Career Growth Mindset

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Let's get to know who is here today:

- Where are you broadcasting from today?
- What program did you graduate from?
- What year did you graduate?
Agenda

• What is Mindset
• What is a Career
• What is a Growth Mindset
• How to nurture a Career Growth Mindset
• Growth mindset practices for building, leveling up and uncovering what you want in your career
Mindset Is Your SuperPower

“a mindset is defined as a mental frame or lens that selectively organizes and encodes information, thereby orienting an individual toward a unique way of understanding an experience and guiding one toward corresponding actions and responses”

Adapted from Carol Dweck

• Awareness
• Choice
• More of what you want
Pesky Career Questions

Pesky Questions:
• What do you do?
• What line of work are you in?
• What do you do for a living?

• Answer: Job Title (What am I doing)
  • Doctor or Plumber

• Mindset Reframe (Who am I being)
  • “I use my hands to help people live their best life comfortably”
What can will you do with your career?

A Career is not a job or even a series of jobs; a career is the accumulation of your life experiences and skills. You can judge its success by how you feel in it. It’s something you get to build, and, if you ignore it, it gets built for you.

Kerri Twigg, The Career Stories Method, 2021
The word “career” comes from the Latin for cart or chariot (Carrus), a means to carry you from one point to another. A career is about the life you want to lead – not just a job, occupation or profession. It involves deciding among possible and preferred futures. It answers: “Who do I want to be in the world?,” “What kind of lifestyle am I seeking?” and “How can I make an impact?”

As Canadians, we like the metaphor of a canoe to represent our careers – we use it on our journey, we stock it with the tools we need, and we proactively steer it to our destination; sometimes we face rapids, and as conditions change so might our course.
What our brain hides from us!

**Illusion of Success**
- Focus on what we don’t have
- Not good enough thinking
- Prevents us from choosing what we want

**Success Mindset Reframe**
- Tap into your strengths
- Try and fail to build resilience
- Engage your curiosity
- Make changes
- Seek what you want
Growth vs Fixed Mindset

**Fixed Mindset:**
- Intelligence is static
- Leads to a desire to ‘look’ smart

**Growth Mindset:**
- Intelligence can be developed
- Leads to a desire to learn

**Mixed Mindset:**
- Truth is we all engage in both

Mindset, Dr. Carol Dweck, 2006
Can you recall a time or situation when you exhibited a Fixed Mindset? What were you telling yourself (thinking, feeling)?

Please share in the chat box, a familiar thought….

- I am not good at this
- I give up
- This is too hard
- I can’t make this any better
- I just can’t do it
- I make mistakes
- She is so smart, I will never be that smart
- It’s good enough
- Plan “A” didn’t work, I failed.
Can you recall a time or situation when you exhibited a Growth Mindset? What were you telling yourself (thinking, feeling)?

Please share in the chat box, a familiar thought…

- What am I missing
- I’m on the right track
- I’ll use some of the strategies we’ve learned
- This may take some time and effort
- I can always improve, or I’ll keep trying
- I’m going to train my brain in Math
- I’m going to figure out how she does it
- Is it really my best work?
- Good thing the alphabet has 25 more letters!
Characteristics of Career Growth Mindset

- **Skills** are development opportunities
- **Challenges** explore potential
- **Effort & Feedback** lead to achievement
- **Setbacks** support learning & build resilience
  - FAIL is a First Attempt In Learning
Career Growth Mindset

- Are you in a job search?
- Feeling the effects of the Iceberg Illusion?
- Notice how our thinking can limit our success or push it.

<table>
<thead>
<tr>
<th>Job Search Activity</th>
<th>How fixed mindset candidates respond</th>
<th>How growth mindset candidates respond</th>
</tr>
</thead>
<tbody>
<tr>
<td>Networking</td>
<td>“I’m not good at networking -- I’ll just apply to jobs online.”</td>
<td>“I know networking significantly improves my chances of getting hired. I can get better at it and feel better about it with practice.”</td>
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<tr>
<td>Interviewing</td>
<td>“I’m pretty good in interviews already.”</td>
<td>“I can be amazing at interviews with more practice.”</td>
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<tr>
<td>Missing Credentials</td>
<td>“I’ll settle for jobs that don’t require a new credential.”</td>
<td>“If this is the job I really want, I can do what it takes to get the credential or comparable experience.”</td>
</tr>
<tr>
<td>Rejection</td>
<td>“Maybe I’ll never get an offer.”</td>
<td>“I can learn what went wrong, do better next time, and become more resilient in the process.”</td>
</tr>
<tr>
<td>Accepting The Offer</td>
<td>“I don’t want to know if anything’s wrong with it, just gimme the job!”</td>
<td>“I want to know if my future boss and company culture are growth mindset too.”</td>
</tr>
</tbody>
</table>
21st Century Disrupters.

