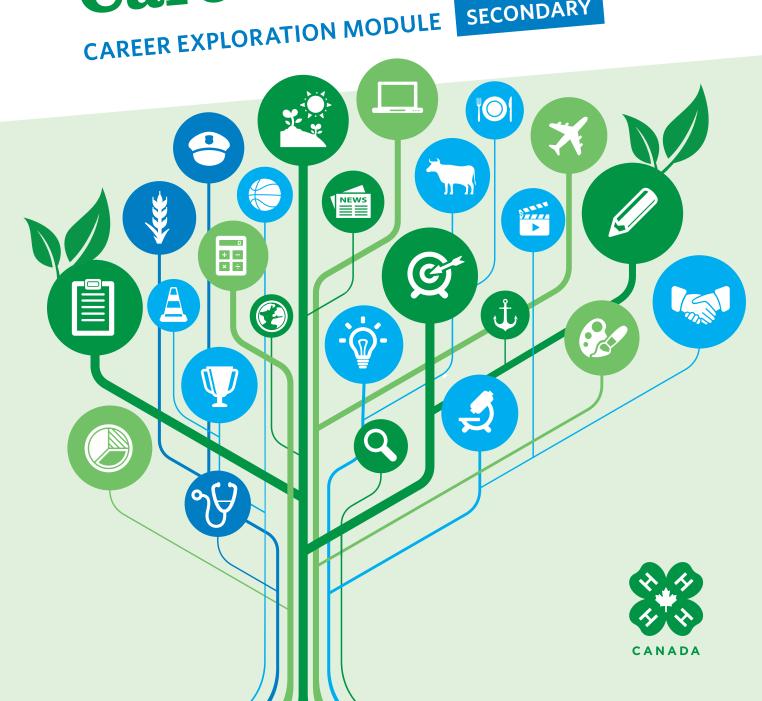


Growing My Career Choices

SECONDARY



Hello!

Welcome to the Growing My Career Choices secondary level career exploration module from 4-H Canada's Careers on the Grow! This module is an opportunity to learn more about yourself, different career sectors, career opportunities, and some of the many career choices that are available to you. Whether you already have an idea of what career you're interested in, are trying to choose between different options, or have no idea at all, this module can help. We hope you will find this module helpful as it provides you with resources and support while you prepare for your future career.

By the end of this module, you will have identified a list of at least three possible careers that interest you. These careers should align with your personal characteristics, values, abilities, and interests.

How the Positive Youth Development formula supports your future career

At 4-H everything we do centres around ensuring you can strengthen and develop skills and abilities through the Positive Youth Development (PYD) approach. This globally recognized, and research-based approach considers you an asset and partner in the community. This general approach and philosophy is incorporated into all our programming, including this career development module. The 4-H PYD formula, or "honeycomb" supports your development in becoming a responsible, caring, and contributing individual empowered to be successful!

The 4-H honeycomb identifies key assets that you build through 4-H programming. Don't be surprised to find these assets throughout this module identified as transferable skills. **Transferable skills** support success in all areas of life including work, volunteerism and even leisure activities. This connection between assets and transferable skills is just another way 4-H supports you in being successful in your future career!



Responsible, Caring, Contributing Leaders

How to use this module

Work through the module in the order presented and take time to complete the reflections at the end of each section. These reflections will help you consider your learning about career options, about yourself, and how you can use that information. Take your time to complete the module and work through the activities at your own pace. You can also complete the module at the same time as a friend or with 4-H club members. Check in with each other to stay motivated, share insights you've found, and talk about what you're learning.

Your career journey is your own! There's no right or wrong journey or destination. Get ready to grow personally and explore the many career options available for you!

Table of Contents

Discover You	
Activity 1 – Who am I?	
Activity 2 – Gather Feedback	
Activity 3 - Self-Assessment Quizzes	
Activity 4 - Match it Up	
Activity 5 - Top Possible Careers	
Section 1 Reflection	
Career Exploration	10
Activity 1 - Researching Careers	
Section 2 Reflection	
Plan Your Path	21
Activity 1 – Personal Pledge	
Activity 2 - Map Your Path	
Section 3 Reflection	25
Certificate of Completion	28
References	







1 Discover You

There are many career options available. To help get started on your journey, it's important to have a good understanding of who you are and what's important to you. This can help you choose a career that's fulfilling and rewarding professionally and personally. In this section, you'll complete activities to gain a better understanding of who you are, your characteristics, values, abilities, and interests.



