

HELPING CAREER SEEKERS NAVIGATE THE “NEW(ER)” WORK ORDER

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GOETHE

*Whatever you can do or dream you
can, begin it.*

*Boldness has genius, and magic
and power in it.*

Begin it now.

COPY OF POWERPOINT?

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JOB MARKET TODAY

- Major impact –
 - artificial intelligence, robotics and other emerging technologies
 - dramatically altering tasks that are performed by humans.
- McKinsey and Co. [reports](#) that “about 60 per cent of all occupations have at least 30 per cent of activities that are technically automatable.”
 - Most occupations will change, → more people will have to work with technology.
 - On a global scale, automation could affect 50 per cent of the world economy.
- Royal Bank of Canada [reports](#) that the Canadian economy is forecast to have 2.4 million job openings in the next three years.

- https://www.theglobeandmail.com/business/careers/leadership/article-how-to-prepare-the-workforce-for-jobs-that-dont-yet-exist/?utm_source=Academica+Top+Ten&utm_campaign=4c0a96bc46-EMAIL_CAMPAIGN_2018_08_22_04_13&utm_medium=email&utm_term=0_b4928536cf-4c0a96bc46-51914309



GIG ECONOMY

- GiG's - used to be called freelance jobs;
- Don't have permanent attachment to an employer
- Don't typically offer healthcare insurance/benefits
- Causing a boatload of anxiety (for some)

DISCUSSION

- What are your experiences of the GiG economy?
 - Personal or as a spectator

GiG ECONOMY

- New economy requires workforce to constantly re-skill to stay relevant and employable,
- As more jobs become automated, human skills will become the game changer.
- Learning how to learn
 - Soft skills of *critical thinking, enterprise skills, creativity, collaboration, communication, empathy* and *social perceptiveness*, among others, are what makes humans unique in the age of automation.
- Also known as 21st century skills



GiG ECONOMY

- Requires engaging in lifelong learning. The traditional model, in which people focus on their learning in their 20s then get a job, is becoming obsolete in the age of disruption.
- Solace in knowing that those who are able to sharpen their human skills and adapt a new mindset of continuous learning and risk-taking will stay competitive in the automation age





A Scan of AI

- **Machines are programmed to learn**
- **Computer power**
- **Machines exceeding humans**
- Deloitte's:
The Intelligence Revolution – Future proofing Canada's workforce

GIG CONTRAST

- People run the gamut between what sounds like **idyllic** through to those **barely scraping along**.
- **Idyllic**: Man quits his dull corporate job for tech gigs and finds himself making oodles of cash (\$10,000 a month) all while working from a table in a coffee shop. Highly skilled in programming languages.
- **Barely Scraping Along**: Man with a cleaning gig in Washington DC takes bus to the place he'd been paid to clean. He earned minimum wage and no benefits.
- Kessler → This was better than nothing → it doesn't look much like the story Silicon Valley had been telling about the GiG economy,“

GIG ECONOMY

- Seth Godin & Lisa Nichols -- Choose ourselves to be the impact-makers, rather than waiting for others to appoint us.
- Direct attention to the challenges, problems and opportunities that exist in the world.
- Reimagining one's work content skills to move in and out of the workforce.
- The disruption will drive exciting opportunities for economic and personal growth (***) should be focus of career development)
- Need to be able to navigate new unpredictable, ambiguous career landscape.

Seth Godin, *This is Marketing*

Lisa Nichols,

DISRUPTION METHOD

- Helps people focus on bigger picture: challenges, problems and opportunities that exist in society and the world of work.
- Used to:
 - Prepare high school students to explore the world of work through the lens of future challenges. Integrate technical and 21st Century skills when choosing and being in an education program
 - Help career seekers embrace “what’s the problem I wish to solve” approach to their job search and application

DISRUPTION METHOD

- Transition clients from being “job applicants” to being “challenge researchers”
- Integrate the Disruptive Method into a broader career development process, including self-awareness exercises and how they develop grit.
- Examples: redesigning the health care system, collecting and using big data, and managing the planet’s waste, new workforce realities



ALAN KAY

The best way to predict the future is to create it.

LISA NICHOLS

- Asking disruptive questions of ourselves
 - What do we really want/desire?
- <https://my.happify.com/hd/the-motivational-speech-that-left-an-audience-speechless/?et=4393cc76-ca7d-4df5-b3de-761137d6ee7c>

DISCUSSION

1. Give your reaction to the Lisa Nichols' video clip
2. How do the messages tie into your career development work?

THE PROBLEM WITH PASSION IN THE GIG ECONOMY

- Telling someone to choose a career (occupation) by following their passion is usually useless, and occasionally dangerous.
- Useless → people either don't know what they are passionate about or don't have passions that make sense as an occupation.
- It's dangerous to chase pipe dreams.
- Consider financial stability and leisure **** Focus of career development**
- Newport tells the story of an executive who gave up her job in advertising to open a yoga studio, which soon failed.

