The Challenge Mindset

How to Transform Career Development

JP Michel Founder, SparkPath





@mysparkpath



@mysparkpath

Hello

My name is JP Michel. I work in career Bonjour and leadership development.

















Pick Your Top 3























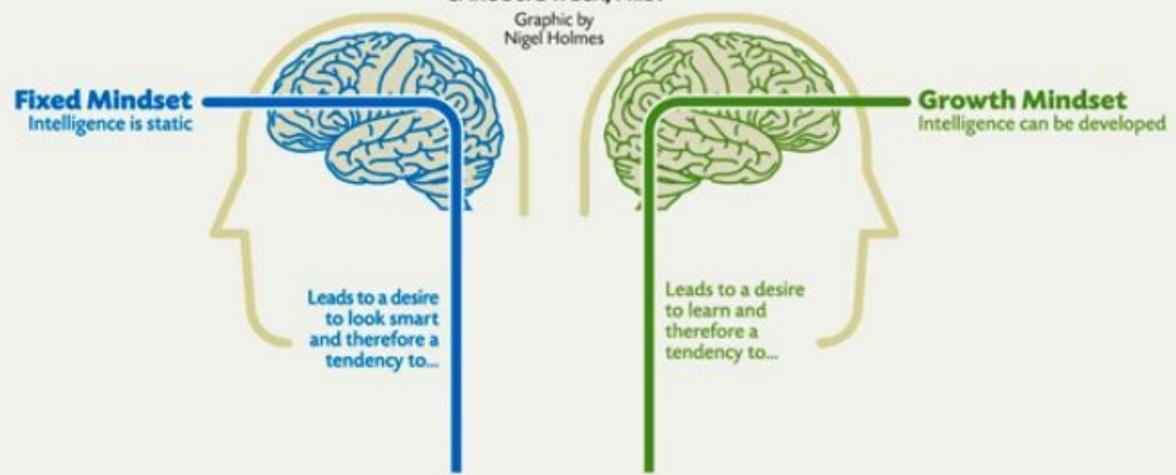






TWO MINDSETS

CAROL S. DWECK, Ph.D.



Job title mindset



- Explore occupations
- Make a better decision
- Success: commitment

Job title mindset



- Explore occupations
- Make a better decision
- Success: commitment

Challenge mindset



- Exploring challenges
- Learn career skills
- Success: ready to adapt

Icons by By Ana Paula Sánchez, MX and Adrien Coquet, FR. (NounProject)

Death by job title: How to save the next generation



x = independently organized TED event

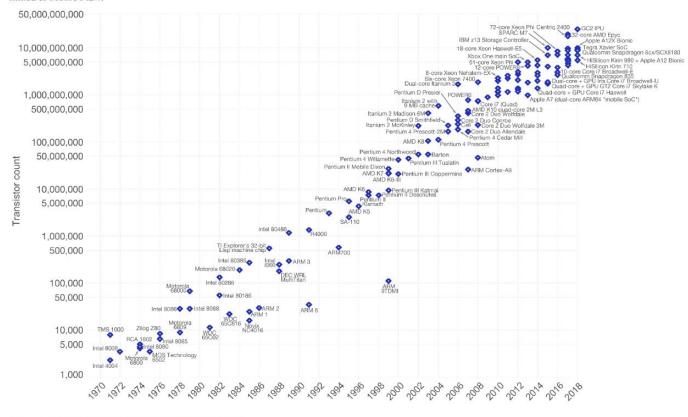
March 5th, 2020 Kanata, ON

More change, faster.

