

January 27-29 janvier 2020
CANNEXUS20
By/Par CERIC

Millennial Leadership

Career Management as the Gateway

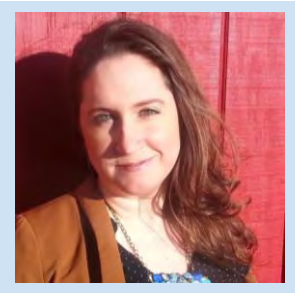
OneLifeTools



UNIVERSITY OF TORONTO
FACULTY OF APPLIED SCIENCE & ENGINEERING
Troost Institute for Leadership Education in Engineering

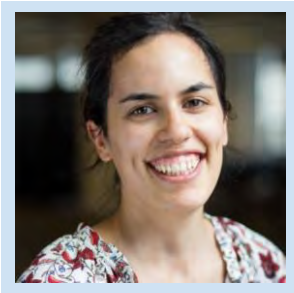
Ali Breen
Teresa Didiano
Mark Franklin

Who we are



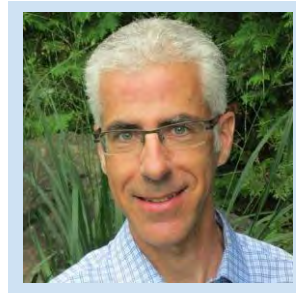
ALI BREEN, BA, HNCP

Narrative Career
Coach



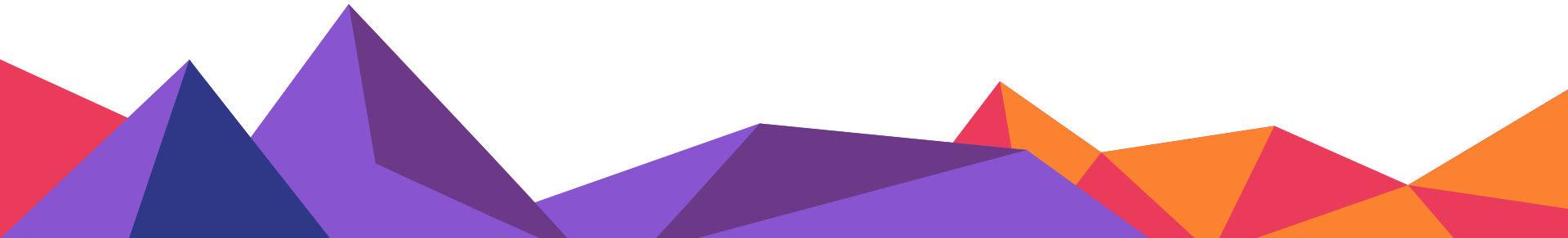
TERESA DIDIANO, M.Sc

Graduate Professional
Development
Coordinator,
University of Toronto



MARK FRANKLIN, MEd, PEng

Adjunct Professor



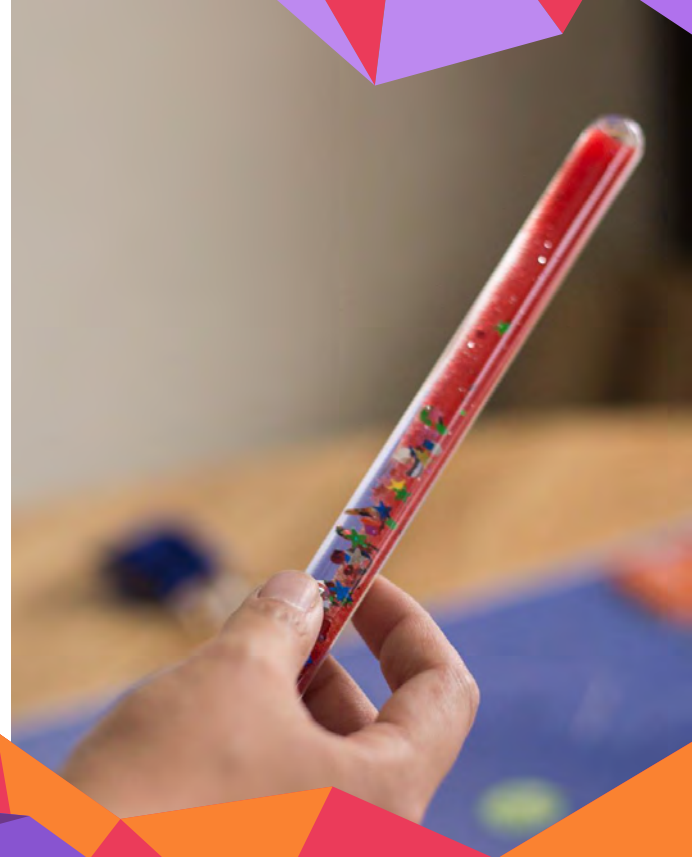
The background features a collection of abstract geometric shapes, primarily triangles and polygons, in various colors including purple, red, green, teal, orange, yellow, and blue. These shapes are arranged in a way that they appear to be floating or layered around the central text. The colors are vibrant and the shapes are sharp, creating a modern and dynamic visual effect.

Who's in the room today?



Now you're the leader!

**Consider how this
happens sometimes in
the real world...**

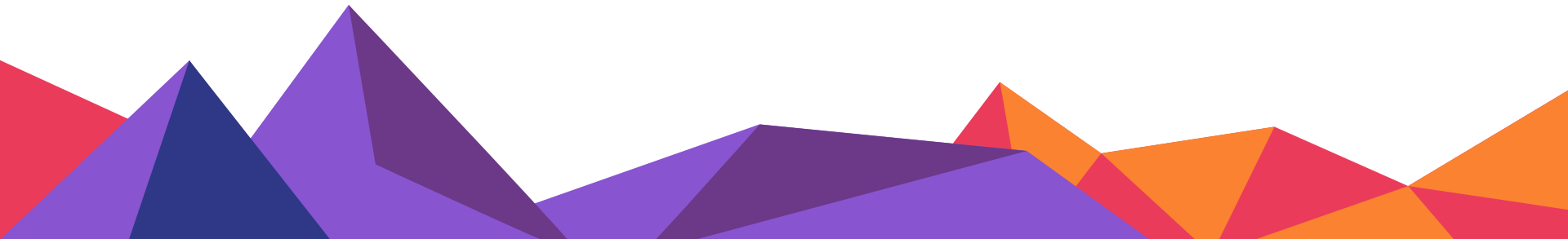


Let's form **groups of two**

One person: pick up Listening Wand

- Using Listening Wand: *How did you lead yourself in your own career?* No feedback or response
- 2nd round build on or respond to what you heard
- Open, spirited conversation until facilitator calls time

Conversation method, inspired by [conversationcafe.org/](http://www.conversationcafe.org/)
<http://www.conversationcafe.org/wp-content/docsPDF/docHostQuickHowTo.pdf>



The background features a collection of abstract geometric shapes, primarily triangles and polygons, in various colors including purple, red, green, teal, orange, yellow, and blue. These shapes are arranged in a dynamic, overlapping manner, creating a sense of movement and depth. The colors are vibrant and saturated, contributing to a modern and energetic aesthetic.

What makes a leader?




I'm not a leader yet, am I?

CAREERWISE
by CERIC

Your source for career advice

TIPS & TRAINING ▾ DIVERSITY ▾ STUDENTS & YOUTH ▾ WORKPLACE ▾ RESEARCH & TRENDS ▾

Home > Tips & Training > How millennials and Gen Zers can level up into leadership



TIPS & TRAINING

How millennials and Gen Zers can level up into leadership

All Breen Tips & Training 2 weeks ago no comment canexus, featured, gen z, leadership, podium

536 VIEWS

6 SHARES

in twitter facebook

Shifting Client Focus from Font Choice to What Really Matters

The dog ate my resume

#StoryListening Tuesday OneLifeTools



Posted by: Ali Breen


I hear the same story from new clients again and again. It begins differently for different people:

CAREERWISE
by CERIC

Your source for career advice

TIPS & TRAINING ▾ DIVERSITY ▾ STUDENTS & YOUTH ▾ WORKPLACE ▾ RESEARCH & TRENDS ▾

Home > Tips & Training > Walk it out, talk it out: How walking sessions help millennials get unstuck



TIPS & TRAINING

Walk it out, talk it out: How walking sessions help millennials get unstuck

All Breen Tips & Training 12 months ago no comment career counselling, podium

926 VIEWS

39 SHARES

in twitter facebook messenger email print

The background is a light gray with several large, colorful geometric shapes. On the left, there are purple, red, and pink triangles. In the center, there are teal and light blue triangles. On the right, there are yellow, orange, and blue triangles. The text "What is Leadership?" is centered in a bold, red, sans-serif font.

What is Leadership?

University of Toronto (U of T)