Activity 1 - Who am I?

A mind map is a great way to brainstorm ideas without worrying about order or structure. It's a visual way to see ideas and how they connect, or don't.

Did you know: Most people are happiest doing something that allows them to live and work with their personal values aligned?

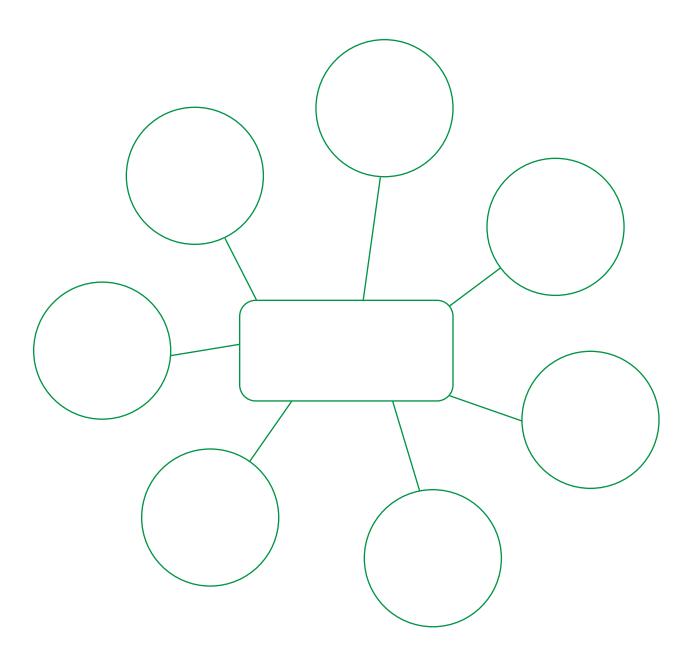
"The only way to do great work is to love what you do. If you haven't found it yet, keep looking. Don't settle."

— Steve Jobs

1. Put your name in the rectangle at the center of the mind map on the next page. In the circles, place categories from the box below, or create your own.

Category Ideas			
Likes	Dislikes	Values	Interests and passions
I want	I need	Skills	Challenges for me

- 2. Create branches from each category with ideas that apply to you.
- For example, if you enjoy the outdoors, you might connect that to your likes category. If you know you don't enjoy individual work, you might connect that to dislikes.
- 3. Spend time reviewing the mind map. Consider how can you use this information on your career journey.



Reflection: How can you use this information on your career journey?		



Activity 2 - Gather Feedback

People who are important in your life tend to know you well. Sometimes it may even seem like they know you better than you know yourself. Getting feedback from these people can be helpful in identifying things you're good at and that you enjoy. People around us see us from a different perspective and may recognize skills, qualities, or challenges that you missed or didn't consider. All of this helps you have a clearer picture of who you are.

The World Economic Forum predicts that by 2022 at least 54% of all employees will need reskilling and upskilling to respond to changing work requirements. As such, it will be more important that you can learn rapidly, are adaptable, can practice resiliency, and take advantage of an entrepreneurial mindset.

- 1. Choose two people in your life you feel comfortable and safe talking with about yourself.
- Think about family, friends, and caring adults in your life like a teacher, coach, or program leader like a 4-H club leader.
- 2. Have a conversation with each person and gather their insights and feedback in the table below. You can use the column on the left as questions to ask each person.
- Remember, you're just gathering insights and feedback. You may not agree with their feedback and that's okay. Consider why you might see yourself differently.

	Person 1:	Person 2:
Things I'm good at		
Challenges for me		
Qualities about me		
(characteristics that make you who you are)		
Anything else I should consider		



Activity 3 - Self-Assessment Quizzes

Career and self-assessment quizzes can be helpful in identifying how your skills and interests align with various career options. They can help you recognize career paths available to you.

Employers agree that strong soft skills are vital now and will continue to be in the future. What soft skills are most in-demand? In their Future of Jobs Report in 2020, the World Economic Forum identified the following as the top 10:

- · Complex problem solving
- · Critical thinking
- Creativity
- · People management
- · Coordinating with others

- · Emotional intelligence
- · Judgement and decision making
- Service orientation
- Negotiation
- · Cognitive flexibility

The Government of Canada's Job Bank website has several career quizzes that you can take at no cost. Each quiz takes between 5 and 10 minutes. You can complete these quizzes as many times as you like without creating an account. If you prefer to save your results, create a personal account for free.

