

What Problems Do You Want to Solve?

- Before the session, introduce yourself
- Share your name, what you do, why you do it
- Why you chose to attend this talk







The Challenge Method

Look Beyond Job Titles

How We Can Prepare Students for the Future of Work

JP Michel Founder, SparkPath January 29th, 2019 11:00am – 12:15pm









Hello Bonjour

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

Human potential realized is my passion.

















Agenda

- 1. Why we need to shift away from job titles
- 2. Focus on **challenges** for future of work
- 3. Transform through the Challenge Cards
- 4. Using the Challenge **Method** in your work

The Problem with Job Titles

Q: How many different job titles do you know about?

A:

Q: How many different job titles are there in the world?

A: +20 000

Source: Lengelle, R., & Meijers, F. (2015). *The Canadian Journal of Career Development*.

The Problem with Job Titles

- Too many job titles to keep track of
- 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

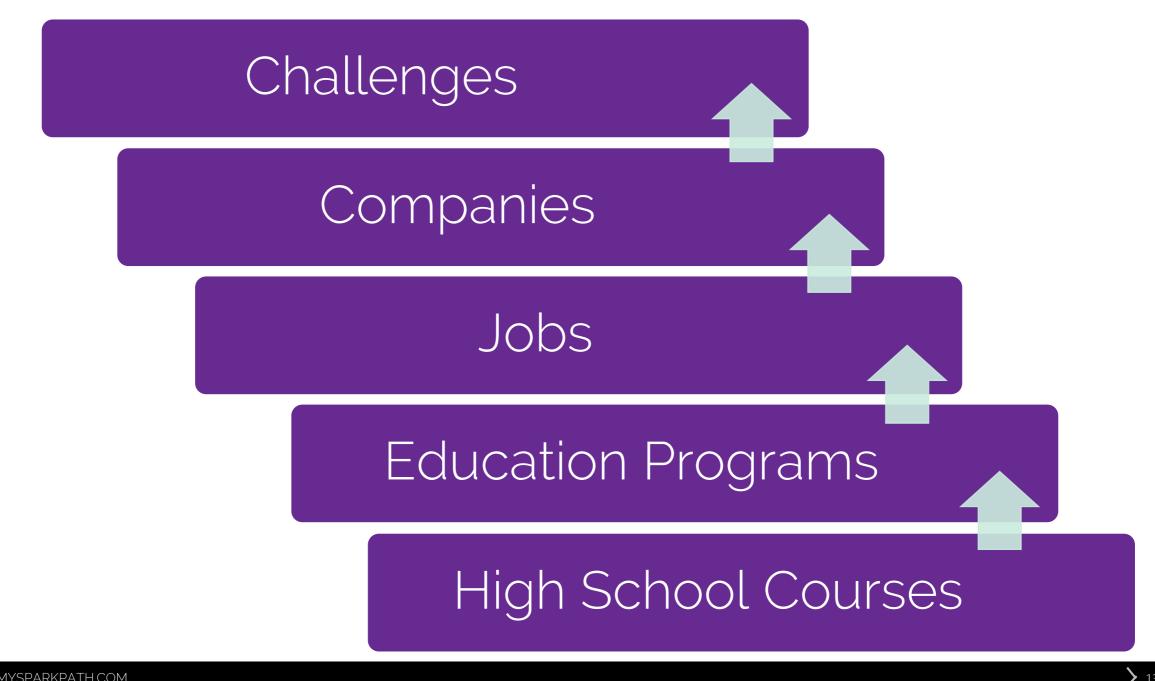
Problems, Challenges and Opportunities

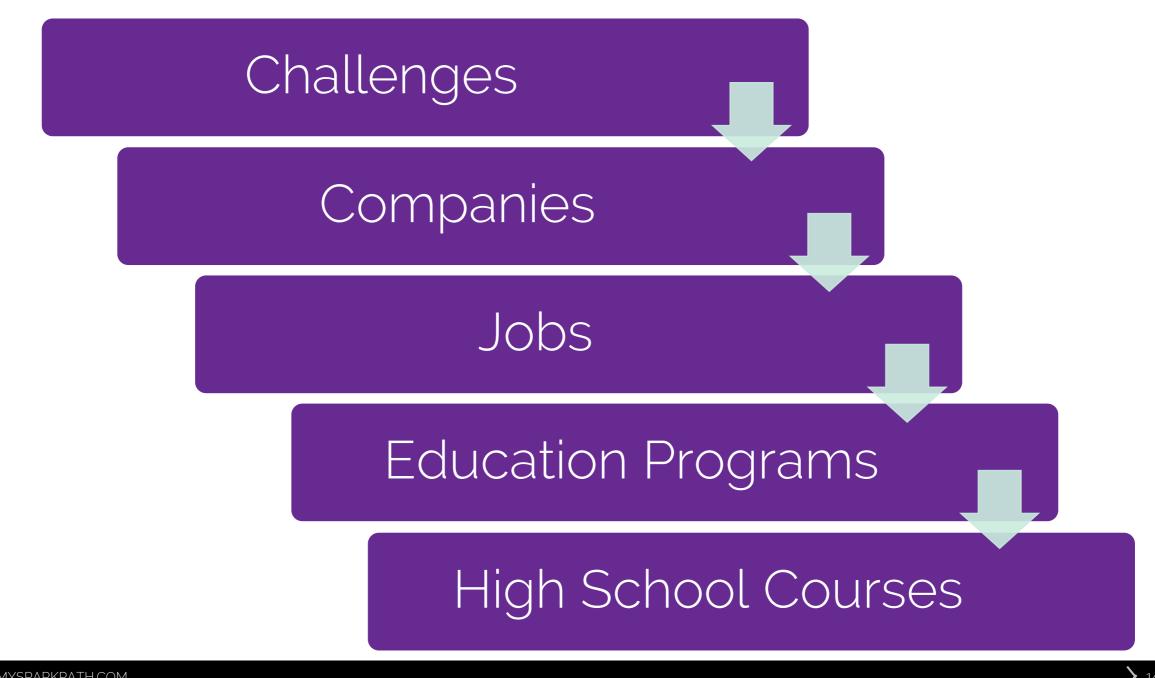
- Create a more peaceful world
- Build important infrastructure
- Develop software to enhance services

Celebrate different cultures

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







Become a challenge researcher.



15

Common issues

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

The future of work requires a different approach.



Future of Work

1. Gig economy – Format vs content.

2. New skills – Start with challenges.

3. Artificial Intelligence – Differentiate challenges.

Reinvention.

Future of Work

Reinvention.



Source: Reinvent Yourself Psychology Today May 6, 2014

Future of Work