Faculty of Applied Science & Engineering

5,235

undergraduate

2,498

graduate

287

post-doctoral fellows

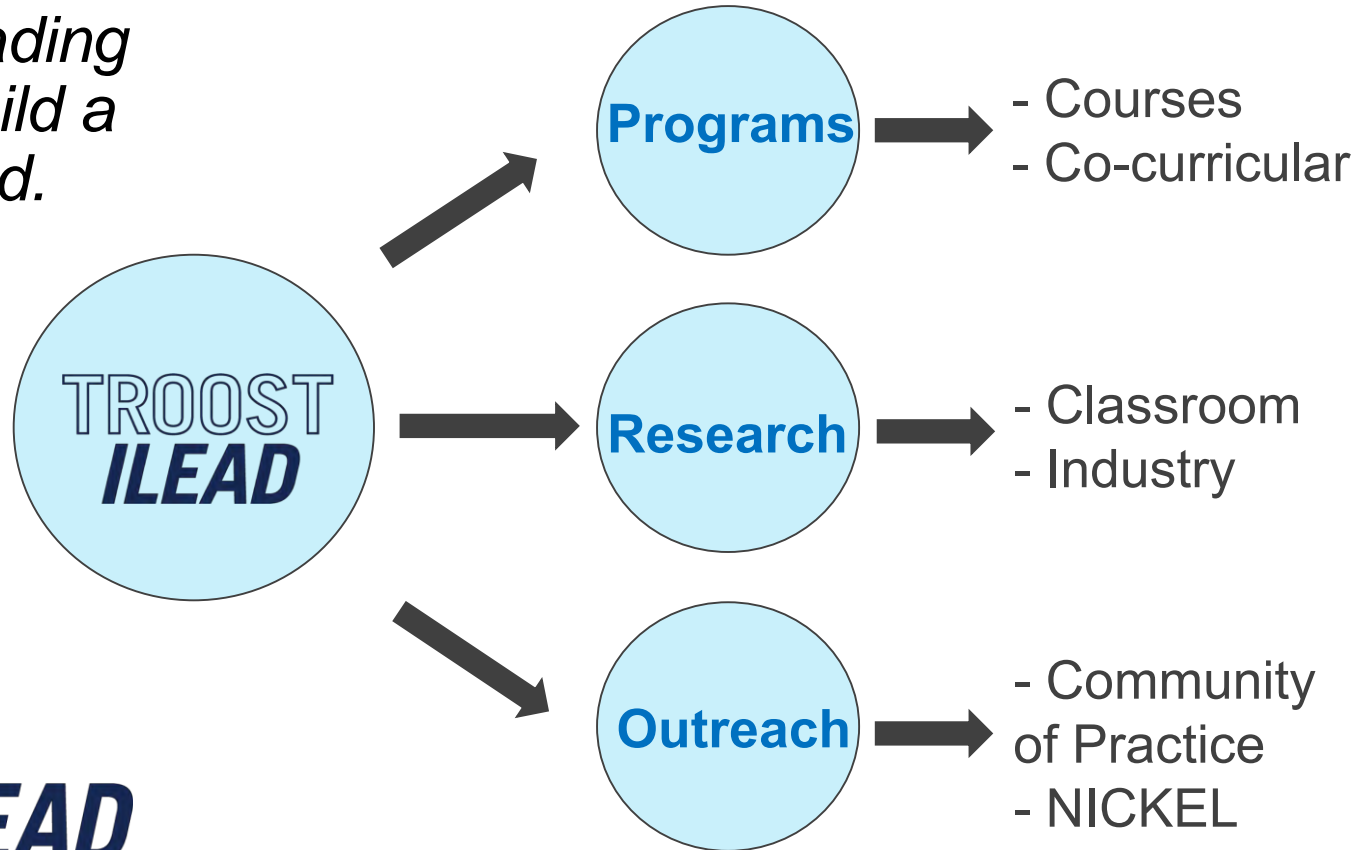


Troost Institute for Leadership Education in Engineering



Vision & Mission

*Engineers leading
change to build a
better world.*



TROOST ILEAD

Troost ILead's Approach to Leadership

Leadership is a process that
influences other to make
positive change.

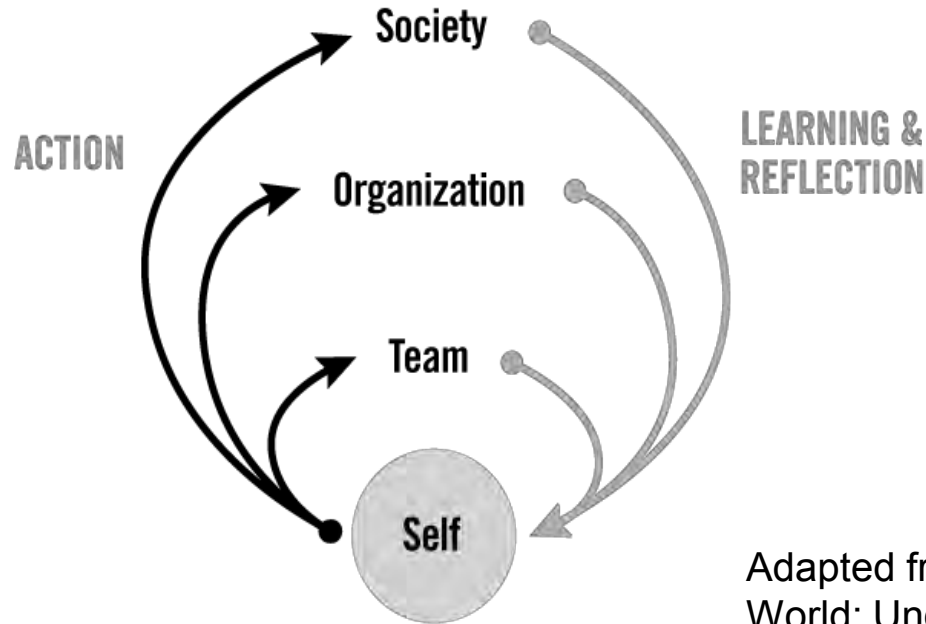
Troost ILead's Approach to Leadership

Leadership is a process that begins with self and, guided by values, vision and vitality, inspires, empowers and influences others, teams and organizations to make positive change.

Core Beliefs

- Leadership can be learned
- Leadership is a process not a position
- Leadership begins with self
- Everyone is responsible for leadership
(Everyone a leader)
- Leadership empowers engineering

How do you practice leadership?



Adapted from Leadership for a Better World: Understanding the Social Change Model of Leadership
Development by Susan Kovmives & Wendy Wagner

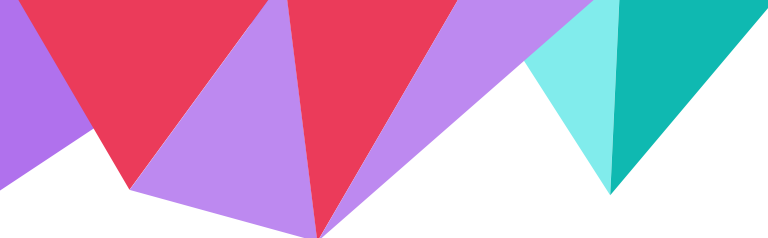


The other side: narrative reflection

Learning to manage your career for the future
is a form of **self-leadership**, it's a **gateway**



Embedded within
a credit-bearing course:
Engineering Careers
APS1030



**We do not learn from experience,
we learn from
reflecting on experience**

-John Dewey





If not 'Test & Tell', then

what?



**Narrative
assessment**



Franklin, M. (2015). CareerCycles: A Holistic and Narrative Method of Practice. In B.C. Shepard, P.S. Mani (Eds.), Career Development Practice in Canada: Perspectives, Principles, and Professionalism 441-463. Toronto: CERIC.



We developed a Narrative Assessment system to support well-informed career and life choices

- 5000+ clients, 80 countries of origin
- 1000+ trainees in US, Canada, Europe
- 40+ documented interventions
- 2 outcome studies. Key finding: increase in psychological capital*, Hope, Efficacy, Resilience, Optimism = **HERO**
- 5 peer-reviewed journal articles, 4 book chapters



*Franklin, M., Yanar, B. & Feller, R. (2015). Narrative Method of Practice Increases Curiosity & Exploration, Psychological Capital, and Personal Growth leading to Career Clarity: A Retrospective Outcome Study. *Canadian Journal of Career Development*

*Franklin, M. & Stebleton, M.J. (in press). Another story to tell: Outcomes of a single session narrative approach, blended with technology. *Canadian Journal of Career Development*

Learn more at <http://onelifetools.com/evidence/>

Managing your career for the future means living with a HEROIC mindset

Hope

Efficacy (Confidence)

Resilience

Optimism

Intentional Exploration

Clarity & Curiosity



Source: Rich Feller. See also Outcome Study (Franklin, Yanar & Feller, 2015)

<http://onelifetools.com/evidence/>

HEROIC Narrative Assessment System...

get clear, get organized, get going



1. **GROUP EXPERIENCE** from **3 to 300**, fun, personal & professional development experience (disguised as a game)



2. **INDIVIDUAL SESSIONS** guided by evidence-based narrative method and *Online Storyteller* technology

