Right Career Fit

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Career Coaching for Emerging Adults

Informed Career Choices

Define *Emerging Adults*

Questions

Statistics

Steps to informed career literacy

Effect of career literacy on career-choice readiness

Emerging Adults

- Known as the exploration stage (Super, 1975), young adults (ages 15 to 25) need to be encouraged to self-evaluate as they start their journey of independent exploration

- Arnett coined the theoretical term Emerging Adulthood - ages 18 to 25 (Arnett, 2000)

- Stages of Circumscription (development) - Stage 4: Orientation to the internal, unique self (ages 14 and above). Stage 4 initiates the process of compromise (Gottfredson, 2002)

Insights

Only 11 percent of college graduates are thriving in the wellbeing elements (Gallup, Inc., 2018a)

Just 39 percent of college graduates are engaged at work (Gallup, Inc., 2018a)

20 to 50 percent of students enter college as "undecided" (Freedman, 2013)

75 percent of students change their major at least once before graduation (Freedman, 2013)

Value of Career Literacy

- Self-evaluation and occupational knowledge play an important role in career readiness development (Hirschi, 2011).

- Self and environmental exploration will result in a higher degree of congruence between the person and the chosen career (Germeijs & Verschueren, 2007).

- Students who receive career-specific support express greater confidence in their work prospects (Gallup Inc., 2018b).

- Students exposed to career decisional task in Grade 12 were better at choice actualization, academic adjustment, commitment to the chosen university program (Germeijs & Verschueren, 2007).

Informed Career Literacy Model

1. Career Self-Assessment
2. Career Vision Statement
3. Career SMART Goal Planning
4. Career Goal
5. Career Objectives
6. Career Portfolio

Career Self-Assessment

Build an Understanding of self-reflection

- Purpose of self-reflection for career success

- Ways to self-assess

- Approaches to regularly review personal characteristics
  - Skill
  - Interest
  - Ability

Envision a dream, reach for the stars

- *My goal is to become a pediatrician*
- *My dream career will allow me to combine my love for politics and research*
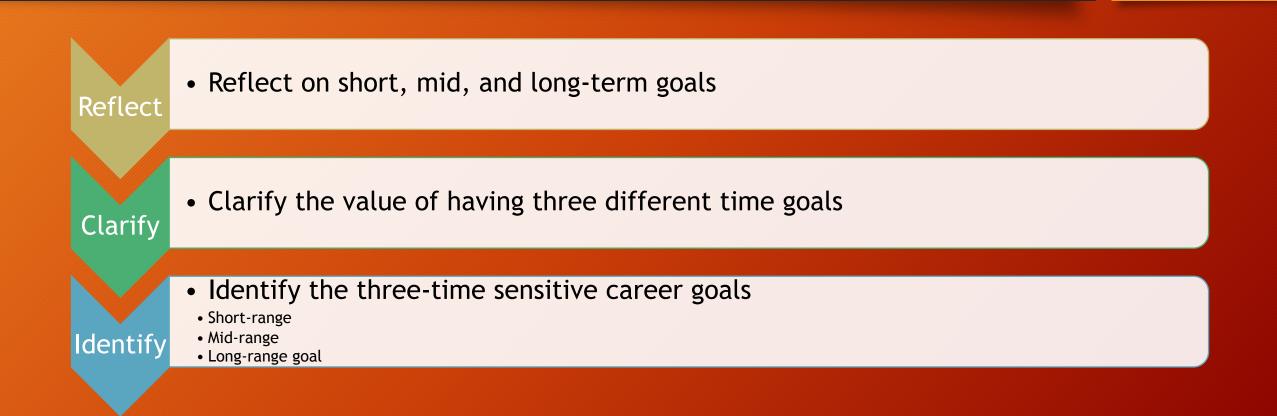- *When I grow up I want to...*

Career Vision Statement

Career SMART Goal Planning

- S – Specific, significant, stretching
- M – Measurable, meaningful, motivational
- A – Attainable, achievable, agreed upon, action oriented, acceptable
- R – Relevant, realistic, rewarding, reasonable, results oriented
- T – Timebound, time-based, timely, tangible, trackable

Career Goals

Reflect
- Reflect on short, mid, and long-term goals

Clarify
- Clarify the value of having three different time goals

Identify
- Identify the three-time sensitive career goals
  - Short-range
  - Mid-range
  - Long-range goal

Career Objectives

- Clarify difference between goals and objectives
- Discuss possible objectives by detailing strategies and examples that students can use to achieve their goals

Career Portfolio

1 Create a career portfolio

2 Determine what to include in a career portfolio

3 Have the knowledge and tools to regularly update career portfolio

Summary

Emerging Adults (14 – 25)

Career literacy will increase career-choice readiness

Informed Career Literacy Model

Thank you!!! Questions???

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Emerging Adults Career Coach

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