Moore's Law – The number of transistors on integrated circuit chips (1971-2018)

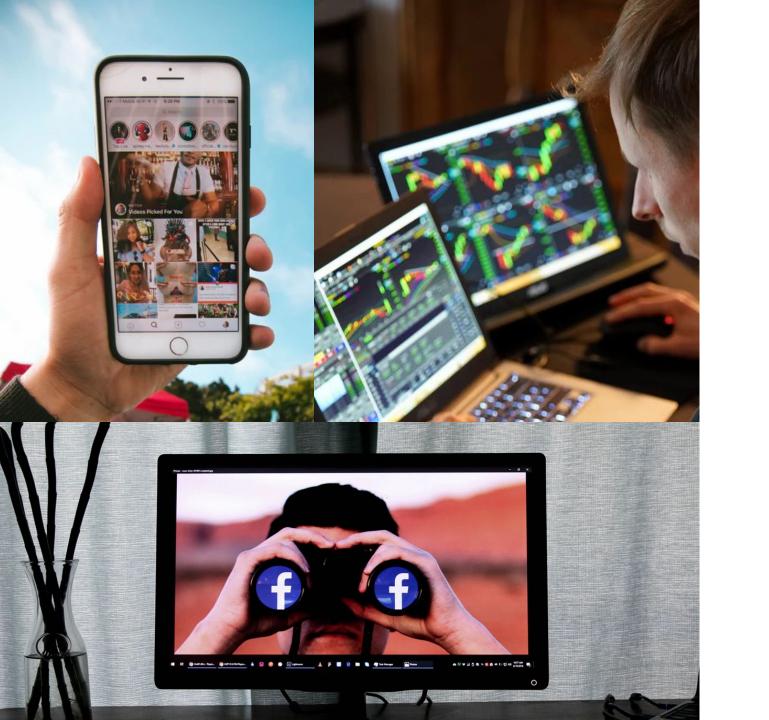


Moore's law describes the empirical regularity that the number of transistors on integrated circuits doubles approximately every two years. This advancement is important as other aspects of technological progress – such as processing speed or the price of electronic products – are linked to Moore's law.



Data source: Wikipedia (https://en.wikipedia.org/wiki/Transistor_count)
The data visualization is available at OurWorldinData.org. There you find more visualizations and research on this topic.

Licensed under CC-BY-SA by the author Max Roser.



2

New challenges to tackle.

3

Different ways of working.







How will the world be different in 2060?

Future Scenarios

• End of ownership.

Future Scenarios

- End of ownership.
- 5 companies run the world.

Future Scenarios

- End of ownership.
- 5 companies run the world.
- Everything is tracked.

How will the world be different in 2060?

The Problem with Job Titles

- Too many job titles to keep track of (+20,000)
- Focus on prestige and salary, TV characters
- Job titles will change, or don't exist yet
- Job descriptions are increasingly hard to create