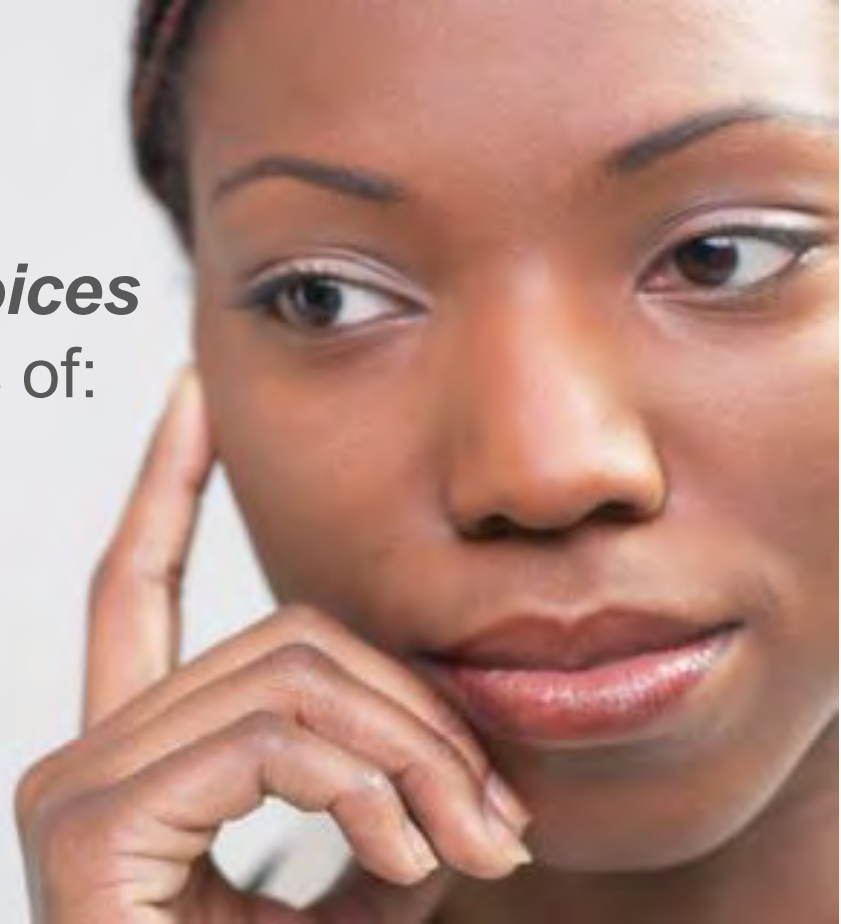


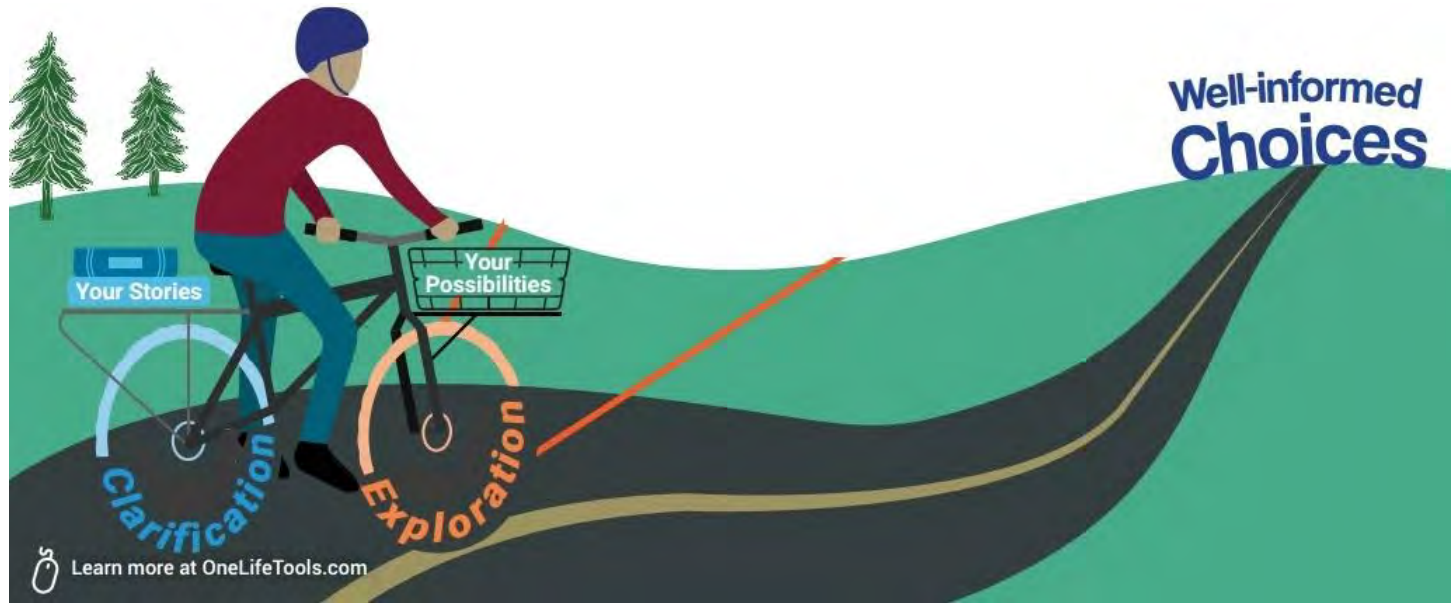
3. **SELF-DIRECTED**, scalable, storytelling **system** maximizes *Online Storyteller* with optional conversation touchpoints for “blended delivery”

Moving from
Questions to ***Choices***
is a 2-part process of:

1. *Clarification*

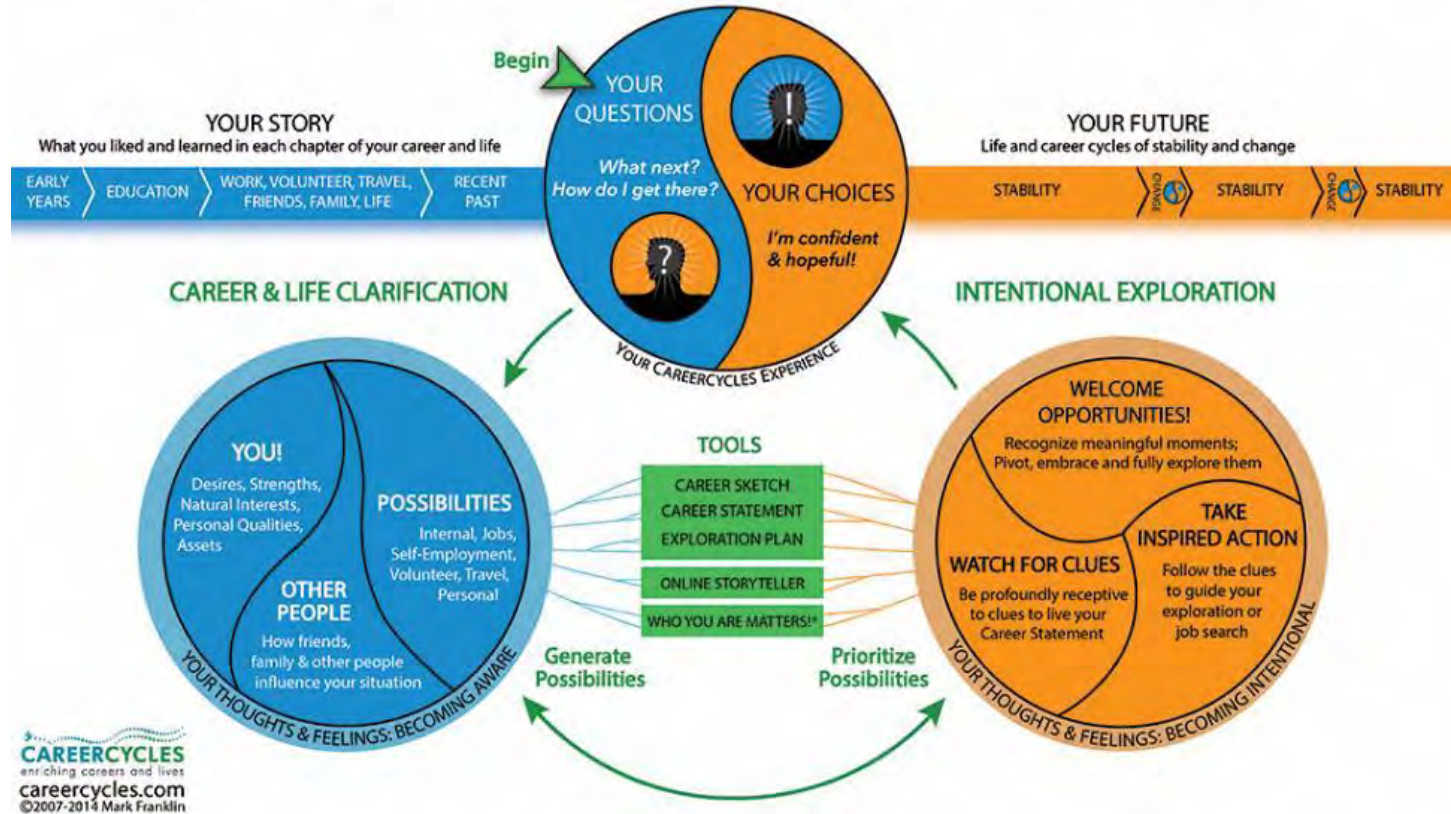
**2. *Intentional
Exploration***





<https://careercycles.com/narrative-system/>

BECOMING EMPOWERED & PROACTIVE IN YOUR CAREER & LIFE CHOICES



Go deeper! <http://onelifetools.com/evidence/>

Franklin, M., Yanar, B., Feller, R. (2015). Narrative method of practice increases curiosity & exploration, psychological capital, and personal growth leading to career clarity: A retrospective outcome-study. Canadian Journal of Career Development 14(2)

APS1030 Overview – See how Themes relate to narrative framework

Theme 1: The future of work, and future-proofing your career
– Meetings #1 - #2

Theme 2: Career & Life Clarification
– Meetings #3 - #6 (includes Who You Are Matters! & Online Storyteller)

Theme 3: Intentional Exploration
– Meetings #7 - #10

Theme 4: Career Tools & Strategies
– Meetings #11 - #12

Graduate Courses

APS1010: Cognitive and Psychological Foundations of Effective Leadership

APS1011: Concepts and Applications of Authentic Leadership

APS1026: The Happy Engineer – Positive Psychology for Engineers

APS1027: Engineering Presentations

APS1029: The Science of Emotional Intelligence and its Application to Leadership

APS1030: Engineering Careers – Theories and Strategies to Manage Your Career for the Future

APS1501: Leadership and Leading in Groups and Organizations

APS1502: Leading Engineering Design Projects

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Programmatic Leadership Strategies

HOW DO I GET INVOLVED WITH TROOST ILEAD?

Check out our event calendar today!
[ILEAD.ENGINEERING.UTORONTO.CA](http://ilead.engineering.utoronto.ca)

DROP-IN WORKSHOPS

Time commitment
90 mins/session



QUICK DIP!



Leadership Labs

Improve your self-awareness, confidence, and relationship skills at our fun and interactive sessions. Recommended for 1st year students.

Professional development and exploration workshops

Figure out who you want to be and the career possibilities that will lead you there.

Community events

Come meet new people at fun and engaging events held throughout the year. Keep an eye on Troost ILead's event calendar!

COHORT PROGRAMS

Time commitment
8-25hrs/program



DEEP DIVE!



Full-day or weekly programs

Enrich your Skule™ experience by diving deeply into personal and professional development topics. Ask big questions. Be inspired. Put your learning into practice.

FIELD Summer Program

Take part in hands-on workshops on personal growth and career exploration. Field trips included! Geared to anyone on campus over the summer.

STUDENT CLUBS

Time commitment
8-25hrs/program



SKULE OF FISH!



Crash Course on Managing People & Teams

Learn approaches to team leadership as well as frameworks to build your confidence and effectiveness as a club leader.

Customized Club Support

Upon request, we can tailor topics such as conflict resolution, team communication, or motivation and engagement to suit the specific needs of your student organization.

Summer Fellowship

Join a tight-knit group of student leaders who push each other to become even better at driving change in their clubs and teams.

TROOST ILEAD COURSES

Time commitment
40+ hrs/course



PLUNGE!



We offer an incredible diversity of undergraduate and graduate leadership courses that provide you the greatest depth of learning. Our courses are challenging, immersive, and rewarding.

- + Engineering Leadership
- + Cognitive and Psychological Foundations of Effective Leadership
- + The Power of Story
- + The Happy Engineer: Positive Psychology for Engineers
- + Ethical and Equitable Decision Making

Learn more about these and other courses at ilead.engineering.utoronto.ca!