The quizzes available are:

- Career Possibilities
 -) Interests helps you match your interests to careers that might suit you.
 - > Abilities helps you match what you're good at with career options using your top skills.
 - Work Activities helps you explore how you work with people and things and provides career options to match.
- Explore your personality
 - Multiple intelligences explore how you think and understand things.
 - > Learning style discover how you learn best whether visual, auditory or through hands-on experiences.
 - Work values examine what you value when it comes to a work environment.

All quizzes can be accessed at https://www.jobbank.gc.ca/career-planning/quizzes

The Government of Canada quizzes are a good start. If you want to dig deeper or learn more about yourself, there are other free online quizzes you can complete.

- 16 Personalities This personality test is based on the work of psychologist Carl Jung and will give you
 insights into personality traits related to mind, energy, nature, approaches and identity. The quiz is available at
 www.16personalities.com/free-personality-test
- My Next Move The O*Net interest profiler matches your interests with careers giving you career options to explore. The profiler is available at www.mynextmove.org/explore/ip
- Entrepreneurial Potential Assessment This quiz will help you determine if you have the aptitude, motivation, and drive to run your own business. The quiz is available at www.bdc.ca/en/articles-tools/entrepreneur-toolkit/business-assessments/self-assessment-test-your-entrepreneurial-potential
- 1. Complete a few of the quizzes suggested above (The more quizzes you complete, the more information you have to help you).

2. When each quiz is complete, be sure to read through the results carefully. Use the space below to record things that could be helpful on your career journey.

Quiz Name	Interesting and important results



Activity 4 - Match it Up

What skills and knowledge do you have now for your future career? Your educational journey isn't complete, but you already have lots of skills and knowledge that can be applied to various careers.

Did you know?

Research before the start of the COVID-19 pandemic found that Canadians may hold about 15 jobs in their lifetime.

The Government of Canada's Job Bank has a skills and knowledge match activity you can complete for free. This activity will help you explore careers that match your skills and knowledge, to identify possible careers for you. Remember, this won't be an exhaustive list. It's just a start. It may provide some new careers to consider.

You can access the skills and knowledge match at https://www.jobbank.gc.ca/career-planning/skills-knowledge

- 1. Complete the Match your skills and knowledge assessment.
- 2. Take time to explore the career suggestions made.

- > Add new career options, and ones you already knew you were interested in, into the table below. Make note of what's interesting or exciting about each.
- Add career options that aren't right for you to the table. Make note of what it is about the career that doesn't fit for you.
- 3. Play around with the assessment. If you have an idea of what you'd like to study in post-secondary education or skills you're hoping to build in the future, retake the assessment and add these in. What new suggestions appear?

Interesting and Possible Career Options	Unlikely Career Options



Activity 5 - Top Possible Careers

You may have started this module with some ideas about future careers, knowing exactly what your career goals are or not really having a clue about what you want to do in your future career. Even if you are completely committed to a career choice, it's a good idea to have at least one other option as a "plan B".

Did you know?

Studies suggest that members of Gen X stay at a job for 3.4 years on average. Members of Gen Y tend to stay in positions for just 2.7 years. The assumption is that this trend of frequent job/career movement will continue as Gen Z enters the workforce.

Changing jobs is relatively common throughout Canada, and in the last number of years, individuals moving from one career sector to another has also increased. As economic trends, automation, and global and social events impact the world of work, having a good understanding of where your knowledge, skills, interests, and values align can help you move from one job or career to another if you want or need to.

- 1. Using the information, you've gained completing the activities in this section, as well as your own ideas, develop a list of 6-8 careers you feel are strong possibilities for you. Record each one in the table below.
- 2. For each possible career, identify what you like about it, and what makes it an attractive option for you.

3. For each possible career, list a couple of questions you have, or information you'd like to know to help you determine if this career could be a good fit for you.

Career Option	What makes this a good option	Questions to answer and information to find out



Section 1 Reflection

Use these questions to reflect on your experience completing the activities in Section 1 of this career exploration module and what you've learned about yourself.

"Ask yourself if what you're doing today is getting you closer to	where you want
to be tomorrow."	

— Unknown

What did you learn or realize about yourself?

How has your thinking about your future career changed or not changed? Why might that be?
Before starting this module, what did you feel when thinking about your future career? What are you feeling now?
What excites you when you think about possible future careers?
What worries you when you think about possible future careers? What steps can you take to help with these worries?