Reinvention.

1. More change and less predictability.

2. Faster career cycles/revolutions.

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

Reinvention

'But in the 21st century, you can hardly afford stability. If you try to hold on to some stable identity, job or world view, you risk being left behind...

To stay relevant..you will need the ability to constantly learn and to reinvent yourself,'

- Yuval Noah Harari, author and futurist

The future of work requires a different approach.



Common issues

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

What would be possible if students....

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

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

Role play

- In groups of two, take the roles of Blake (helper) and Dana (helpee).
- Use the Challenge Cards and your skills to address the issues we have identified with Dana (think big, use process, explore what world needs, feel empowered).
- When I give you the signal, start the conversation.

The Challenge Cards



Role play

- In groups of two, take the roles of Blake (helper) and Dana (helpee).
- Use the Challenge Cards and your skills to address the issues we have identified with Dana (think big, use process, explore what world needs, feel empowered).
- When I give you the signal, start the conversation.

Debrief

- How did it go?
- How did you use the cards?
- How did you address the issues we have identified with Dana (think big, use process, explore what world needs, feel empowered)?

Who is the Challenge Method for?

- Realistic: Problem Solver.
- Investigative: Challenge Researcher.
- Artistic: Creative Thinker.
- Social: Mission-driven Helper.
- Enterprising: Entrepreneur and Intrapreneur.
- Conventional: Challenge Analyser.

