

# Taking the Career Development NINJA CHALLENGE



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# **The Magic of Cannexus 2019**





## Learning Outcomes

1. Explore transfer of learning from one conference to another
2. Examine strategies for influencing career development across disciplines
3. Develop creative ways to promote career education

# Our Inspired Ninja Moves

“Super Power”



# Ninja Moves at KPU





Travelling with my dissertation on Career Influencers  
<https://bit.ly/2OeVQUL>



# SUSTAINABLE DEVELOPMENT GOALS



Helping students discover purpose

<https://bit.ly/2GI53AT>



# Dialectical mapping & argumentation -> application writing skills?

Pro Reason

Dogs and wolves are the same species based on the biological species concept, which defines a species as being one or more populations where members can successfully produce fecund offspring with each other but not with individuals outside of these populations.

Strength of Reason

Weak Strong

261/250

Supports Opposes

EVIDENCE

Wolves are capable of producing viable, fertile offspring with both wild dogs and all breeds of domestic dogs (though insemination would likely be required in some cases). Interbreeding between dogs and wolves can also be found in nature.

Wolf.org. (2018). Wolf-Dog Hybrids | International Wolf Center. Retrieved from: <https://www.wolf.org/wolf-info/basic-wolf-info/wolves-and-humans/wolf-dog-hybrids/>

WARRANT

402/250

The ability to successfully produce offspring that are able to then reproduce

Con Reason

Dogs and wolves are not the same species based on the ecological species concept, which defines a species as a group of individuals that interact with their environment, and are effected by it, in the same exact manner.

Strength of Reason

Weak Strong

219/250

Supports Opposes

EVIDENCE

Wild dogs utilize a completely separate feeding niche from wolves due to greater human relationship. They typically occupy areas near human communities where they have greater access to human refuse and grain-rich waste products, the bulk of their diet, in which they have adapted to better digest. Human intervention is also the central component impacting their survival. Wolves, on the other hand, depend much more heavily on the hunting of ungulates, which is more variable and presents different risks.

Marshall-Pescini S et al. 2017. Integrating social ecology in explanations of wolf-dog behavioral differences. Current Opinion in Behavioral Sciences 16: 80-

Supports Opposes

EVIDENCE

Social organization and behavior differs greatly between wild dogs and wolves. Dogs do not rely on conspecifics to forage for food, defend the territory, or raise pups, with mothers usually doing much of the rearing, and not for very long. Packs are smaller than those of wolves and more hostile toward one another, especially when food abundance is low, while mating is usually polyamorous rather than pair-bonding. Wolf packs are built on much more cooperation and prosociality, but are also much more fearful of anything new or unfamiliar.

Marshall-Pescini S et al. 2017. Integrating social ecology in explanations of wolf-dog behavioral differences Current



~ That I can "dream up"  
& create workshops  
that will help  
community members  
change their perspectives  
on what is available &  
possible

HOPE

"What I facilitate CHANGES PEOPLE"  
Positive role model

Teach what I know

Dream course - "Happiness"

To be a teacher

Giving back and continuing to learn

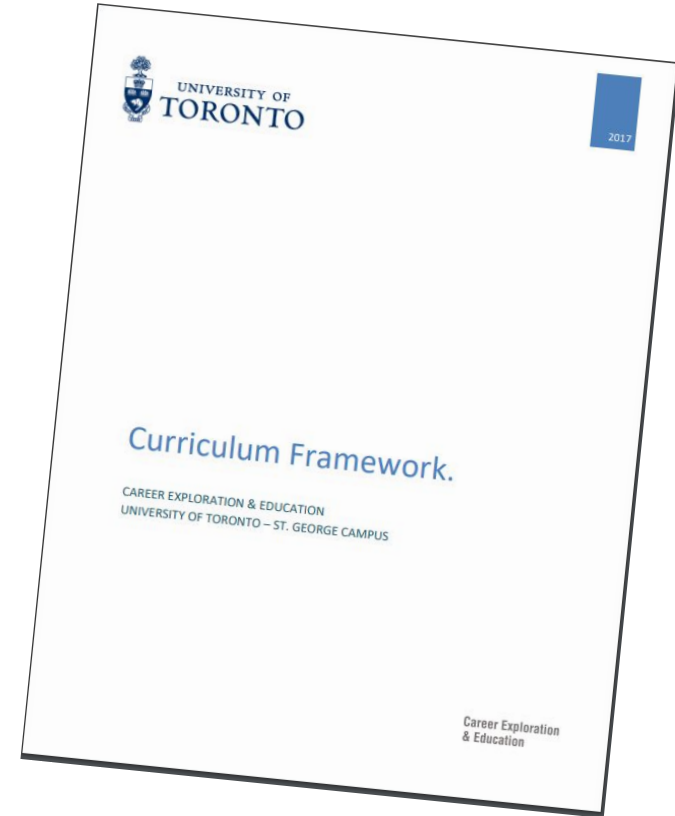
# Ninja Moves at U of T



UNIVERSITY OF  
TORONTO

# Curriculum Development

- 16 core departmental Learning Objectives
- 3 Curriculum Pathways
  - What can I do with my degree?
  - How do I get a job?
  - What about further education?
- Annual Review of Program, Services & Resources
- Advising Service Curriculum
- Forthcoming: Assessment Strategy



