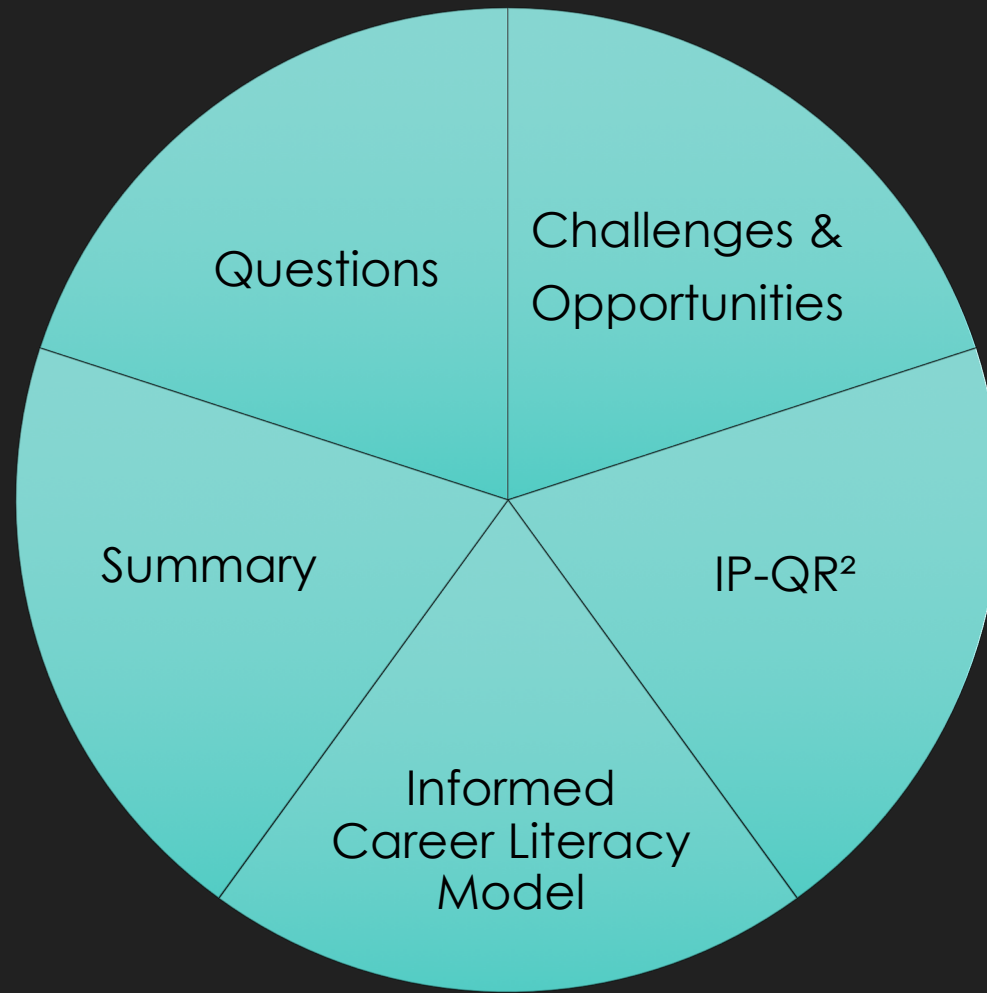


Hoda Kilani EdD, CPCC– CANNEXUS20



Coaching iGen/Gen Z (ZOOMERS): Challenges, Opportunities and Strategies

Right Career Fit – Hoda Kilani EdD, CPCC– CANNEXUS20



Challenges ⇨ Opportunities

Challenges

- Only 11 percent of college graduates are thriving in the wellbeing elements (Gallup, Inc., 2018a)
- 20 to 50 percent of students enter college as “undecided” (Freedman, 2013)
- Just 39 percent of college graduates are engaged at work (Gallup, Inc., 2018a)
- 75 percent of students change their major at least once before graduation (Freedman, 2013)

Opportunities

- Self and environmental exploration will result in a higher degree of congruence between the person and the chosen career (Germeijs & Verschueren, 2007).
- Self-evaluation and occupational knowledge play an important role in career readiness development (Hirschi, 2011).
- Students who receive career-specific support express greater confidence in their work prospects (Gallup Inc., 2018b).
- Students exposed to career decisional task in Grade 12 were better at choice actualization, academic adjustment, commitment to the chosen university program (Germeijs & Verschueren, 2007).

IP-QR²

For Coaches

IP-QR² GOAL

- increase clients' awareness of their career path

Support client using the three phases of QR² while keeping in mind that

- Each client is unique
- Each client comes with their own experiences

Be flexible in your QR² approach and use it as your guideline

Iterative Project – Question, Reflect, Release

1. Phase 1: Question (think of the coaching competencies – active listening & powerful questioning to understand client's needs)
2. Phase 2: Reflect (Provide CPR – Create, process, reflect using the Informed Career Literacy Model – encourage clients to reflect on experiences and write them down)
3. Phase 3: Release (Mentor)

IP-QR²

For Clients

QR² GOAL

- increase clients' awareness of their career path

Client using the three phases of QR² while acknowledging that

- Each client is unique
- Each client comes with their own experiences

Be flexible in your QR² approach and use it as your guideline

Iterative Project – Question, Reflect, Reassess

- Phase 1: Question
 - Experiences
 - Abilities
 - Skills
 - Values
- Phase 2: Reflect
 - CPR Model – Create, process, reflect
 - ICL Model - Informed Career Literacy Model
- Phase 3: Reassess

CPR Model

Create, Process, Reflect

Emphasis on exploration using the three CPR steps

1. **Create** three stories of personal relevant experiences: Write them down
2. **Process** what is special about these experiences
3. **Reflect** on the interests, abilities, skills presented to foster career awareness

ICL Model - Informed Career Literacy

1. Career Self-Assessment
2. Career Vision Statement
3. Career SMART Goal Planning
4. Career Goal
5. Career Objectives
6. Career Portfolio

Summary

Our goal & role as coaches is to teach ZOOMERS the art of ITERATIVE REFLECTION - think CPR

- Ignite passion
- Find & align vision with interest
- Connect their career with purpose

Thank you!!! Questions???

Hoda Kilani EdD

Career Planner

Right Career Fit

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