Job Titles



Problems, Challenges and Opportunities

Problems, Challenges and Opportunities

Clean our oceans

Increase intergenerational learning

Celebrate different cultures

Problems, Challenges and Opportunities

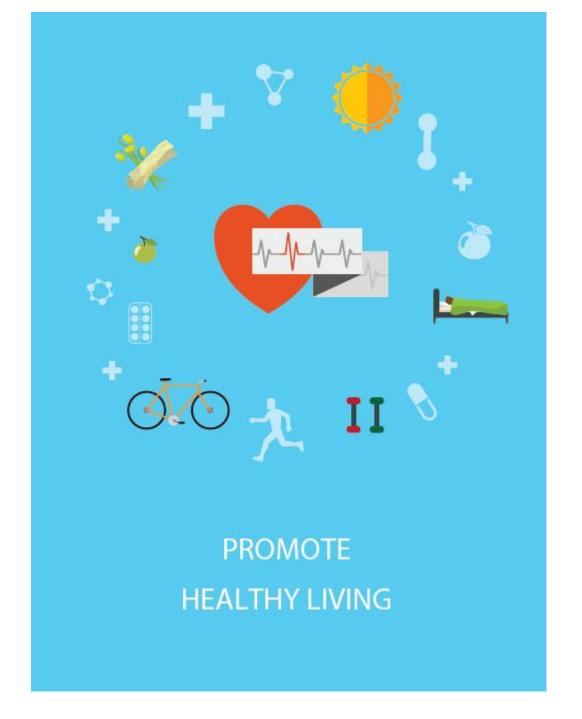
Improve our local park

Build furniture that lasts

Encourage voter participation



INVENT
NEW
BIOTECHNOLOGY







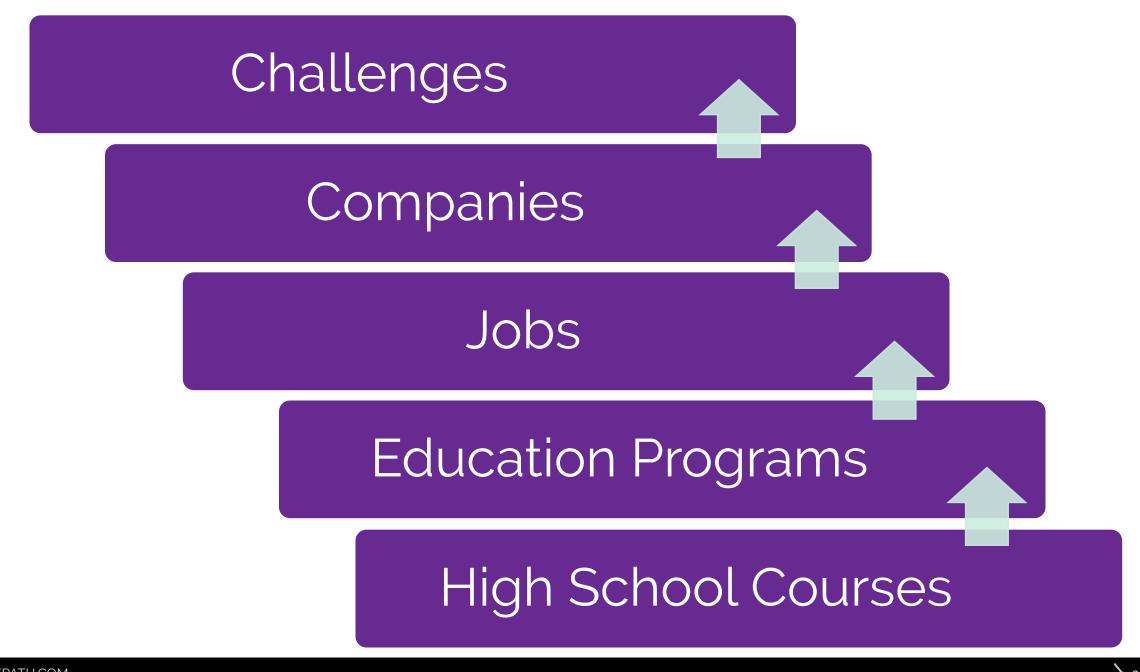
DESIGN THE FUTURE OF TRANSPORTATION

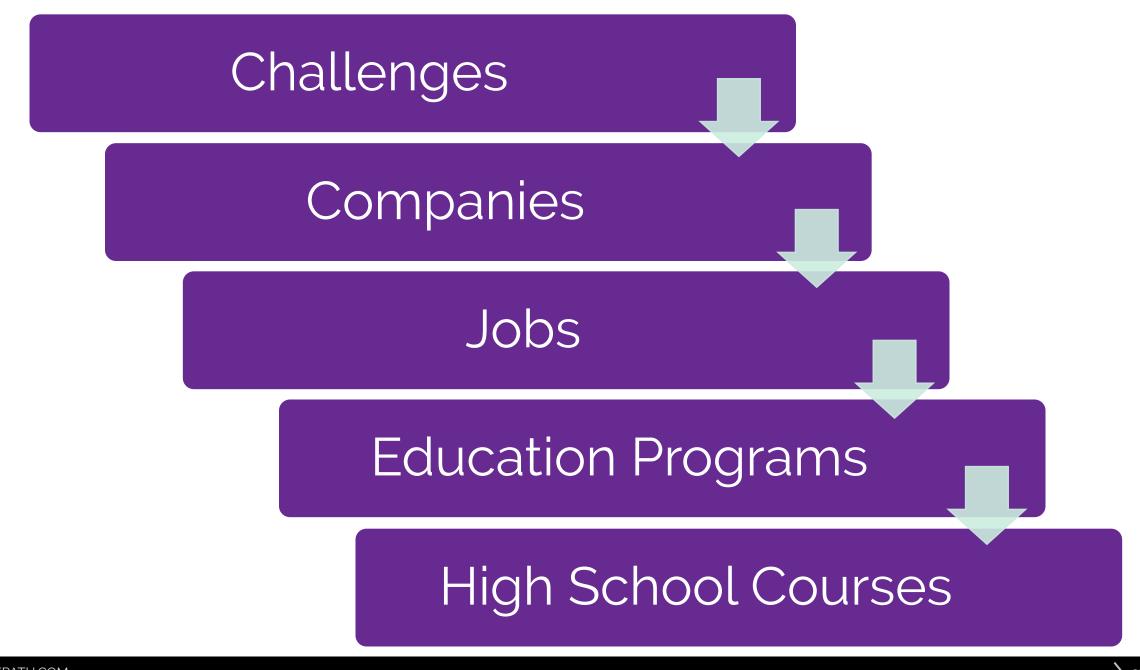
Challenge Face-Off



If you don't choose the challenges you want to work on, someone else will choose for you.







The Student Case Study

Shift: Job title mindset



- Challenge mindset
- Ana, High School Student
- What challenges and opportunities exist in the world?

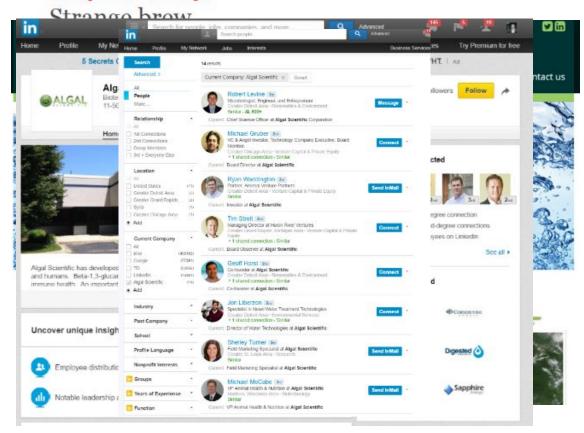
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The Student Case Study

- Magazine:
 - The Economist
- Challenge
- Company
- People
- Career Paths
- Education



Cleaning waste water with algae



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The Student **Case Study**

Industry



Technical Sales/ Marketing/Consulting Entry-Level Engineer Project Engineer/ Technical Expertise Facili

I get the world

Advice to girk interested in technology: "Feed your interests by getting involved."



Hadron Collider, the world's largest and highest-energy particle occalerator

Abice to gifs intensed in technology. "Scholarships and grants can open doors."

I create high-speed

Meanable works with Microix, locasing on PCM memory design solutions. She was inspired by her letter who would explain the inner workings of sorious electronics on wolks together.

Advice to gifs interested in technology:
"Have passion for the work you do."

I create memory

Consulting



Project Engineer, ¿ Technical Expertise Entry-Level

Management Track · marketing, finance, opera

Technical Track

Business Development Tro business development, prop

I Change the World. I am an Engineer.



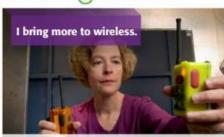
advanced fundamentor medical interventions

"Women can find pleasure and be extremely successful in engineering."



mechanical, personautical, navel, and structural systems, and rescue and security robustics

Abics to gith intensited in technolog:
"Believe in the power of ideas and their technical application."



wireless communications, which helps some fives in emergencies

Advice to gifs interested in technology: "Be Conflident."

