept H <sub>0</sub>
Conventions	Artistic	-.077	.432	Not Significant	Accept H <sub>0</sub>
	Social	.083	.397	Not Significant	Accept H <sub>0</sub>
	Enterprising	.059	.551	Not Significant	Accept H <sub>0</sub>
	Conventions	.165	.092	Not Significant	Accept H <sub>0</sub>

\*\*Correlational at the level 0.01

\*Correlational at the level 0.05(Two-tailed)

As shown in the succeeding page, Table 5, the r values of all the variables were interpreted as with low positive correlation as to correlate Level of manifestation students' personality profile in terms of Artistic and level of program preferences as to Social as well as to correlate Level of manifestation students' personality profile in terms of Social and level of

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program preferences as to Realistic, and the computed probability values were lesser than the level of significant ( $P < 0.05$ ); thus, the null hypothesis is rejected. The result shown that there is significant relationship between the dependent and independent variables.

It can be concluded that the Level of manifestation students' personality profile in terms of Artistic has significant relationship with level of program preferences as to Social. In the same manner, the Level of manifestation students' personality profile in terms of Social has significant relationship with level of program preferences as to Realistic. The higher the level of the students' personality profile manifestation, the higher the Students' level of program preferences and vice versa. Personality is "the collection of impressions in the look of the student's body and the impressions perceived to have been produced on others." As a result, a student's personality must fulfill the criteria for their chosen job.

In the theory of Holland (1997), it postulates that congruence between personalities of individuals and work environments leads to job tenure and satisfaction. The six types of personality are in the circular order of Realistic (R)–Investigative (I)–Artistic (A)–Social (S)–Enterprising (E)–Conventional (C) represented by a hexagonal figure. The empirically tested usefulness and easy application of Holland's theory made it widely used in career counseling practice and researched across different cultures.

## Table 6

*Test of Significant Relationship between the Level of Program Preferences and Level of Decision-Making Process of Grade 10 Students of Grade 10 Students*

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level of program preferences	level of decision-making process	r value	P value	Remarks	Decision
Realistic	Students interest	.282**	.003	Significant	Reject H <sub>o</sub>
	Social Influence	.357**	.000	Significant	Reject H <sub>o</sub>
Investigative	Students interest	.197*	.043	Significant	Reject H <sub>o</sub>
	Social Influence	.390**	.000	Significant	Reject H <sub>o</sub>
Artistic	Students interest	.257**	.008	Significant	Reject H <sub>o</sub>
	Social Influence	.376*	.047	Significant	Reject H <sub>o</sub>
Social	Students interest	.514**	.000	Significant	Reject H <sub>o</sub>
	Social Influence	.588**	.000	Significant	Reject H <sub>o</sub>
Enterprising	Students interest	.478**	.000	Significant	Reject H <sub>o</sub>
	Social Influence	.278**	.007	Significant	Reject H <sub>o</sub>
Conventions	Students interest	.555**	.000	Significant	Reject H <sub>o</sub>
	Social Influence	.390**	.000	Significant	Reject H <sub>o</sub>

\*\*Correlational at the level 0.01

\*Correlational at the level 0.05(Two-tailed)

It can be concluded that the level of program preferences has significant relationship with level of decision-making process of grade 10 students. The higher the level of program preferences manifestation, the higher the level of decision-making process of grade 10 students and vice versa.

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According to Albia, Dollaga, Gayosa, Marcho, Vallente, and Vim (2016), even though choosing a track in Senior High School is a risk, grade 10 graduates must accept that risk in order to achieve the students' goals, ambitions, wants, and values.

## CONCLUSIONS

1. It implies that Junior High school students prefers having a realistic personality in the selection of a preferred course. With careers that are aligned with realistic individuals are active and stable and enjoy hands-on or manual activities, such as building, mechanics, machinery operation, and even athletics. Operating machines considered to be a noble and common interest by most of Filipinos, knowing the demands and requirements of having a bachelor's degree and being employed on a corporate or any field that requires diploma. To be of help with their family by means of employment right after graduation. It is the last resort of people who wanted to pursue job right after high school graduation in consideration to their family's financial and economic status. On the other hand, skilled workers that is aligned with the construction crafts and support was also considered last maybe because of its technicalities, exerted effort in the construction, and other considerations.

2. It implies that teachers as the front liners towards cascading and implanting knowledge, attitudes, and life skills upon the young minds of these Junior High school students play the most crucial role towards influencing the career choices and interests of the respondents. As the educator inside the classroom, they serve as epitome of wisdom and has a direct effect towards critical thinking and decision-making skills of the learners, most importantly during this preparatory stage on what to do and choose for their future. Although strong camaraderie has an impact with one's decision and interest making, in this case, it is placed at the bottom of the choices.

3. It implies that the respondents consider the importance of good interpersonal skills towards their job. Accountancy, budget analysts, event planning, and air traffic controller are just a few examples of occupations where you might succeed. Book keeping, court reporter,

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and banker are among the professions that also falls under conventional type, with proper career orientation regarding this profession, students at some point in time will also consider taking these programs. Aligned with the program of K to 12, ABM or Accountancy, Business, and Management is the academic strand that you must enroll with for you to be equipped with the necessary concepts and knowledge that can be used for your college education.

4. It can be concluded that the Level of manifestation students' personality profile in terms of Realistic has significant relationship with Level of decision-making process as to Student Interest. In the same manner, the Level of manifestation students' personality profile in terms of Social has significant relationship with Level of decision-making process as to Social Influence. The higher the level of the students' personality profile manifestation, the higher the Students' decision-making process and vice versa.

5. It can be concluded that the Level of manifestation students' personality profile in terms of Artistic has significant relationship with level of program preferences as to Social. In the same manner, the Level of manifestation students' personality profile in terms of Social has significant relationship with level of program preferences as to Realistic. The higher the level of the students' personality profile manifestation, the higher the Students' level of program preferences and vice versa. Personality is "the collection of impressions in the look of the student's body and the impressions perceived to have been produced on others." As a result, a student's personality must fulfill the criteria for their chosen job.

6. It can be concluded that the level of program preferences has significant relationship with level of decision-making process of grade 10 students. The higher the level of program preferences manifestation, the higher the level of decision-making process of grade 10 students and vice versa

7. The developed guidance program may be implemented to ensure a well manifested career coaching in schools which may address better personality Profile and Career preference of students

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