

Mapping Your Career 2



CENTRE FOR CAREER ACTION



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I respectfully acknowledge that I live and work on the traditional territory of the Attawandaron (Neutral), Anishnaabeg, and Haudenosaunee peoples. The University of Waterloo is situated on the Haldimand Tract, land promised to Six Nations, which includes ten kilometres on each side of the Grand River.



Last week...

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- » Introduced to the elements of the career planning cycle
- » Completed the Challenge Cards activity

Learning Outcomes

- » Identify personal values relevant to your career development
- » Learn and apply occupational research strategies
- » Develop your career action plan

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Value introduction...



Values

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- Things that are important and worthwhile to us
- Basis for goal setting
- Have cognitive, affective and behavioural aspects

Values

- » What issues concern you?
- » What do you feel strongly about?
- » What kinds of policies do you/would you oppose or support?

- » Values Activity

Activity

» Values Checklist

» Values Worksheet

Values checklist



Intrinsic values	Check	Extrinsic values	Check
Adventure/Risk-taking	<input type="checkbox"/>	Achievement	<input type="checkbox"/>
Altruism/Help society	<input type="checkbox"/>	Advancement	<input type="checkbox"/>
Artistic expression	<input type="checkbox"/>	Aesthetics/Beauty	<input type="checkbox"/>
Authority	<input type="checkbox"/>	Affiliation/Belonging	<input type="checkbox"/>
Challenge	<input type="checkbox"/>	Autonomy/Independence	<input type="checkbox"/>
Creativity/Innovation	<input type="checkbox"/>	Clean/Orderly	<input type="checkbox"/>
Decision making	<input type="checkbox"/>	Clear directions	<input type="checkbox"/>
Detailed/Precision work	<input type="checkbox"/>	Competition	<input type="checkbox"/>
Expertise/Mastery	<input type="checkbox"/>	Cooperation	<input type="checkbox"/>
Helping others/individuals	<input type="checkbox"/>	Democracy/Fairness	<input type="checkbox"/>
Interaction with people	<input type="checkbox"/>	Ethical workplace	<input type="checkbox"/>
Leadership	<input type="checkbox"/>	Fast-paced/Tight deadlines	<input type="checkbox"/>
Learning	<input type="checkbox"/>	Flexibility	<input type="checkbox"/>
Moral/Spiritual fulfillment	<input type="checkbox"/>	Friendships	<input type="checkbox"/>
Multi-tasking	<input type="checkbox"/>	Fun	<input type="checkbox"/>
Nature/Outdoors	<input type="checkbox"/>	Harmony	<input type="checkbox"/>

Values worksheet

1. Complete the chart below.

- a. **Top values:** Record the top 8 values you selected (both intrinsic and extrinsic) on your Values checklist. Include 8 extrinsic and 8 intrinsic.
- b. **What does this value mean to me?** Write your definition for each of the values: what do they mean to *you*?
- c. **Deal breaker:** Which of these values would you consider to be 'deal breakers' – i.e., you cannot see yourself enjoying a job in which they are absent? In the 'Deal breaker' column, indicate "yes" for the values that are your deal breakers, and a "no" for those that aren't.

This is important: these are the values you will want to ensure, as much as possible, are present in the career and job choices you make. In their absence, job satisfaction may be difficult to attain.

Top values	What does this value mean to me?	Deal breaker? (Yes/No)

Values and your career

- » Important component of career statement: “deal breakers”
- » “I’m looking for work that satisfies these values.”
- » Authentic personal brand
- » Connect with corporate culture

Values and your personal brand

- » Informational Interviews
- » Networking
- » Social media presence
- » Résumé/cover letter
- » Interviews

- » ...What's your personal brand?