- Artificial Intelligence
- Climate Change
- Sustainability
- Globalization
- Social Consciousness

VUCA

- Volatility
- Uncertainty
- Complexity
- Ambiguity
- Vision
- Understanding
- Clarity
- Agility
Say Goodbye to 20th Century Jobs

- Top-down hierarchies
- Competing for Market Share
- Silo/Function-based work
- Organization-centric
- Command & Control
- Hierarchy
- Work-Life balance
- 30 Years in One Career

Welcome to 21st Century Work

- Nimble organization, transparent communication
- Creating New Markets
- Project-based work
- People-centric
- Trust-based
- Networks & Relationships
- Life-work
- 10+ Careers by 40
How to Foster a Career Growth Mindset in the 21st Century

- **Embrace Failure**
  - See adversity and setbacks as learning opportunities
  - Use curious questions to learn, grow and improve
  - Notice how learning from experience helps with future goal-achievement

- **Ask for Feedback**
  - Practice receiving constructive criticism
  - Value input from those you respect
  - Notice how input shapes who you are becoming and what is possible

- **Challenging Yourself**
  - See Challenges as an opportunity
  - Surprise yourself, take on challenges as they arise
  - Notice what that effort and determination can make possible
Practices to build Your Career Growth Mindset Muscle

1. Leverage Your Self-Insight
   - Know the value you bring to your work.
   - Understand your values, interests, skills, and strengths
   - Notice your ambitions and use them to guide your career decision-making and mastery
How strengths benefit career building.

• Strengths vs Skills
• Why strengths-based
Develop your Possible Selves?

Focus on an aspect of growth:

- What do you want to learn more about?
- What strengths, skills & experiences do you want to build?
- How do you want to contribute?
- Who do you want to serve?

*Identify 1-3 action steps to move you forward.*
Practices to build Your Career Growth Mindset Muscle

2. Explore Options
   - What do you aspire to? What challenges and opportunities are available to you?
   - Identify constraints and barriers to overcome
   - Notice skills, education, and organizational or geographical needs
What We Think Career Looks Like: Linear

1. finish high school
2. choose a post-secondary program
3. finish the program
4. get a job
5. work
6. retire

What Career Actually Looks Like: Squiggly

- finish high school
- choose a post-secondary program
- take a year off
- go back & finish or start a program
- change jobs
- change occupations
- take a full-time job
- go back to school
- work part-time
- retire
Possible Selves Activity

**Brainstorm:** Grab a pen and write down 3 – 5 challenges that pique your curiosity.
- What are you interested in doing?
- Try not to limit yourself to just work that you know.

**Pick One** and explore the following questions:
1. *How have you engaged in this challenge in your past?*
2. *How could you engage in this challenge in the future?*
3. *Think about the Challenge you have chosen, imagine there were no limitations, and money was not a factor. How would you want to help solve this challenge?*
4. *How can you learn more about this solution?*

Adapted from Career Stories
3. Set Goals

- Identify short and long-term goals
- Set short-term role development goals that support longer-term career aspirations
- Notice how what you aspire to determines the short-term steps that keep you motivated
Be SMART about your Goals
The Comfort Zone.
Practices to build Your Career Growth Mindset Muscle

4. Implement the Plan
   • **Progress** and **improve** toward career goals
   • Take Action; network, gain experience, and seek opportunities to bring you closer
   • Notice how your actions increase your confidence and bring you closer to your aspirations
Career Self-Efficacy

“Self-Efficacy is defined as people’s beliefs about their capabilities to produce designated levels of performance that exercise influence over events that affect their lives”

*Albert Bandura, 1994*

- Willing to try new tasks
- Welcome and seek challenges
- Persevere when things get tough
Career Challenge Mindset

Future Proof your career

• Career Control – experiment with what you are curious about
• Find Meaning – contribute to what matters to you
• Understand Purpose – build your sense of direction, and identify goals
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)
Stay Curious.

“If something is interesting to you, trust that it is interesting to you for a reason; that it is another breadcrumb on the amazing trail that will make your life yours and not anybody else’s.”

Magic, Elizabeth Gilbert (2016)
Thank You!
Awesome to spend some time with you today.
What questions do you have?