# Cultivating Career Conversations Across Campus

## A Guide to Meaningful Career Conversations

Atifa F. Karim, MEd, OCT – Lead Coordinator, Career Education

Natasha Jamal, MA – Career Educator

*Career Exploration & Education*



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STUDENT  
LIFE

# Ninja Moves at MUN



# Student Success Competencies

## Student Success Competencies

What do Memorial's learners gain as a result of their experiences in and outside the classroom?



### Academic Knowledge

Graduates will be knowledgeable and competent in their area of study with an enthusiasm for learning.



### Creative Thinking/ Problem Solving

Graduates will be critical, practical and creative thinkers using sound reasoning to analyze challenges and address problems.



### Social/ Civic Responsibility

Graduates will be responsible and engaged citizens contributing to their communities and society at large.



### Diversity Awareness/ Intercultural Understanding

Graduates will be mindful of individual differences, while promoting equity fairness and justice.



### Professionalism

Graduates will be productive, demonstrate responsible behaviour, and have ethical, moral and intellectual integrity.



### Teamwork

Graduates will recognize the skills and strengths of others while using their own to work together towards a shared goal.



### Communication

Graduates will be effective communicators, capable of active listening, presenting and persuading others about their own ideas, and providing constructive feedback.



### Adaptability / Resilience

Graduates will reflect and demonstrate self-awareness, flexibility and confidence in the face of change.



### Leadership and Innovation

Graduates will take initiative to recognize and solve important problems and help others to do the same.



### Digital Literacy

Graduates will be familiar with current, new and evolving technologies, and use them to research, evaluate, create and communicate.

These competencies originated out of Career Development as a synthesis of the *Qualities of a MUN Graduate* from the Teaching & Learning Framework, the National Association of Career Educators' *Key Career Readiness Competencies*, and the Conference Board of Canada's *Employability Skills 2000+*. See reverse page for a breakdown of these sources.