FRIDAYS BETWEEN JUN 7 – JUL 26 + THURSDAY AUG 1

Learn more at <http://uoft.me/Lead-FIELD>



UNIVERSITY OF TORONTO
FACULTY OF APPLIED SCIENCE & ENGINEERING
Troost Institute for Leadership Education in Engineering



Goals

1. **Self:** Understand and articulate your strengths and values as they relate to future careers and direction
2. **Career:** Discover what engineering looks like outside of U of T by participating in field trips
3. **Community:** Join a cross-disciplinary community within the Faculty

Format

- 8, three-hour sessions
- Cohort = 30 undergraduate students
- Sessions = Reflective workshops and field trips to engineering organizations

Schedule

Ice-Breaking & Introduction

FIELD Trip (on-campus)

Who You Are Matters! Career and Life Clarification Game

FIELD Trip: Outdoor Adventure

FIELD Trip

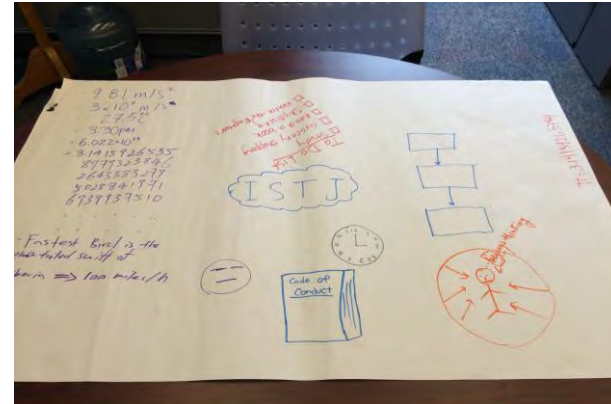
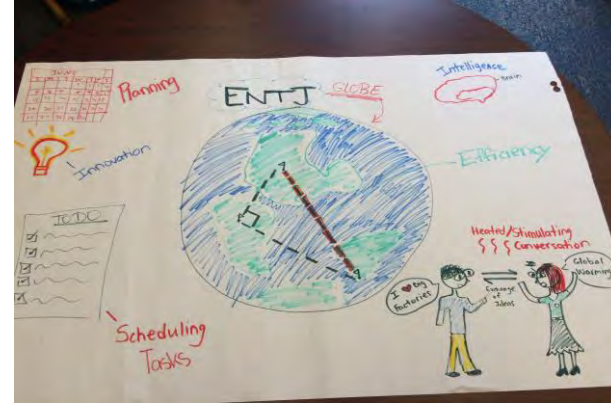
Myers-Brigg Type Indicator (MBTI)

FIELD Trip

FIELD Trip

Wrap-up: Goal Setting and Visioning

We begin with self-leadership



And then we go into the FIELD



Findings

1. **+ 18%** I can clearly articulate my personal strengths, interests, personal qualities and assets.
2. **+ 22%** I understand how to leverage my personal strengths in groups/teams.
3. **+16%** I know what kinds of work environments and roles are best suited to my strengths, interests and talents.
4. **+14%** I think of myself as a leader.

I HAVE A GRADUATE DEGREE — NOW WHAT?



OPPORTUNITY FOR ALL UofT ENGINEERING
GRADUATE STUDENTS and POST-DOCS



**R&D
INNOVATOR.**



**COLLABORATIVE
CONSULTANT.**



**VISIONARY
ENTREPRENEUR.**



**TECHNICAL
LEADER.**

The **OPTIONS** Program is here to help you explore diverse career pathways



UNIVERSITY OF TORONTO
FACULTY OF APPLIED SCIENCE & ENGINEERING

Visit uoft.me/optionsprogram to learn about the
10-week cohort program and complementary events.

Goals

1. **Reflect** on self and the labour market to formulate a career exploration plan
2. **Communicate** skills and experiences using job search strategies to highlight expertise and personal value-add
3. **Apply** networking tools to identify and clarify career aspirations

Format

- 10, two-hour sessions
- Cohort = 30 Masters or PhD/PDF
- Instructor Team = faculty and staff
- Individual Development Plan
- 1-on-1 meeting with career coach + faculty
- Feedback on job application material
- Peer Success Teams

Schedule

Labour Market

Bolton and Bolton Leadership Style Inventory

Who You Are Matters! Career and Life Clarification Game

Self-directed Narrative Assessment

Informational Interviews

Personal Value Proposition

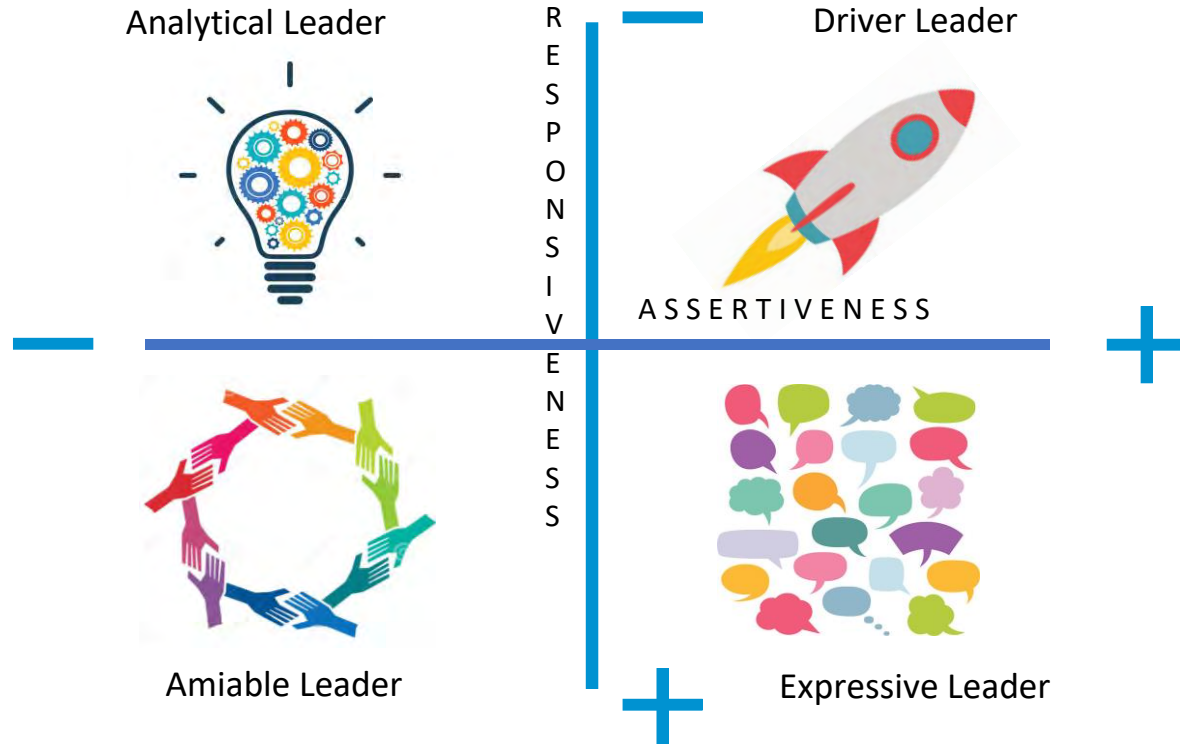
Resume and Cover Letter

Workplace Culture

Interviewing

Reflect, Synthesize, and Next Steps

Discovering Your Leadership Style Using Bolton & Bolton



People Styles at Work And Beyond: Making Bad Relationships Good and Good Relationships Better by Robert Bolton and Dorothy Bolton

Developing a Career Exploration Plan Using Narrative Assessment



Who You Are
Matters! Game
for Career and
Life Clarification



Self-directed
Narrative
Assessment



1-on-1
Conversation with
Career Coach

Finding: Participants Liked

1. Practical skills for the job search
2. Personal reflection
3. Community of participants
4. Structure for career exploration

Finding: Participants' Confidence and Optimism

Confidence

+ 27% in participants' confidence in their ability to implement a career exploration plan

Optimism

+ 20% in participants' optimism about their career plans

"The OPTIONS Program provided me with a how-to guide on exploring next steps. I am more confident in reaching out to individuals in different positions to learn about their career paths. I left the program with a better understanding and ability to market my skills and strengths gained throughout my education." (PhD)



OPPORTUNITY FOR ALL UofT ENGINEERING
GRADUATE STUDENTS AND POST-DOCS

UNSURE OF HOW TO PLAN FOR YOUR FUTURE CAREER?

Graduate Peer and Career
Support (GradPACS)
is here to help.



UNIVERSITY OF TORONTO
FACULTY OF APPLIED SCIENCE & ENGINEERING

Visit uoft.me/gradpacs to explore free
career-management and assessment tools.

What does Grad PACS do?

Grad PACS is an initiative to support engineering graduate students in:

1. Launching their career planning early in their degree
2. Identifying on-campus resources to make the most of their U of T experience



Providing 1-on-1 Career Conversations to ALL Graduate Students and Post-docs



Who You Are
Matters! Game
for Career and
Life Clarification



Self-directed
Narrative
Assessment



1-on-1
Conversation with
Career Coach

“Who You Are Matters! was my first foray into career exploration guided by my wants and needs instead of what I thought was expected of me. The game creates deep, meaningful conversation about the aspects of a career that are most important to you, even at a table full of strangers. Through this game I identified exciting new avenues to explore and made a valuable connection through a fellow player to a career I had not previously considered.” (PhD)