PASSION VS INTERESTS
CLIFTON MARK - CBC LIFE - AUGUST 1, 2018
[HTTPS://WWW.CBC.CA/LIFE/WELLNESS/WHY-FOLLOW-YOUR-PASSION-ISN-T-ALWAYS-GOOD-CAREER-ADVICE-1.4594061](https://www.cbc.ca/life/wellness/why-follow-your-passion-isn-t-always-good-career-advice-1.4594061)

- Holly Crystal,
- "Our careers (paid work) are just one part of our lives, and not always the most important one"
- Think about the overall life you wish to have, and consider where work fits into that.
- Big picture is important.
- Being happy about the overall shape of your life determines how effective you are at work rather than the other way around.
- 2nd major piece of advice arises from the observation that anger and frustration are also "passions". Pay attention to the things that might make one unhappy on the job.
- When people are miserable at work, it's not usually because of the industry they are in, but because of things like unpleasant work atmosphere or long commutes.

PASSION VS INTERESTS

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PASSION VS INTERESTS

- Jen Polk -- get abstract when thinking about interests and passions.
- What she was really passionate about was ***not*** her specific research topic ("the role of international charitable organizations in the early 20th century"), but the activities surrounding her life as a student.
- Asking questions, listening to answers, and building communities were the core values that made her love academic work in the first place.
- Once she understood her passions in more abstract terms, she began to see opportunities outside of academia to engage them, which led her eventually to begin her ***coaching business*** and to founding ***online communities*** for other PhDs who were leaving or considering leaving academia.
- The metaphor of a tree that is judiciously pruned and still thrives because of its roots.

IDENTITY – CORE OF CAREER DEVELOPMENT

- Identity may be often wrapped up in the type of work we do, which doesn't really fit the “whole person” view of career development.
- Steering past a traditional mentality on what constitutes my personal identity and professional growth can take years to change.
- “The biggest barrier to adapting,” says Meister, “is mindset.”

GRIT

- Passion and perseverance for long-term and meaningful goals
- Ability to persist and persevere when you face obstacles
- Having direction and commitment

Grit is important because it is a driver of achievement and success, independent of and beyond what talent and intelligence contribute.

<https://www.newharbinger.com/blog>

SCORING GRIT SCALE

For questions 2, 4, 7 and 8 assign the following points

5 = very much like me

4 = mostly like me

3 = somewhat like me

2 = not much like me

1 = not like me at all

For questions 1, 3, 5 and 6 assign the following points

1 = very much like me

2 = mostly like me

3 = somewhat like me

4 = not much like me

5 = not like me at all

Add up all the points and divide by 8. the maximum core on this scale is 5 (extremely gritty), and the lowest score on is scale is 1 (not at all gritty)



CARL JUNG

*Your vision will become clear only when you
look into your heart.*

Who looks outside, dreams.

Who looks inside awakens.

**BUILD
RELATIONSHIPS
WITH CURRENT
EMPLOYERS
AND NETWORK
OUTSIDE OF
WORK**



EXAMPLES OF 21ST CENTURY SKILLS

- Australia's THE FUTURE OF WORK November 2016 -- SETTING KIDS UP FOR SUCCESS
 - http://www.regionalaustralia.org.au/home/wp-content/uploads/2016/11/The-Future-of-Work_report.pdf

COMPETENCIES FOR LIVING, LEARNING AND WORKING WELL: TOOLKIT FOR POST-SECONDARY STUDENTS

- <https://www.camet-camef.ca/images/eng/pdf/Competencies%20for%20Living%20Learning%20and%20Working%20Well%20-%20Toolkit%20for%20Post-Secondary%20Students%20REV%202018%2007%2017.pdf>



Think Critically

- Problem solving
- High order thinking skills
- Interdisciplinary approach
- Real world problems
- Project based learning



Communicate Clearly

- Effective communication
- Self and peer review
- Information fluency
- Media fluency
- Digital fluency



Work Collaboratively

- Team building
- Effective communication
- Self and peer assessment
- Collaborative mediums
- Suitable technologies



Embrace Culture

- Context of information
- Exchange respect
- Collaboration
- Build community
- Real world problems



Develop Creativity

- Imagine
- Incorporate design
- Intergrate function
- Interdisciplinary approach



Utilise Connectivity

- Interdisciplinary approach
- Encourage collaboration
- Enable technology
- Information fluency
- Encourage reflection

Soft Skills needed for the 21st century workforce – the six C's

COMPETENCIES FOR LIVING, LEARNING, AND WORKING WELL: TOOLKIT FOR POST-SECONDARY STUDENTS – JULY 17, 2018

Thinking	Self-Awareness
	Problem Solving
	Creativity and Innovation
	Entrepreneurial Mindset
	Reasoning / Critical Thinking
	Decision Making
Connecting	Social Awareness
	Social Support
	Communication
	Collaboration
	Global Citizenship

Managing	Self-Management
	Wellness
	Lifelong Learning
	Career Transition
	Work Ethic
	Financial Literacy
	Technological Fluency



QUESTIONS

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