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Career Readiness Competencies	Qualities of a MUN Graduate (Teaching and Learning Framework)	Key Career Readiness Competencies (NACE)	Employability Skills 2000+ (Conference Board of Canada)	School of Graduate Studies Competencies
<b>Academic Knowledge</b>	<ul style="list-style-type: none"> <li>Be knowledgeable and competent in their field</li> <li>Have enthusiasm for learning</li> </ul>	<ul style="list-style-type: none"> <li>Career Management</li> <li>Professionalism/Work Ethic</li> </ul>	<ul style="list-style-type: none"> <li>Manage information</li> <li>Learn continuously</li> </ul>	<ul style="list-style-type: none"> <li>Set and achieve learning goals</li> <li>Use different research methods and forums for information</li> </ul>
<b>Creative Thinking/ Problem Solving</b>	<ul style="list-style-type: none"> <li>Be critical and practical thinkers</li> <li>Be creative and responsible problem solvers</li> </ul>	<ul style="list-style-type: none"> <li>Critical Thinking/Problem Solving</li> </ul>	<ul style="list-style-type: none"> <li>Think and solve problems</li> <li>Use numbers</li> </ul>	<ul style="list-style-type: none"> <li>Recognize different dimensions of a problem (human, technical, etc.)</li> <li>Gather, analyze, and organize. Information to solve problems or make decisions</li> <li>Think originally and critically when exploring solutions</li> <li>Engage complex issues and respond based on principles</li> <li>Select and use appropriate tools for projects or tasks</li> </ul>
<b>Social/Civic Responsibility</b>	<ul style="list-style-type: none"> <li>Be responsible citizens</li> </ul>	<ul style="list-style-type: none"> <li>Global/Intercultural Fluency</li> </ul>	<ul style="list-style-type: none"> <li>Be responsible</li> </ul>	<ul style="list-style-type: none"> <li>Take initiative and be socially responsible</li> </ul>
<b>Diversity Awareness/ Intercultural Understanding</b>	<ul style="list-style-type: none"> <li>Appreciate diversity and promote equity, fairness and justice</li> </ul>	<ul style="list-style-type: none"> <li>Global/Intercultural Fluency</li> </ul>	<ul style="list-style-type: none"> <li>Work with others</li> </ul>	
<b>Professionalism</b>	<ul style="list-style-type: none"> <li>Be passionate and industrious individuals</li> <li>Demonstrate ethical, moral and intellectual integrity</li> </ul>	<ul style="list-style-type: none"> <li>Professionalism/Work Ethic</li> </ul>	<ul style="list-style-type: none"> <li>Demonstrate positive attitudes and behaviours</li> </ul>	<ul style="list-style-type: none"> <li>Act with honesty, integrity, and in an ethical way</li> <li>Set goals, plan, manage time, and meet deadlines</li> <li>Assess and manage risk</li> </ul>
<b>Teamwork</b>	<ul style="list-style-type: none"> <li>Be supportive collaborators with particular regard to diversity of interests</li> </ul>	<ul style="list-style-type: none"> <li>Teamwork</li> </ul>	<ul style="list-style-type: none"> <li>Work with others</li> </ul>	<ul style="list-style-type: none"> <li>Ask effective questions, listen, and appreciate other points of view</li> </ul>
<b>Communication</b>	<ul style="list-style-type: none"> <li>Communicate effectively</li> </ul>	<ul style="list-style-type: none"> <li>Oral/Written Communication</li> </ul>	<ul style="list-style-type: none"> <li>Communicate</li> </ul>	<ul style="list-style-type: none"> <li>Read, synthesize, and understand information in different forms</li> <li>Ask effective questions, listen, and appreciate other points of view</li> <li>Accept and provide feedback in a respectful manner</li> <li>Communicate knowledge clearly in both oral and written forms</li> </ul>
<b>Adaptability/ Resilience</b>	<ul style="list-style-type: none"> <li>Demonstrate self-awareness and confidence in convictions</li> </ul>	<ul style="list-style-type: none"> <li>Career Management</li> </ul>	<ul style="list-style-type: none"> <li>Be adaptable</li> <li>Participate in projects and tasks</li> </ul>	<ul style="list-style-type: none"> <li>Assess personal strengths and areas for improvement</li> <li>Work with others to understand, manage, and resolve conflicts</li> <li>Ability to work independently and carry out multiple tasks</li> <li>Plan, design, and carry out projects or tasks</li> <li>Be decisive and adapt to complex, dynamic, and uncertain situations</li> </ul>
<b>Leadership and Innovation</b>	<ul style="list-style-type: none"> <li>Be supportive collaborators with particular regard to diversity of interests</li> </ul>	<ul style="list-style-type: none"> <li>Team Work</li> <li>Leadership</li> </ul>	<ul style="list-style-type: none"> <li>Work safely</li> </ul>	<ul style="list-style-type: none"> <li>Support or lead others in a group to help achieve common goals</li> <li>Evaluate solutions and make recommendations for improvement</li> </ul>
<b>Digital Literacy</b>		<ul style="list-style-type: none"> <li>Digital Technology</li> </ul>	<ul style="list-style-type: none"> <li>Manage Information</li> </ul>	



# MUN Career Network



<https://www.pexels.com/photo/white-laptop-1181406/>

# Ninja Moves at UFV



“We have little hard data on our own students’ successes – the province wide aggregate of “related” fields is less than useless, especially since it is based on very few respondents. Students want to know what graduates of the precise program they are considering have done with the credential. This is difficult research but what is needed. [Survey Comment]



BCCAT Advising Survey,  
Pardy, 2016

# Changed Practice & Changed Roles



## TRANSITION

### Classroom Exposure

#### *Foundation skills*

- Course with case study
- Field trip/experience
- Course with role play
- Gamification

### Hands-On Engagement

#### *Transitioning from active to experiential*


- Work study
- Research assistant
- Courses with labs
- Research course
- Simulation
- Hackathon
- Codithon

### Immersion

#### *Advanced use and integration of skills*

- Study abroad
- Study tour
- Co-op
- Internship

## REFLECTION



**Coming to UFV September 2020  
Tenure Track: Associate Professor of  
Integrative Career & Capstone Learning**

**Job Posting Coming SOON!**



# Ninja Work Going Forward



In a time of great uncertainty –  
How will this work get done?



# What About You?

## You're already a Career Ninja!

Connect with a group and share your ninja moves.  
Consider:

- What are the opportunities and challenges of exercising your ninja moves?
- Who can be your allies and champions in your career ninja journey?

Engage in the **Twitter** dialogue:  
#CareerNinja #CANNEXUS20

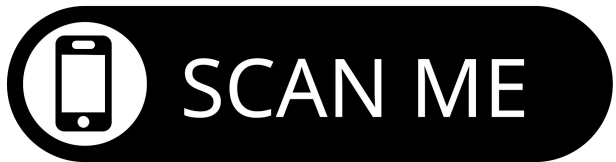




Closing: Growing the Ninja Community



<https://bit.ly/2U3mBzh>



Closing: Growing the Ninja Community

# References

Images Slides 2,3,4,16, 20 purchased from Shutterstock 2018

Pardy, L. (2016). *Academic advising in British Columbia*. Vancouver, BC: British Columbia Council on Admissions and Transfer.