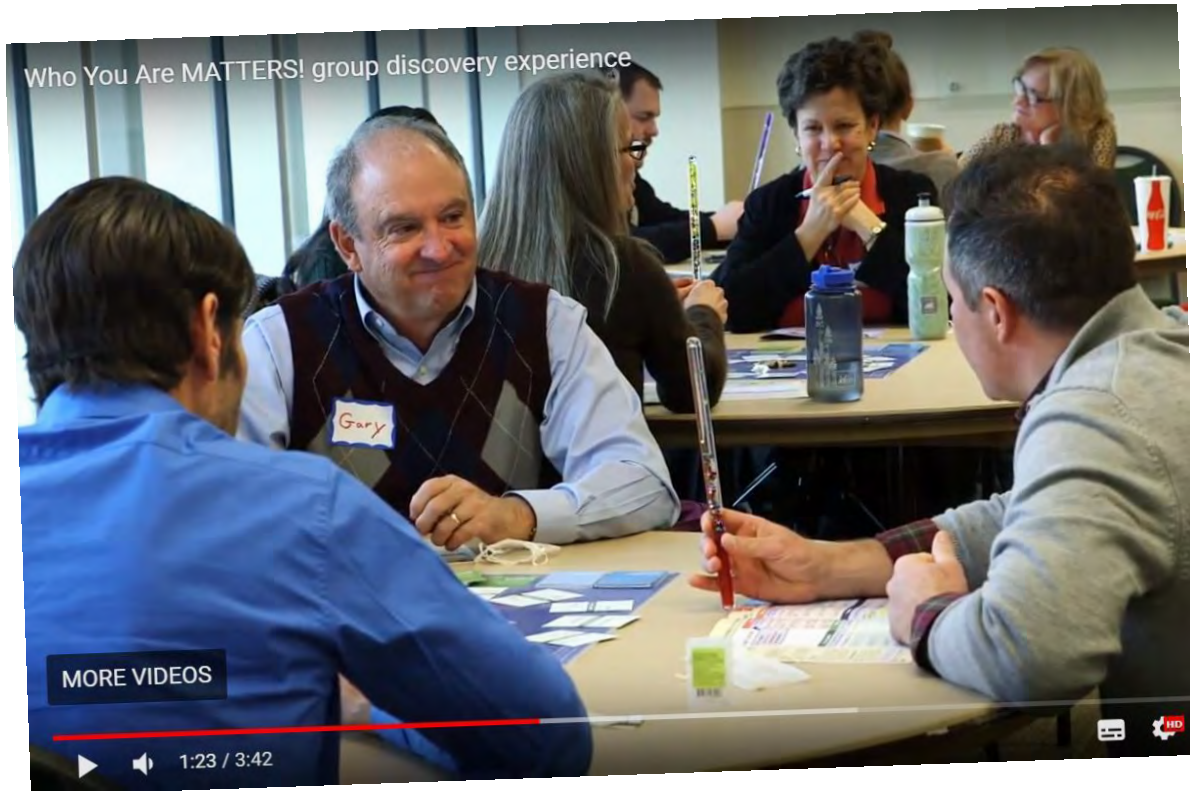
Who You Are Matters! Clarification Experience



We humans tell stories and play games



What if individuals could sit with 4 peers playing a self-directed game that led to a written clarification sketch?



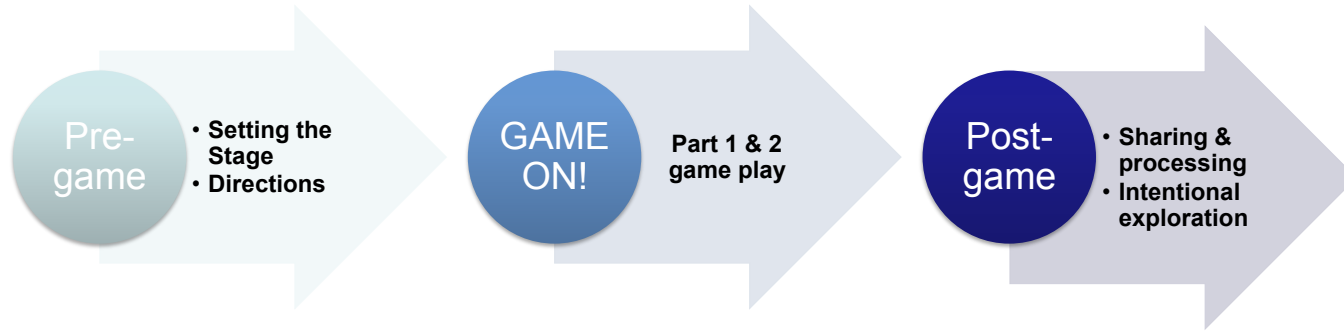
<https://www.youtube.com/watch?v=eISXqn-sMV0>

HOW?

who you are MATTERS!

Career & Life Clarification Experience

Overview



Let's PLAY!



Write your name on your **Guidebook**.



Firekeeper's Stick supports Storytelling



- Firekeeper speaks, others listen
- Contents serve as time, 15-30 seconds

who you are MATTERS!

Career & Life Clarification Experience

Overview



Let's PLAY!

Step 1: DO



Step 2: WRITE



Step 3: SAY



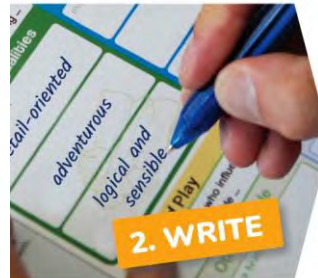
Step 4: GIVE



Step 4: GIVE



Step 5: Pass & Repeat



Guidebook: Clarification Sketch

Part
1

Gather What Matters by Using Element Cards to Tell Stories, in: **Quick** or **Extended** Play

When on colored dot always do the Five Easy Steps

1. DO

Firekeeper: Find Game Piece on the colored dot. Pick up all 12 corresponding Element cards. Turn cards over and quickly place them 1-by-1, face-up, in the white outlines around fire.

2. WRITE

All Players: Read each card and select 3 that best describe you. Notice the fill-in-the-blank card. Write only colored keywords in the corresponding space at right. "Or" means write one keyword or the other, or both.

3. SAY

Firekeeper: Select 1 of your keywords and say it aloud. Then in 15-30 seconds, say "I chose it because..."

Pass Stick to player at left. Each player takes a turn to finish round. Players listen carefully.

4. GIVE

Firekeeper: Look at a person whose story you appreciate. Place a stone token in their hand. Briefly say, "I appreciate what you said because..." Receiver places stone in fire. Pass Stick to player at left. Each player takes a turn to finish round.

Remember, tokens help everyone listen, and benefit by expressing and receiving gratitude.

5. PASS & REPEAT

Firekeeper: Collect cards and replace them on their game space. Pass Stick to player at left who becomes next Firekeeper.

Next Firekeeper: Move game piece to next dot. Repeat these Five Easy Steps through Possibilities following Quick or Extended path.

Help each other with instructions.

Your Clarification Sketch

The fuel to empower me are my Personal Qualities of being ...	The tools I have handy are my Strengths to ...	The sparks to ignite me are my Desires to ...
example: logical	example: teach and share ideas	example: have more fun

Extended Play

Other People who influence me include ...	My credibility and impact come from my Assets of ...	I am guided by my Natural Interests in ...
example: a teacher	example: my education	example: education and social service

NOTES

Quick

I'm curious about exploring the Possibilities of ...

Possibilities

example: **Volunteering**

After Possibilities dot is completed, put cards away and go to Part 2

Part 2



who you are MATTERS!

Career & Life Clarification Experience

Overview



Let's PLAY!

who you are MATTERS!

Career & Life Clarification Experience

Four valuable takeaways:

1. Written **Clarification Sketch**
2. One **specific possibility** coupled with feedback
3. One specific **inspired action** to get started right away and overcome procrastination
4. **Positive feeling** of confidence and optimism

WHAT DO I DO AFTER I GRADUATE?

DESIGN YOUR FUTURE CAREER AT OUR FULL DAY WORKSHOP.

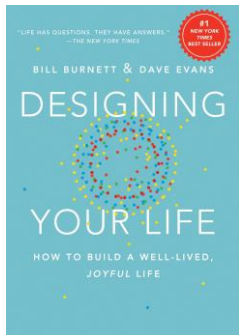
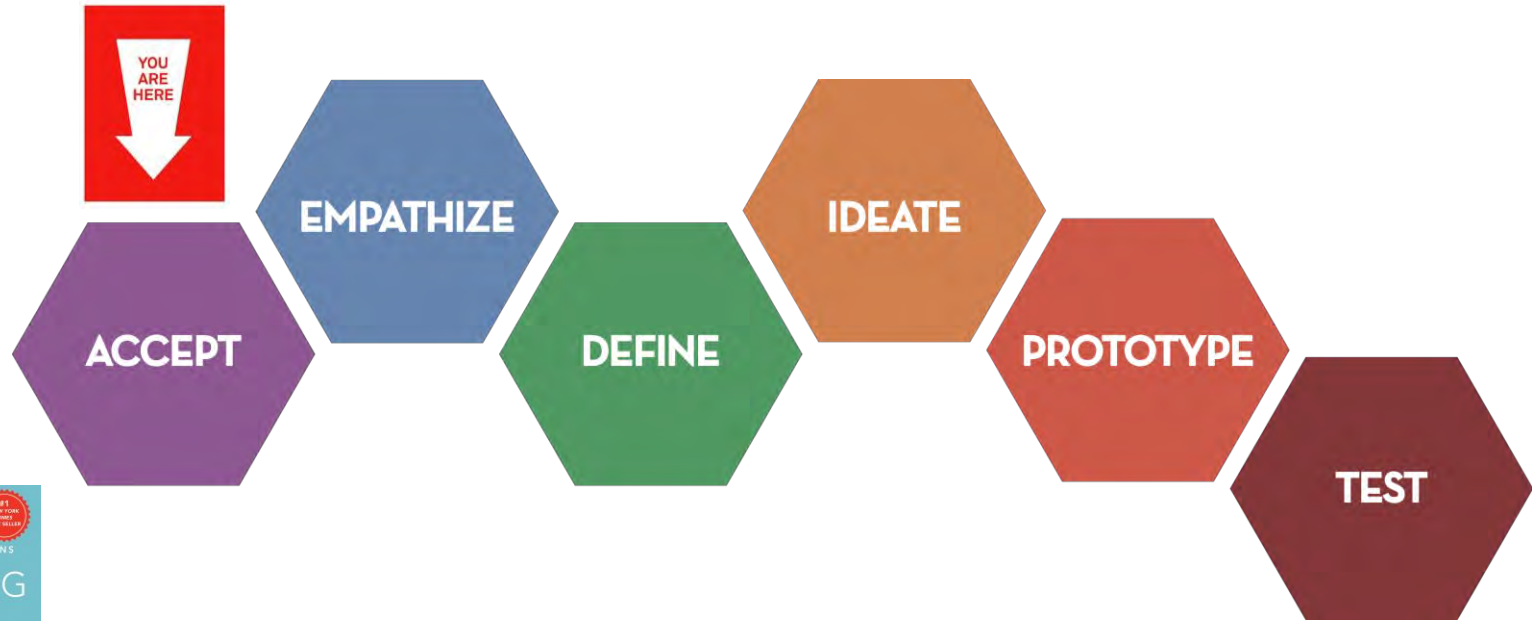


Apply principles of design thinking at our *Design Your Life* event. We'll help you create three career and life prototypes, and brainstorm concrete ideas to move you forward.