Activity

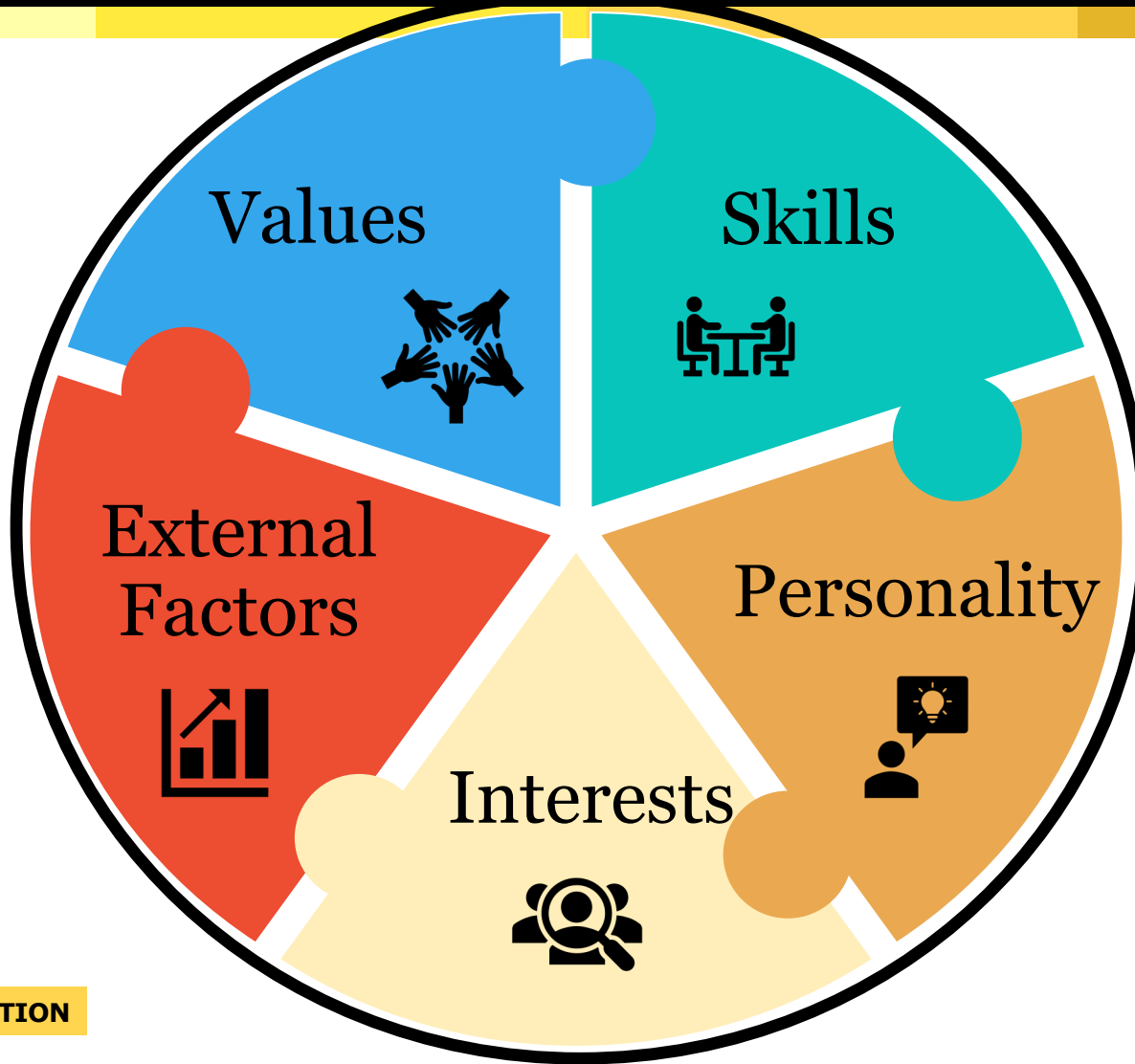
- » You have a networking interview with an organization that you don't know much about. You want to determine if the role and the organization are a fit for you
- » Select one or two of your key core values
 - » What question(s) would you ask your connection?

QUESTIONS?

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Bringing it all together

- » Core values one of 5 major parts of the puzzle
- » Helps you determine:
 - » Best fit between your values and occupations and industries
 - » How to make your existing and/or future work and leisure life more fulfilling



Values

Skills

External
Factors

Personality

Interests

Interests / Beliefs / Values / Personal Preferences

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- » If I could do anything, and there were NO barriers, what would it be?
- » What is my “Dream Job”
- » What is my “Nightmare Job”?

