Career Wellness
A Strengths and Resilience-Based Initiative
Welcome & Introductions
Agenda

- Project Rationale
- Toolkit Overview
- The Workshop
- Feedback and Discussion
Our Context

Educating Students For Career Success
Career Resources Model

- Mentors
- Developmental networks
- Parents, social supports

- Optimism
- Hope
- Self-efficacy
- Resilience

- Education
- Transferable skills
- Occupational knowledge
- Cognitive ability

Identity resources

Human capital resources

Psychological resources

Social resources

Hirschi (2012)
Rationale

**Context**
- Transition = Moving from Certainty to Uncertainty

**Issues**
- Confusion (about choices, career plan, next steps, etc.)
- Questions about intellectual and emotional capacity
- Fears that undermine personal courage

**Mindset**
- Curiosity
- Persistence
- Optimism
- Risk Taking
- Flexibility

**Outcomes**
- Increased confidence
- Increased self-efficacy
- Instillation of hope
- Realization of existing strengths
- Viewing self as expert
Career wellness means making choices towards a fulfilling and successful career by being resilient.

1. **Be Positive (Optimism)**

   A positive outlook can help you see the possibilities currently in front of you and recognize that each career experience, even seemingly negative ones, can be used as stepping stones. Having an optimistic mindset allows you to remain confident throughout the job search process and as your career develops. Learn More

2. **Go with the Flow (Flexibility)**

   While your career goal may remain the same, it is essential to keep in mind that you may need to adjust your current path or choose an entirely different route to attain that goal. The job market is always shifting, and being able to shift with it ensures you stay relevant and recognizes various opportunities. Learn More

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**Optimism**

"It never hurts to keep looking for sunshine."

"Eeyore, Winnie the Pooh"

It is impossible to avoid setbacks, disappointments and rejections in your job search and on the job. However, seeing these occurrences as learning opportunities rather than defeats is what optimism is all about. For example, that "survival job", which may not be in your preferred field, actually helping you to attain the soft skills you will need no matter where your career takes you.
The Workshop
Objectives

- Understand why career resilience is important in the changing world of work

- Consider the importance of managing your career development

- Identify the resources, skills and strengths you possess to navigate your career journey
Who Am I?

I am good at…
I value…
I am interested in…
I have experience with…
I look forward to developing…
I hope one day…
Career Wellness
Career Resilience
The Mindset

Curiosity  Optimism  Persistence

Flexibility  Risk-Taking

Based on the “Planned Happenstance” work by John D. Krumboltz
Warm-Up: My Biggest Challenge

Think of the biggest challenge you have overcome in your life
My Story of Strengths
My Story of Strengths

- What strengths helped you be successful?
- What skills did you use?
- What resources did you turn to?
- What strengths can help you in your career development journey?
### Sample Story

<table>
<thead>
<tr>
<th>Actions</th>
<th>Thoughts</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Research options</td>
<td>• I can do it</td>
</tr>
<tr>
<td>• Talk to teacher, advisor</td>
<td>• Need to keep going</td>
</tr>
<tr>
<td></td>
<td>• I’ll try my best</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supports</th>
<th>Resources</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Family, friends</td>
<td>• Career Services on</td>
</tr>
<tr>
<td>• Teachers, advisors, counsellor</td>
<td>campus</td>
</tr>
<tr>
<td></td>
<td>• LinkedIn</td>
</tr>
<tr>
<td></td>
<td>• Meet ups</td>
</tr>
</tbody>
</table>
Activity: Career Wellness
Optimism: Be Positive

Being positive can help us when the path seems uncertain, difficult or impossible.
Curiosity: Be Curious

Always be learning. Expand your mind.
Flexibility: Go with the Flow

Bend, don’t break.
Persistence: Keep Going

Perseverance is the key to success.
Risk-Taking: Take a Chance

Grow.
Change.
Put yourself out there.
Career Wellness

The world of work is **constantly changing**

The career journey is usually not a straight and smooth path but often a winding, bumpy one

Be **curious**, **flexible** and **optimistic**, be **persistent** and **take risks** to stay motivated in your career journey

Know your **strengths**, **believe in yourself** and surround yourself with people who are positive and supportive
Next Steps

- One **key** to career wellness
- One **take away** from the session
- One thing I’m **committing to do**
Resources

- RBC My Career Workbook and Playbook
  http://www.rbc.com/launchingcareers/

- Centennial College Career Wellness Webpage
  https://www.centennialcollege.ca/career-wellness

- TED Talk: Trust your struggle
  https://www.youtube.com/watch?v=BT2X1I8oeh0&t=477s

- Article: The power of persistence
  https://career.uconn.edu/blog/2015/05/15/the-power-of-persistence/
Discussion
Thank You!

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Reference List

- Bannink, F. (2017). 201 Positive Psychology Applications
- Krumboltz, J.D. & Levin, A.S. (2010). Luck is No Accident