FEB 1ST (SAT) • 9AM–4:30PM • GB202

Register today at:
uoft.me/designyourlife

Design Thinking Process



Search Inside Yourself

Mindfulness-based emotional intelligence program aimed at supporting students to manage stress, improve communication skills and cultivate greater well-being.



Search Inside
Yourself
Leadership
Institute



Troost ILead's Academic Courses



- Engineering Leadership
- The Power of Story: Discovering Your Leadership Narrative
- Cognitive and Psychological Foundations of Effective Leadership
- Concepts and Applications of Authentic Leadership
- The Happy Engineer – Positive Psychology for Engineers
- Engineering Presentations
- The Science of Emotional Intelligence and its Applications to Leadership
- Engineering Careers – Theories and Strategies to Manage Your Career for the Future
- Leadership and Leading in Groups and Organizations
- Leading Engineering Design Projects

Engineering Careers APS1030

Class Meetings

1. Topics, Ideas, Videos, Discussion
2. Gamification: *Who You Are Matters!*
3. Career Stories
4. Readings
5. Resources
6. Reflective tools:
Online Storyteller
7. Career tools
8. Questions & Open Discussion



Engineering Careers APS1030 – Evaluation

- Interview Project, 25%
 - Presentation, 15%. Report, 10%
 - Engineering leader interviewees provided
- Your Career Management *Logbook*, 25%
 - Iterative, 2x, 10% then 15%
- Reading responses, 15%
 - Brief weekly submission, 7%. 2 selected for grading, 8%
- Critical Review of Readings, 20%
 - Choose 3 articles from reading list
- Engagement & participation, 15%

APS1030, interesting non-scientific outcomes

Overall averages 2015-Winter2019				
	pre-avg	post-avg	diff-avg	%chg avg
PsyCap Hope	4.11	4.79	0.70	17%
PsyCap Efficacy (confidence)	4.23	4.99	0.77	18%
PsyCap Resilience	4.11	4.64	0.57	13%
PsyCap Optimism	4.03	4.61	0.58	14%
PsyCap Total	4.12	4.76	0.66	16%
Clarity (0-4 scale)	2.07	3.33	1.18	61%
Organized Thoughts	2.03	3.24	1.21	60%
Occupational Engagement	3.21	3.90	0.69	21%

“Listening to career stories from other engineers this semester has broadened my perspective of what an ‘ideal’ engineering career looks like. I realize how that there are hundreds of paths for engineers, some that may even land them in fields outside of engineering.”

Should you stick with it?



Career management courses, and guidance are super important. Students will opt for universities that place an emphasis on careers and career management.

~Thaksha, Engineering Careers student

FIRST YEAR? CONFUSED?



90 MINUTES AT A LEADERSHIP LAB CAN CHANGE THAT.



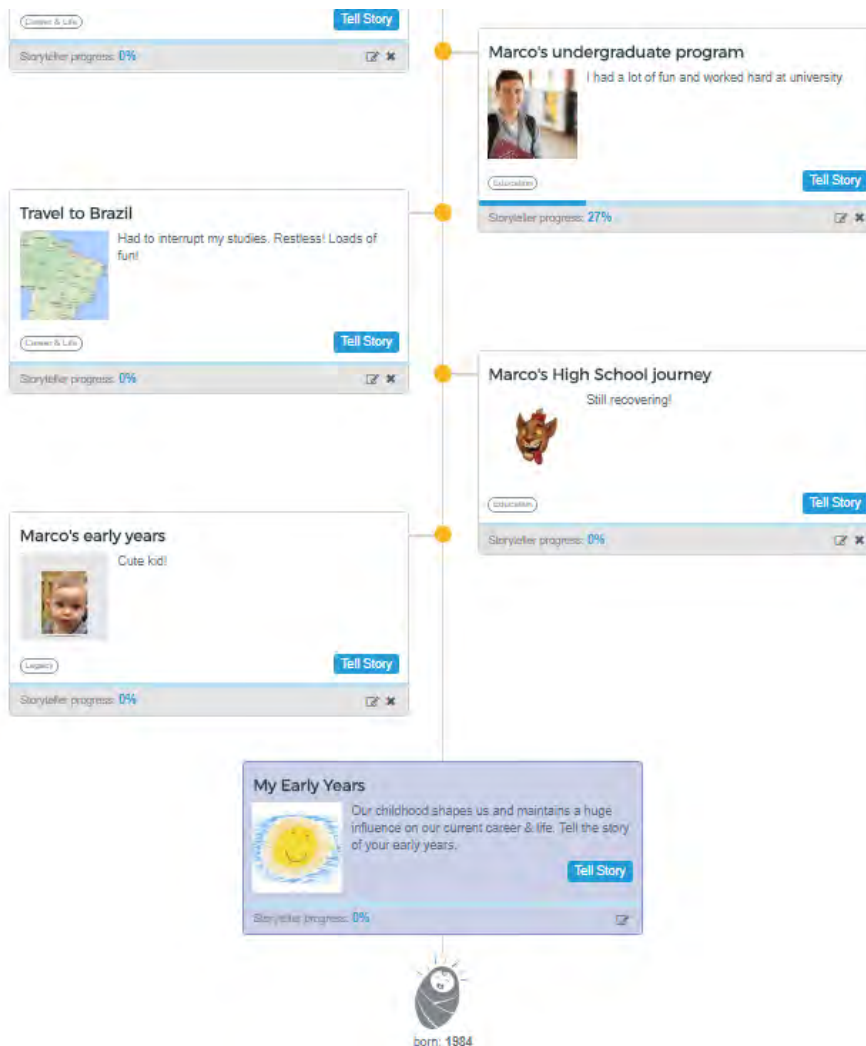
Online Storyteller can follow game play:

Web-application to
a) deepen clarification and
b) accelerate exploration

2 ways to use *Online Storyteller*:

1) Self-directed
Narrative
Assessment

2) In your 1:1
sessions



Content from stories is added to a clarification **Sketch**, a one-page 'marvelous mosaic' of emerging insights

OneLifeTools BETA

Alycia Woods Log off

Clarification Sketch

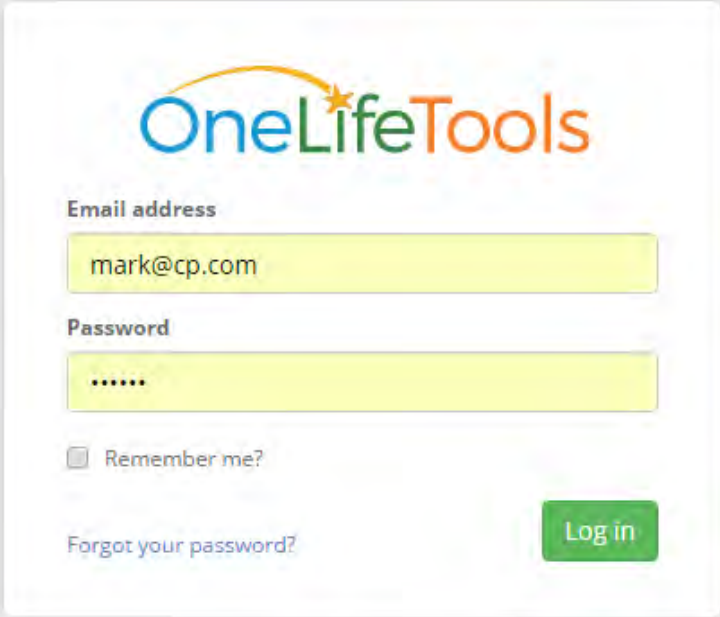
VIEW: Starred Only STORY: Show all items

Viewing 84 of 84 items

- DESIRES** (20 of 20): what you want and what's important to you. Items: have more fun, spend more time with family.
- STRENGTHS** (11 of 11): skills and knowledge you want to use. Items: Think strategically, Be creative.
- PERSONAL QUALITIES** (2 of 2): personality and how others describe you. Items: a problem-solver, dependable.
- NATURAL INTERESTS** (8 of 8): emerging passion, evolving identity. Items: Science & technology, Fashion.
- POSSIBILITIES** (13 of 13): possibilities you're curious about. Items: starting a business, serving in a non-profit.
- OTHER PEOPLE** (2 of 2): other people's influence and your life roles. Items: A teacher, A fictional character.
- ASSETS** (7 of 7): education, credentials, experiences, additional skills and knowledge. Items: A professional certification, My spiritual background.

Profile Feedback

Online Storyteller – scalable tools for blended delivery



The image shows a login form for OneLifeTools. At the top is the OneLifeTools logo, which consists of the word "OneLifeTools" in blue, green, and orange, with a small orange star above the "i" in "Life". Below the logo are two input fields: "Email address" with the text "mark@cp.com" and "Password" with six dots. Below the password field is a checkbox labeled "Remember me?". At the bottom left is a link "Forgot your password?". At the bottom right is a green button labeled "Log in". Below the entire form is the text "Powered by OneLifeTools".

OneLifeTools

Email address

mark@cp.com

Password

.....

☐ Remember me?

[Forgot your password?](#)

[Log in](#)

Powered by OneLifeTools

Results in: 1) *Career Statement*,
2) *Exploration Plans*,
3) *Conversation Guide*

The screenshot displays the OneLifeTools dashboard for a user named Mark Franklin. The dashboard features a sidebar with navigation options: Dashboard, Storyline, Career Sketch, Career Statement, Exploration Plan, Getting Feedback, and Conversation Guide. The main content area shows four cards representing different tools:

- Storyline:** 5 Stories Added, 2 Stories Completed. Button: Add more Stories.
- Career Sketch:** 35 Items Added, 17 ★ Items. Button: Add more Career Sketch items.
- Career Statement:** Completed, sharing OFF. To share by email or social media turn ON sharing. Button: View Career Statement.
- Exploration Plan:** 3 ★ Possibilities, 2 Clues found, 2 Inspired Actions, 2 overdue. Button: Continue Exploration Plan.

At the bottom, there is a 'My Question' section with the text: 'What are 3 promising ways I can leverage my PhD in the non-academic world of work?' and a 'Save' button.

Dashboard

Dashboard

Storyline

Career Sketch

Career Statement

Exploration Plan

Getting Feedback

Conversation Guide

Storyline

5 Stories Added
4 Stories Completed

Add more Stories

Career Sketch

38 Items Added
21 ★ Items

Add more Career Sketch items

Career Statement

Completed, sharing OFF
To share by email or social media turn ON sharing

View Career Statement

Exploration Plan

3 ★ Possibilities
10 Clues found

Continue Exploration Plan

My Question

What should I do when I graduate?