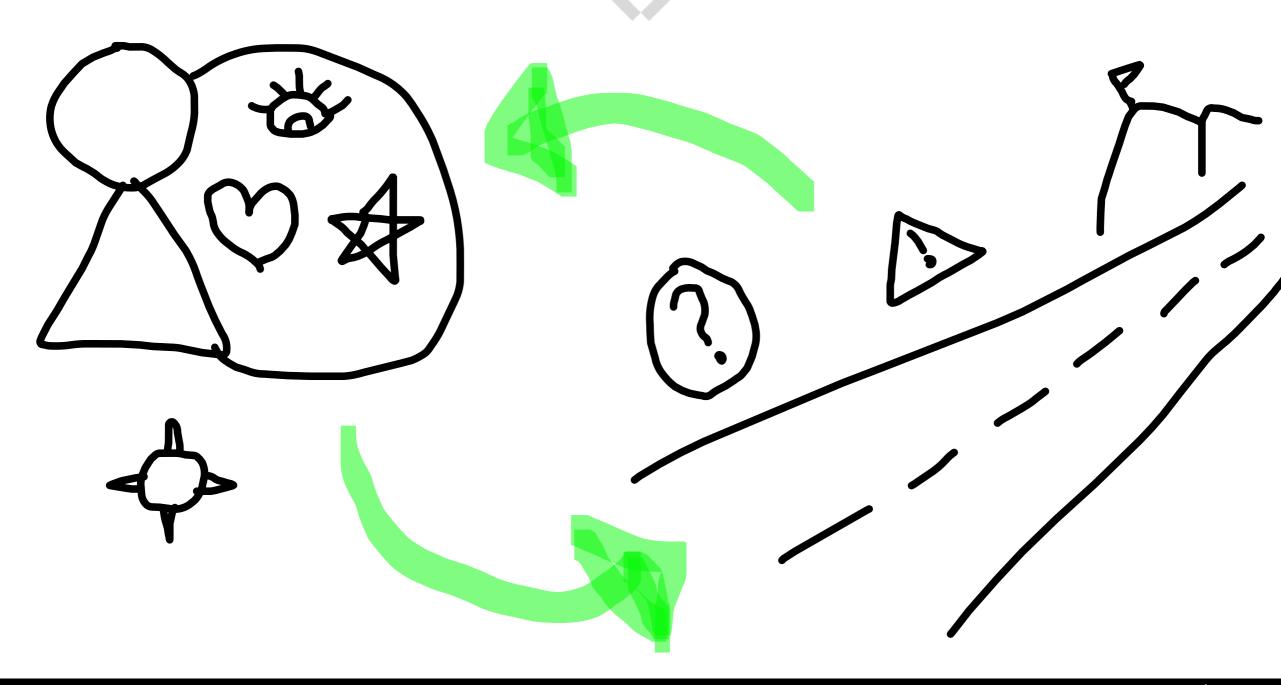
>

The world **needs** you.



The world **needs** you. =HOPE





The Challenge Cards



We need to change the way we prepare people for their careers.

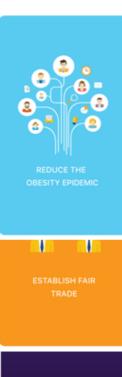


Career Advice for the New Economy

"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

sylviaduckwo











































AND FOOD SYSTEM



IMPROVE





OF TRANSPORTATION



MANAGE THE PLANET'S WASTE





create an extraordinary career

Name: _____



Challenge Cards - FAQ

- The challenges are big
 - Break them down, cascading
- For which types of students?
 - Adapt with facilitation which types of counsellors
- Missing something
 - Not a dictionary or manual. Instead, a tool to transform the way people think.

Questions

How would you use the Challenge Cards?

or

How does the Challenge Method make your life easier?

Join Our Movement

Sign up for our newsletter at mysparkpath.com

Email: jp@mysparkpath.com



SPARKPATH

Trailblazing Career Development