Career Exploration

Before you choose a career path, it's good to have a full understanding of the career you're interested in. The better you understand the different careers available, the easier it can be to choose the one that's right for you. In this section, you'll dig into some of the careers on the list you made in Section 1 (or others of your choice) to learn more about them.



Activity 1 - Researching Careers

There's a lot to consider when it comes to choosing a future career. Schooling and training, what the role involves day-to-day, and the availability of opportunities to name a few. Completing research about careers you're interested in can support you in making informed choices.

The Microsoft 2021 Word Trend Index found that over 70% of workers want flexible work options and 65% wanted more in-person time with their teams, making it clear that the post-pandemic workplace will be driven by extreme flexibility and hybrid work. These trends will mean that young workers early in their careers will need to be prepared with skills that can support them in:

- · maintaining a healthy work-life balance
- · engagement and motivation for their work
- · effectively collaborating, voicing their ideas and opinions in virtual environments
- · feeling a sense of purpose
- · maintaining personal wellbeing.

A great place to start your research is the Government of Canada's Job Bank website. Here you can find information on a wide assortment of careers and jobs across various sectors. You can explore a career by location, access information on available jobs, wages, career prospects, skills, job requirements and more. You may be able to find additional information on your provincial or territorial government's website under jobs and employment as well as career and job-focused websites.

You can complete research on careers on the Government of Canada's Job Bank website at https://www.jobbank.gc.ca/career-planning/search-job-profile

1. Using the list of career options you created in Activity 5 in Section 1 (or other career options of your choice), use the Government of Canada's website to complete some research to learn more about each option. Record the information you find in the table below.

Helpful Tips

When you start typing in the Occupation field, a list of possible options will appear. Scroll through the list the
find the one that best matches what you're looking for.

 Adding a location will allow you to see career and job prospects and trends for that career in a particular location. Different locations offer different prospects and trends which is important information when considering a career. If job prospects in a particular location are limited, you may want to consider this as you plan for your future career.

CAREER OPTION	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Essential and other skills needed	
Questions I still have	
Is this a top future career possibility for me?	

CAREER OPTION 2	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Job prospects	
Essential and other skills	
needed	
Questions I still have	
Is this a top future career possibility for me?	

CAREER OPTION 3	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Essential and other skills needed	
Questions I still have	
Is this a top future career possibility for me?	

CAREER OPTION 4	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Essential and other skills needed	
Questions I still have	
Is this a top future career possibility for me?	

CAREER OPTION 5	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Essential and other skills needed	
Questions I still have	
Is this a top future career possibility for me?	

CAREER OPTION 6	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Essential and other skills needed	
Questions I still have	
Is this a top future career possibility for me?	

CAREER OPTION	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Essential and other skills needed	
Questions I still have	
Is this a top future career possibility for me?	

CAREER OPTION 8	
Important information to know about this career	
Job Requirements (training and education)	
Wages	
Job prospects	
Essential and other skills needed	
Questions I still have	
Is this a top future career possibility for me?	



Section 2 Reflection

Use these questions to reflect on your experience completing the activities in Section 2 of this career exploration module and what you've learned about the possible careers you researched.

"Pay attention to the itch. That feeling, that there's something else bigger out there for you, that you should be doing something else better for you - that is a feeling that you have to pay attention to you can't ignore it."

— Ann Shoket

Are there any career options you want to add to your list of top possibilities? What are they and why are they now a top possibility for you?	
Considering what you've learned, narrow your list of possible career options to a list of your top 3-4 choices. List each choice below along with why it's a top choice. Possible career #1:	
Possible career #2:	
Possible career #3:	
Possible career #4:	

In this module, you've learned about yourself and made of list of possible careers. You've researched those careers and narrowed your list to three or four top choices. Now what? In this final section, challenge yourself! Create a personal pledge to keep growing your knowledge and building skills as you continue along your personal career path.



Activity 1 - Personal Pledge

This career exploration module got you started. Now it's up to you. Complete the pledge on the next page. Commit to continuing the work to prepare for future career success. Post your completed pledge somewhere you'll see it often. Review it often. Update it when and if you need to.

"Create the highest, grandest vision possible for your life because you become what you believe."

- Oprah Winfrey

Use the space below to jot down notes and ideas for what you want to include in your	personal pledge.
	Create your personal pledge on the next page.