Notes

No notes added

Add Note

My Helping Professional

Mark Franklin
2018 Test

Mark@helplest.com

Profile

Contact us

Show full list of 'stories' and progress through storytelling

Gain clarity by 'squeezing the juice' from your stories

Add New Story

Undergrad at Evergreen University.
College/University 2019 [Tell Story](#)
Storyteller progress: 100%

big brother to Carson
Volunteer 2010 [Tell Story](#)
Storyteller progress: 100%

Food store
Early Job 2017 [Tell Story](#)
Storyteller progress: 100%

Job at KFC
Recent job 2017 [Tell Story](#)
Storyteller progress: 100%

My childhood, before high school
Our childhood shapes us and maintains a huge influence on our current career & life. Tell the story of your early years. [Tell Story](#)
Storyteller progress: 0%



What if, at age 25,
he was your client?



What might JT's 'Clarification Sketch' look like if we asked about his camp experience?

Strengths. What skills & knowledge did you enjoy using?

Interpersonal & communication skills
Team building
Coaching
Activity planning and oversight
Wilderness survival
Leadership

Desires. What did you like?

Influencing others in positive ways
Enjoy being known by everyone

Personal Qualities. How would people describe you?

Friendly & hardworking
Good sportsmanship
Pretty good coordinating multidisciplinary peers

Other People. Who influenced you? How?

Camp director. Father

Possibilities. What possibilities for your future come to my mind when you reflect on this story?

Teacher
In future, Principal? Some kind of leader?

Clarification Sketch



Justin Trudeau

VIEW

☆ Starred Only

FILTER BY STORY OR FEEDBACK

Show all items

Viewing 18 of 18 items

<div><div>♡ DESIRES</div><div>what you want and what's important to you</div><div>0 of 0</div></div> <div>Add Desire... +</div> <div><div>Influencing others in positive ways</div><div>☆</div><div>📄 ✎ ✕</div></div> <div><div>Enjoy being known by everyone</div><div>☆</div><div>📄 ✎ ✕</div></div>	<div><div>🔗 STRENGTHS</div><div>skills and knowledge you want to use</div><div>6 of 6</div></div> <div>Add Strength... +</div> <div><div>Interpersonal & communication skills</div><div>☆</div><div>📄 ✎ ✕</div></div> <div><div>Team building</div><div>☆</div><div>📄 ✎ ✕</div></div> <div><div>Coaching</div><div>☆</div><div>📄 ✎ ✕</div></div> <div><div>Activity planning and oversight</div><div>☆</div><div>✎ ✕</div></div> <div><div>Wilderness survival</div><div>☆</div><div>✎ ✕</div></div> <div><div>Leadership</div><div>☆</div><div>✎ ✕</div></div>	<div><div>👤 PERSONAL QUALITIES</div><div>personality and how others describe you</div><div>3 of 3</div></div> <div>Add Personal Quality... +</div> <div><div>Friendly & hardworking</div><div>☆</div><div>📄 ✎ ✕</div></div> <div><div>Good sportsmanship</div><div>☆</div><div>📄 ✎ ✕</div></div> <div><div>Pretty good coordinating multidisciplinary peers</div><div>☆</div><div>📄 ✎ ✕</div></div>	<div><div>🌱 NATURAL INTERESTS</div><div>emerging passion, evolving identity</div><div>1 of 1</div></div> <div>Add Natural Interest... +</div> <div><div>Outdoors</div><div>☆</div><div>✎ ✕</div></div>	<div><div>🌟 POSSIBILITIES</div><div>possibilities you're curious about</div><div>3 of 3</div></div> <div>Please select category ▾</div> <div>Add Possibility... +</div> <div><div>Teacher</div><div>☆</div><div>Jobs</div><div>✎ ✕</div></div> <div><div>School Principal</div><div>☆</div><div>Jobs</div><div>✎ ✕</div></div> <div><div>Organizational leader</div><div>☆</div><div>Jobs</div><div>✎ ✕</div></div>
		<div><div>👤 OTHER PEOPLE</div><div>other people's influence and your life roles</div><div>4 of 4</div></div> <div>Add Other People... +</div> <div><div>Camp director - learned compassionate leadership</div><div>☆</div><div>✎ ✕</div></div> <div><div>Father - learned to make tough decisions</div><div>☆</div><div>✎ ✕</div></div>	<div><div>📁 ASSETS</div><div>education, credentials, experiences, additional skills and knowledge</div><div>1 of 1</div></div> <div>Add Asset... +</div> <div><div>Led groups of adolescents, gained confidence in program planning and adapting to changing conditions</div><div>☆</div><div>✎ ✕</div></div>	

Dashboard

Storyline

Career Sketch

Career Statement

Exploration Plan

Getting Feedback

Conversation Guide

Profile

Contact us

Exploration Plan

POSSIBILITIES

Marketing coordinator

★ P 6 1 Jobs

Data analytics

★ P 2 2 Jobs

Manager of a franchise like
McDonalds

★ P 2 1 Jobs

★ Show All

Watch for CLUES

showing 2 of 10

Enter clue

[Add Clue from Career Sketch](#)

new jobs from STEM learning

Data analytics



Personal Quality: hardworking

Data analytics



Take INSPIRED ACTIONS

showing 2 of 4

Action you want to take



Due Date



Choose type



Field Research with Prof S who teaches machine learning

Feb 09, 2019

FIELD RESEARCH

Data analytics



study 3 postings and highlight 10 keywords

Feb 28, 2019

ON YOUR OWN

Data analytics



NOTES

Enter notes



No notes added for selected possibility

Dashboard

Storyline

Career Sketch

Career Statement

Exploration Plan

Getting Feedback

Conversation Guide

Getting Feedback

You haven't received any feedback yet. Ensure the request feedback feature is **activated** to share your feedback link with trusted allies.

The following questions will be asked of anyone who goes to your feedback link:

1. What do you see as Jo's major skills and strengths?
2. What are some of Jo's notable personal qualities?
3. What kind of learning or training do you think Jo needs, or could benefit from?
4. How can Jo improve how s/he is perceived by others?
5. Are you aware of any real jobs, assignments or other opportunities that you think Jo could realistically pursue?
6. From personal experience, what have you learned about making transitions and managing change that you'd like to share with Jo?
7. Who else do you think it would be worthwhile for Jo to speak to?

Once you've received feedback it will appear in this section and in your Career Sketch.

Request Feedback

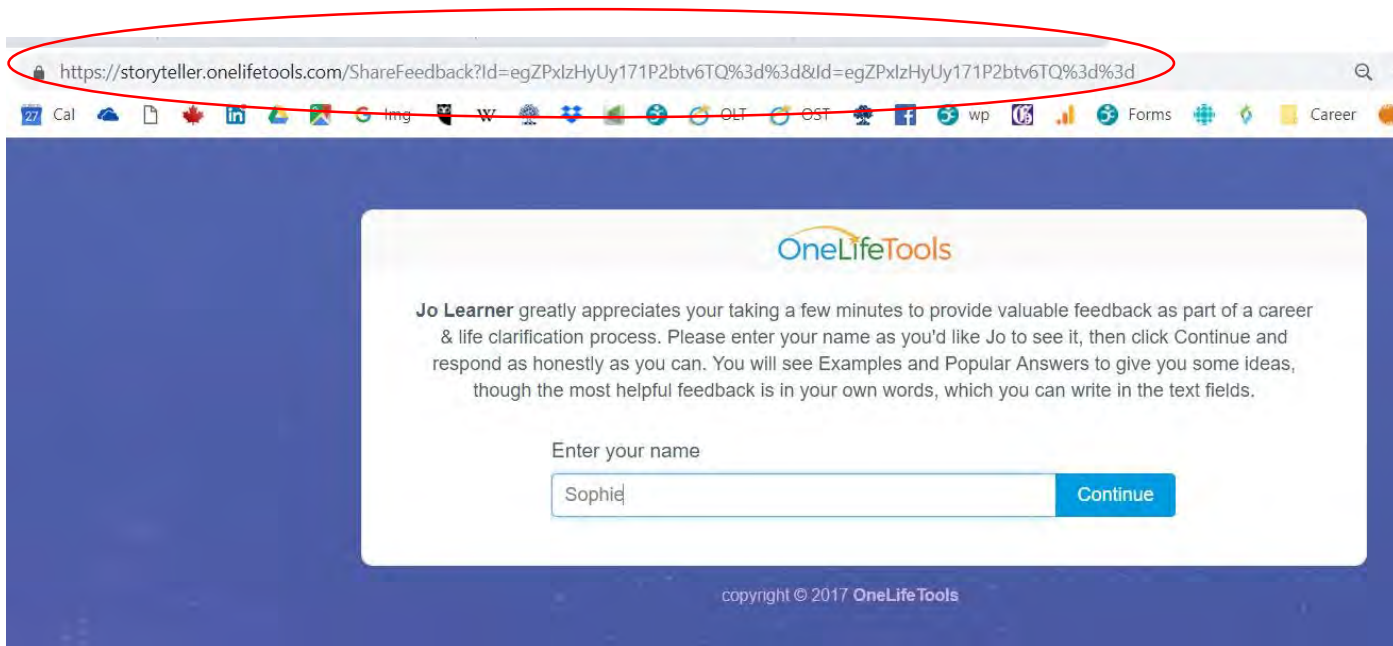
Activate Request Feedback

ON

Request Feedback

Powerful way to bring outside perspective to user. Get Feedback from 3+ allies. Responses populate user's Clarification Sketch

Unique URL lets ally
respond to user's request
for Feedback



https://storyteller.onlifetools.com/ShareFeedback?Id=egZPxIzHyUy171P2btv6TQ%3d%3d&Id=egZPxIzHyUy171P2btv6TQ%3d%3d

OneLifeTools

Jo Learner greatly appreciates your taking a few minutes to provide valuable feedback as part of a career & life clarification process. Please enter your name as you'd like Jo to see it, then click Continue and respond as honestly as you can. You will see Examples and Popular Answers to give you some ideas, though the most helpful feedback is in your own words, which you can write in the text fields.

Enter your name

Sophie

Continue

copyright © 2017 OneLifeTools

Feedback for Jo

Responses populate
user's Sketch

0%

What do you see as Jo's major skills and strengths?