Education



Masters Degree/

Work Experience

Assistant Professor

Masters Degree/ MSCE

Associate Professor

www.ieee.org/women

Poster Series scorscord by the IEEE Life Members Fund and the IEEE Foundation

Read more about women in engineering at



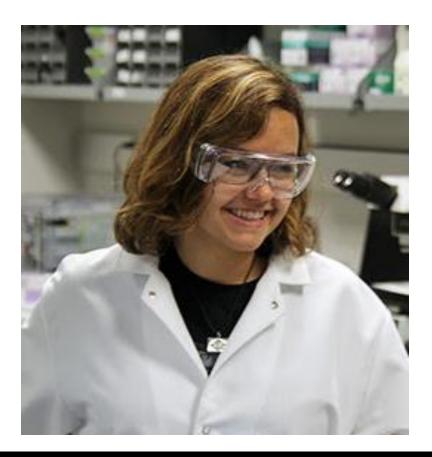
IEEE Women in Engineering







The Student Case Study



Outcomes:

- Data about the world of work and challenges to take on
- •New approach to career exploration Impact:
- •Student becomes 'proactive career self-developer'.

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MAKE SOMETHING THAT MATTERS



USE BIG MACHINES





From the seabed to outer space, we're redefining the next generation. Find your future with us.

Toronto, Ontario, Canada



Use my location

Search by keyword



Become a challenge researcher.



Youth: The Pain

- Less independence, more anxiety
- Focus on academics vs work
- Student debt
- Unemployment, underemployment
- What's next: Disengagement

>

The world **needs** you.



The world **needs** you. =HOPE



The Challenge Cards



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The Challenge Cards





Login Sign Up

Discover the challenges that you want to work on.

Experience a transformative approach to career discovery today.

Get Started











Step 1: Research potential employers

Research different organizations working on the challenges you are interested in. First, identify four organizations you would like to work. Then, write their names and draw their logos in the boxes below.



Why does this help?

This exercise helps you learn about the types of workplaces that focus on your challenge areas.

Challenge mindset in action

- 1. Challenges
- 2. Companies
- 3. People
- 4. Education and skills

Enter URL:

bit.ly/ChallengeProfile

Challenge mindset in action

1. Challenges:

 How would identifying challenges to work on help your clients/students?

2. Companies

 How would finding potential employers help your clients/students?

3. People

 How would finding interesting people help your clients/students?

4. Education

 How would identifying education and skills to acquire help your clients/students?

>



● UNIVERSITY OF SOUTH FLORIDA

Majors Expo at University of South Florida - Challenge Cards









+1,000 registered users





Career Education



EXPLORE + CONNECT ▼

PREPARE -

TAKE ACTION *****

ABOUT US + YOU ▼

CAREERS & EXPERIENCE &

Home > Take Action >

What do you want to be when you grow up? What CHALLENGES do you want to work on?



Let's stop asking ourselves who we want to be in the future and start thinking about the kinds of problems we want to solve, and then how we develop the knowledge, skills, and abilities to work on those problems.

Get started at the

hirewesternu Job Fair

February 4, 2020 | 10am - 3pm Mustang Lounge | UCC Main Level

Death by job title: How to save the next generation



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How to Transform Career Development

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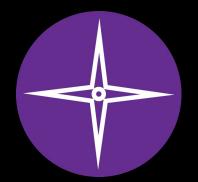




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Trailblazing Career Development

Career Advice for the New Economy

"Don't ask kids what they want to be when they grow up. Ask them what problems they want to solve and what they need to learn to be able to do that."

Jaime Casap @jcasap Loogle Llobal Education Evangelist

sylvia duck wo,

Resources

List of Challenges:

World Economic Forum, Millennium Future Project, Open Philanthropy Project, Copenhagen Consensus, Global Priorities Project, GiveWell

Books about the future:

The Inevitable, Kevin Kelly (2016)

The Third Wave, Steve Case (2016)

The Shift, Lynda Gratton (2011)

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AND FOOD SYSTEM



IMPROVE





OF TRANSPORTATION



MANAGE THE PLANET'S WASTE

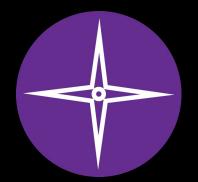




create an extraordinary career

Name: ____





SPARKPATH

Trailblazing Career Development

What would be possible if students....

Problem

- People think 'small' focus on job titles
- Don't know the career development process
- Don't know what the world needs
- Discouraged

Solution

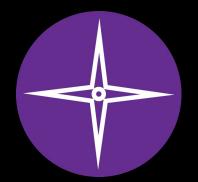
- Think 'big'– focus on challenges
- Integrate the career development process
- Explore what the world needs
- Feel empowered

We need to...