UN's Sustainable Development Goals

What motivates you?



Green careers...

- [EcoCanada](#)
- [Green Careers Canada](#)
- [Indeed: 20 Green Careers for the Environmentally Conscious](#)
- [Good Work Canada](#)
- [Renewable Energy Jobs](#)
- [Water & Wastewater Jobs](#)
- [Work Cabin](#) (conservation jobs in Canada)

Additional Factors and Considerations

- » Personal (goals, grades, support, health, finances, time, cost versus payback)
- » Family/relationships/community
- » Society in general
- » Peers
- » Economy
- » Labour market

OCCUPATIONAL RESEARCH

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Identifying Occupational Options

- » Assessment tools
- » Daydream/fantasy jobs
- » Occupation lists
- » Brainstorming with friends, family
- » Information interviews
- » Job shadowing, summer/part-time/co-op jobs, volunteering

Sources of Career Information

- » Employers
- » Career planning websites
- » LinkedIn
- » Job postings
- » Professional & industrial associations
- » Career fairs

Career Exploration Sites

- typefocus.com (access code: uw74)
- careercruising.com (username: uwaterloo; password: crc)
- <https://alis.alberta.ca/>
- <https://www.canada.ca/en/employment-social-development/services/noc.html>
- onetonline.org

Occupational Research Review

- » Nature of the work
- » Education, training and experience required
- » Personal qualifications, skills and abilities required
- » Personal characteristics of typical people working in the occupation
- » Values expressed in or by occupation

Occupational Research Review

- » Current and potential earnings, benefits
- » Working conditions
- » Location
- » Employment outlook, advancement opportunities
- » Related occupations

CAREER DECISION MAKING

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Career Decision Making Model

- » Identify decision to be made
- » State your goal clearly
- » Identify options
- » Gather information and data

CDM Model (cont'd)

- » Compare and evaluate alternatives
 - » pros and cons
 - » values and needs satisfied
 - » risks involved
 - » visualize
- » Select one of the options
- » Develop an action plan
- » Review choice

Career Decision Making Worksheet

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<u>Criteria</u>	<u>Alternatives</u>			
	<i>A</i>	<i>B</i>	<i>C</i>	<i>D</i>
<u>Must-haves:</u>				
1. Helping others				
2. Writing opps				
<u>Wants:</u>				
1. Advancement				
2. Autonomy				
3. Variety				
4. Prestige				
Totals:				



ACTION PLAN

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Action Plan

» Identify long-term goals:



Action Plan

- » Establish short-term goals
- » Put plans in writing
- » Affirm your plan

Action Plan

Insert your responses in the boxes provided. If you cannot complete your response in the space provided (one page total),
adjust the template but try not to go beyond 2 pages.

One specific longer-term goal (within 1-5 years) that relates to my career development is:

Possible **internal** barriers/conflicts related to this goal (e.g., self-knowledge, self-efficacy, fears/concerns, motivation/readiness):

Possible **external** barriers/conflicts related to this goal (e.g., occupational knowledge, influence of others, economic/geographic factors, finances):

Support that might be enlisted to help achieve this goal (e.g., family, friends, experts, financial):

Compromises that may need to be made to achieve goal:



Shorter-term (within next year) action steps (minimum 5) toward goal (may address internal/external barriers, garnering support; may require more self/occupational research, work/volunteer experience, education):	Date to be completed:
1)	
2)	
3)	
4)	
5)	

PARTING TIPS

Some Tips for the Road

- » Don't forget the "big picture"
- » Be alert for interfering attitudes and behaviours

- » Don't ignore your intuition
- » Expect and celebrate mistakes
- » Be flexible
- » Begin again....

Next Steps...

- » Sign up for additional workshops
- » Make an appointment to meet a career advisor individually
- » Start exploring!

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Regular
Co-op
Undergrad
Grad – All Levels
Alumni
Employees



Job Search Tactics
Résumé
Cover Letter
Interview Prep
Career Exploration
Grad School Prep



Individual Appointments
Drop-ins
Workshops
Online Resources

uwaterloo.ca/career-action

QUESTIONS?

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**We want to hear
from you!**

Please complete our survey!



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