Example: Interpersonal. Good decision-making even in ambiguous situations

POPULAR ANSWERS:

Interpersonal

Good decision-making

Making presentations

ADD YOUR ANSWER:

Enter up to 3 skills / strengths

+



Good decision-making

x



Interpersonal

x

Continue

Skip >

Career Sketch

VIEW

FILTER BY STORY OR FEEDBACK

☆ Starred Only

Sophie Feedback

Viewing 9 of 38 items

DESIRES

what you want and what's important to you

Add Desire...

STRENGTHS

skills and knowledge you want to use

Add Strength...

Good decision-making



Interpersonal



PERSONAL QUALITIES

personality and how others describe you

Add Personal Quality...

Hardworking



OTHER PEOPLE

other people's influence and your life roles

Add Other People...

manager_joel



NATURAL INTERESTS

emerging passions involving identity

Add Natural Interest...

ASSETS

educations, credentials, experiences, additional skills and knowledge

Add Asset...

POSSIBILITIES

possibilities you're curious about

Please select category

Add Possibility...

nursing



Jobs



Nursing school



Sales training



THOUGHTS & FEELINGS, GEMS & INSIGHTS

Add Thought or Feeling...

Better listening



work hard



Filter Sketch by any 'story' including
by Feedback provider

Narrative Assessment Conversation Guide

This is not a report!

It's a Conversation Guide for making well-informed and inspiring choices related to your question of:

What should I do when I graduate?

Everyone faces a lifetime of career transitions. This Conversation Guide can increase your confidence and optimism, reduce stress and worry, and help you navigate the future. Use this Guide to support conversations about your growth, learning and development, and to spark your imagination.

 Download Conversation Guide

What's included in this Conversation Guide?

Three sections of the Guide reflect the activity you have completed in the *Online Storyteller*:

- **My Stories** visually displays the stories or experiences you added
- **Career Statement** is a concise summary of what you learned from your stories
- **Exploration Plans** guide your next Inspired Action steps and link those actions to Clues related to each of your Possibilities

Each of the three sections above includes Conversation Questions.

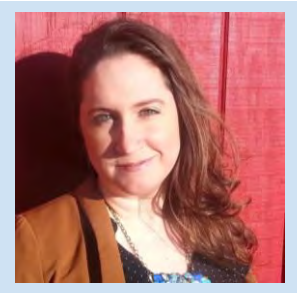
At the end of the Guide is the **Next Steps** section. It supports your ongoing use of *Online Storyteller* and guides further

'Conversation Guide' customized by user and organization.
Now user is free to go anywhere within Online Storyteller

The background is a white canvas decorated with various colorful geometric shapes. On the left, there is a cluster of purple, red, and pink triangles. Above the text, there are two green triangles and a small cyan triangle. Below the text, there are several large triangles in shades of teal, orange, yellow, and blue, some of which are composed of smaller triangles, creating a complex, low-poly effect.

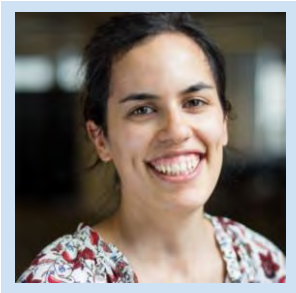
Practices for you to try

We'd love to **chat!**



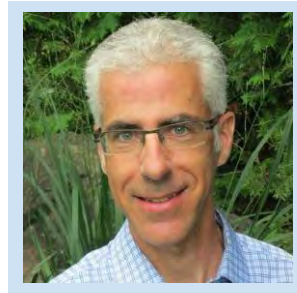
ALI BREEN, BA, HNCP

Narrative Career
Coach



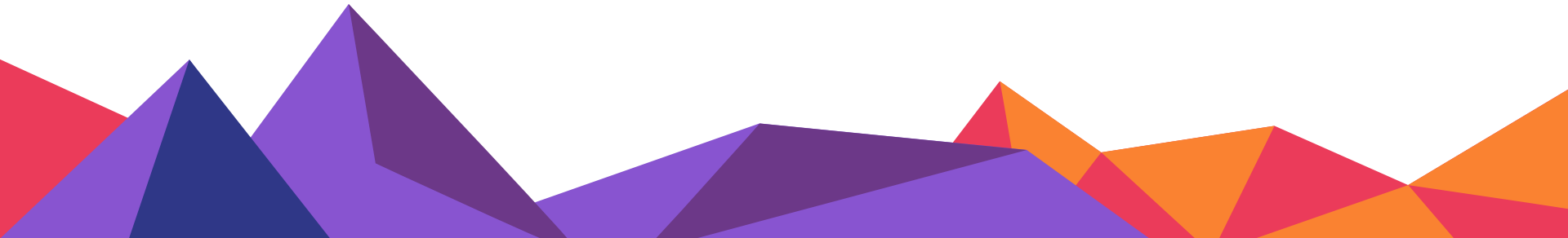
TERESA DIDIANO, M.Sc

Special Programs Director



MARK FRANKLIN, MEd, PEng

Adjunct Professor





Let's Connect!

- Join us for our next free, live webinar
 - Check out our blog
 - Chat about our tools at our next Community of Practice
- Request a demo of our Online Storyteller

Millennial Leadership as the Gateway

Presented by Ali Breen and Mark Franklin from onelifetools.com and Teresa Didiano from ilead.engineering.utoronto.ca

Resources & References

Social Media Accounts & Hashtags

- @Grad_Careers - Graduate Career Consortium, network of American higher education professionals working with graduate students
- @CarpeCareers - Career advice for PhDs hosted on Inside Higher Education
- @GPDNCanada - Graduate & Postdoctoral Development Network Canada, network of Canadian higher education professionals working with grad students
- <https://www.noodle.com/articles/10-hashtags-school-administrators-should-follow>
- <https://blog.interactiveschools.com/blog/top-20-most-useful-hashtags-for-educators>

Hashtags

#GrowthMindset
#SocialJustice
#StudentLed
#HigherEd
#DesignThinking
#Narrative
#DeepLearning

Blogs & Quick Reads

1. Programmatic Strategies: Infusing narrative into curriculum and practice: Strategies for educators and practitioners by Michael J. Stebleton and Mark Franklin

<https://careerwise.ceric.ca/2019/10/07/infusing-narrative-into-curriculum-and-practice-strategies-for-educators-and-practitioners/#.XiceZtZKjBJ>

2. Informal strategies: How millennials and Gen Zers can level up into leadership by Ali Breen

<https://careerwise.ceric.ca/2020/01/10/how-millennials-and-gen-zers-can-level-up-into-leadership/#.XiceTtZKjBI>

3. The Deloitte Global Millennial Survey 2019 - Optimism, trust reach troubling low levels

<https://www2.deloitte.com/global/en/pages/about-deloitte/articles/millennialsurvey.html>

4. University of Toronto 10,000 PhDs Project

<https://www.sgs.utoronto.ca/about/10000-phds-project-overview/>

5. Search Inside Yourself - Mindful leadership program from Google

<https://siyli.org/>

6. Designing Your Life - Book and program

<https://designingyour.life/>

7. From Storytelling to Storylistening - John Maeda at Future of StoryTelling 2014, video of storytelling as a leadership quality

<https://www.youtube.com/watch?v=U8-Q7ogV2Yk>

8. Diverse articles, Canadian research on Millennials from Environics

<https://environicsresearch.com/?s=millennials>

9. Another informal strategy: Walk it out, talk it out: How walking sessions help millennials get unstuck by Ali Breen

<https://careerwise.ceric.ca/2019/02/13/walk-it-out-talk-it-out-how-walking-sessions-help-millennials-get-unstuck/#.XiciKtZKjBI>

OneLifeTools Success Stories

1. Education: Simon Fraser University

2. Education: Saint Mary's University

<https://onlifetools.com/pages/success-stories>

3. Education: University of Colorado

4. Program Integration: University of Toronto



Books

1. **The Handbook for Student Leadership Development**

<https://www.amazon.ca/Handbook-Student-Leadership-Development/dp/047053107X>

2. **Leadership for a Better World: Understanding the Social Change Model of Leadership Development**

<https://www.amazon.ca/Leadership-Better-World-Understanding-Development/dp/0470449497>

3. **Postmodern Career Counseling: A Handbook of Culture, Context and Cases. American Counseling Association**

<https://www.amazon.ca/Postmodern-Career-Counseling-Handbook-Culture/dp/1556203586>



Academic Articles & Studies

1. Franklin, M., Yanar, B., & Feller, R. (2015). **Narrative method of practice increases curiosity & exploration, psychological capital, and personal growth leading to career clarity: A retrospective outcome-study.** Canadian Journal of Career Development 14(2)

2. Stebleton, M. J., Franklin, M., Lee, C., & Kaler, L. S. (2019). **Not Just for Undergraduates: Examining a University Narrative-Based Career Management Course for Engineering Graduate Students.** Canadian Journal of Career Development 18(2)

3. Reeve, Douglas W, Evans, Greg, Simpson, Annie E, Sacks, Robin, Oliva-Fisher, Estelle, Rottmann, Cindy, & Sheridan, Patricia K. (2015). **Curricular and co-curricular leadership learning for engineering students. Collected Essays on Learning and Teaching**, 8(1), 41-56

4. Bennett, H.E. & Franklin, M. (2015). **A Corporate Case Study: Adapting a Narrative Career Management Framework for an Organizational "Leadership Engagement" Program.** Career Planning and Adult Development Journal, 31(3), 31-40

5. Benes, K., & Bell, D. (2012). **Transition Graduate to Work: Improving the Labour Market Success of Poorly Integrated New Entrants (PINEs) in Canada.** Canadian Career Development Foundation Journal

6. **Canadian Research on Millennials, conducted by** Environics Institute

<https://www.environicsinstitute.org/projects/project-details/canadian-millennial-social-values-study>

7. Martin, J. C., Lewchuk, W. (2018) **The Generation Effect: Millennials, employment precarity and the 21st Century workplace.** McMaster University and PEPSO. [Read]

8. University of Toronto course developed and taught by Mark Franklin: **Engineering Careers: Theories & Strategies to Manage your Career for the Future (APS1030)**

<https://ilead.engineering.utoronto.ca/academic-courses/graduate-courses/>



For a free credit, tour of our tools, training options and more, reach us at service@onlifetools.com 1-888-990-7360