Ready to adapt, tools to reinvent themselves, often. (Not once)

Primed for lifelong learning

1.New approach – autonomous, adaptive and agile workers focussed on challenges.



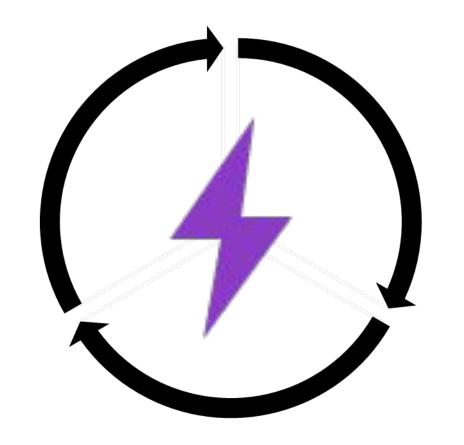
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Trailblazing Career Development

Goals for a powerful career conversation:

1) Experience the career exploration process.

2) Become empowered.







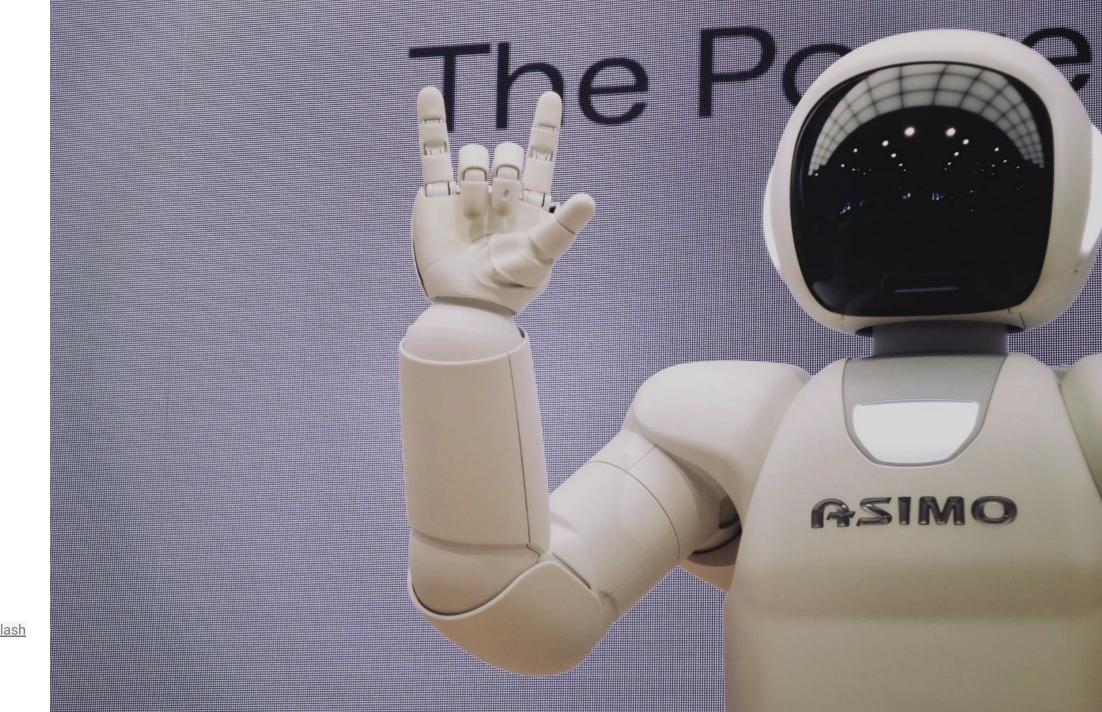


Photo by Franck V. on Unsplash

Future of Work

1. Gig economy – Format vs content.

New skills – Start with challenges.

3. Artificial Intelligence – job automation.

Future of Work



Source: Reinvent Yourself Psychology Today May 6, 2014