CANADA		
		by pledge to take the following step
o continue building my k	nowledge, understanding, skills, and prepare	aredness for future career success:
1.		
2.		
3.		
J.		
pledge to commit time in	n my schedule each week to focus on care	eer preparedness. I will do this by
		- f-ll
recognize that I m not or support when I need it:	n this journey alone. I can connect with the	e following people to get help and
support When I hood it.		
1.		
2.		
3.		
	ture career choices are my own. I recogniz	
myself along this journey.	to my journey. I pledge to honour my own	i path, my beliefs, and be kind to
	e insights, advice, feedback and wisdom of	
	experiences as their own. I will do my bes re, a desire to see me succeed and a willin	
comes ironi a diace of cal	re, a desire to see the succeed and a willing	ightess to help.
comes from a place of Cal		
	പരി	(data)
comes from a place of cal	re)	(date)



Activity 2 - Map Your Path

There will be many important steps along your journey to your future career. Some will be small, while others will be big and require planning and preparation. When it comes to these large steps it's a good idea to plan and prepare in advance. It's never too early to get ready for what you know is coming next.

The McKinsey Global Institute reported in their 2021 "Future of work after COVID-19" report that three broad trends have been accelerated and reshaped work during the pandemic. These trends have the potential to continue to reshape work even after the pandemic ends. These trends are:

- · remote work and virtual meetings
- · e-commerce and virtual transactions
- · automation and AI
- 1. Use the space below to identify three key points on your journey towards your future career.
 - E.g.: making post-secondary education choices
- 2. For each key point, identify three skills or pieces of knowledge that you will need to be successful at that point.
 - Using the example above, skills/knowledge needed might include: education needed for the career you want, cost of post-secondary education, strong writing skills for applications.
- 3. Identify three steps you can take before reaching each key point to prepare, acquire the skills and knowledge you'll need, and/or support your success when you get there.
 - > Using the same example, steps might include: comparing post-secondary program options, speaking with a Guidance Counsellor or teacher and finding a free online course to improve writing skills.

	Key Point 2:
	Rey Fullit 2.
Skil	s/Knowledge
1.	
2.	
3.	
Step	os to Prepare
1.	
2.	
3.	
	Key Point 3:
Skil	s/Knowledge
1.	
2.	
3.	
	os to Prepare
1.	
2.	
3.	



Section 3 Reflection

Use these questions to reflect on your experience completing the activities in Section 3 of this career exploration module and what you've learned about planning for your future career.

"Success is no accident. It is hard work, perseverance, learning, studying, sacrifice and most of all, love what you are doing or learning to do."

— Pele

What did you learn or realize about planning and preparing for your future career?
How has your thinking about your future career and your path to get there changed or not changed? Why might that be?
Think back to how you felt about your future career and your path to get there before starting this module. Has that changed? How and why? If it hasn't, why might that be?

When you think about preparing you think that is?	for your future career after completing this module, how do you feel? V	Vhy do
What things will it be important readiness?	for you to keep in mind or remember as you continue to work towards o	career
	for you to keep in mind or remember as you continue to work towards o	career
	for you to keep in mind or remember as you continue to work towards o	career

Congratulations!

You did it! Congratulations on completing the Growing My Career Choices module from Careers on the Grow.

We encourage you to share what you've learned with your 4-H club leader, fellow members, and friends. Support each other along your individual journeys. Have your club leader sign your certificate of completion and celebrate your hard work together.

Remember, this isn't the end. It's only the beginning of your journey. That journey will be what you make it. Keep working on your plan, preparing, and building the skills and knowledge you need. It's your future, it's your career path. Good luck making it what you want it to be!



Careers on the Grow CERTIFICATE

Certificate of Completion

This certificate is presented to	
For completion of the Careers on the Grov Growing My Career Choices	w: Career Exploration Module – Secondary,
(Club loador cignoture)	SBerner
(Club leader signature)	Shannon Benner Chief Executive Officer 4-H Canada
(Club name)	



References

McKinsey Global Institute. "The future of work after COVID-19." February 2021. https://mckinsey.com/featured-insights/future-of-work/the-future-of-work-after-covid-19 Accessed August 30, 2021.

Microsoft. "The Next Great Disruption Is Hybrid Work - Are We Ready?" March 2021. https://microsoft.com/en-us/worklab/work-trend-index/hybrid-work Accessed August 30, 2021

World Economic Forum. "This Is The New Skills Gap For Youth People In The Age of COVID-19." October 2020. https://weforum.org/agenda/2020/10/youth-employment-skills-gap-covid-19/ Accessed August 30, 2021.

NOTES	

NOTES	

Learn To Do By Doing

