

It Takes a Village:

A Wraparound Approach to Maximizing Career and Life Engagement



Presented by:

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Agenda

Our
Context

Model

Application

A woman with shoulder-length brown hair, wearing a white button-down shirt and a black skirt, stands in a modern office. The office has a clean, minimalist design with white desks, grey chairs, and large windows. The lighting is bright and even. The woman is looking slightly to her right with a neutral expression.

**LIFELONG
CAREER DEVELOPMENT:**
Are We Walking Our Talk?

The Current Context

Aging Population

Gig Work

Dual Career Couples

Indigenous
employment / Incarceration

Fly-in Jobs

Single Parent Families

Youth Unemployment

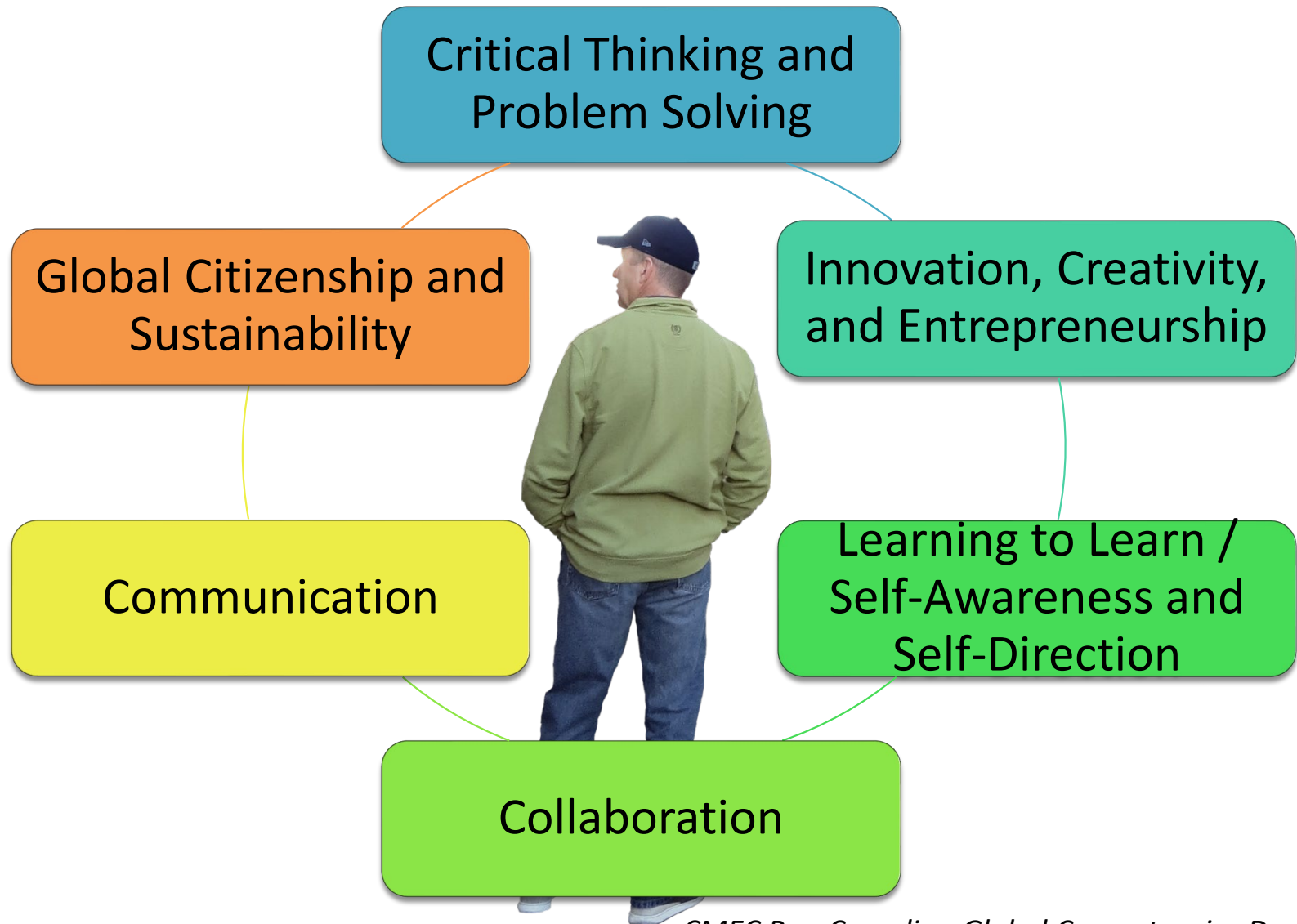
Impact of Technology & AI

Diversity

Rising Anxiety in Children

Retirement

Pan-Canadian Global Competencies (CMEC)



CMEC Pan-Canadian Global Competencies Descriptions

Age-Appropriate Interventions

Elementary



Career
Awareness

Middle



Career
Exploration

High



Career
Preparation

Post-Secondary

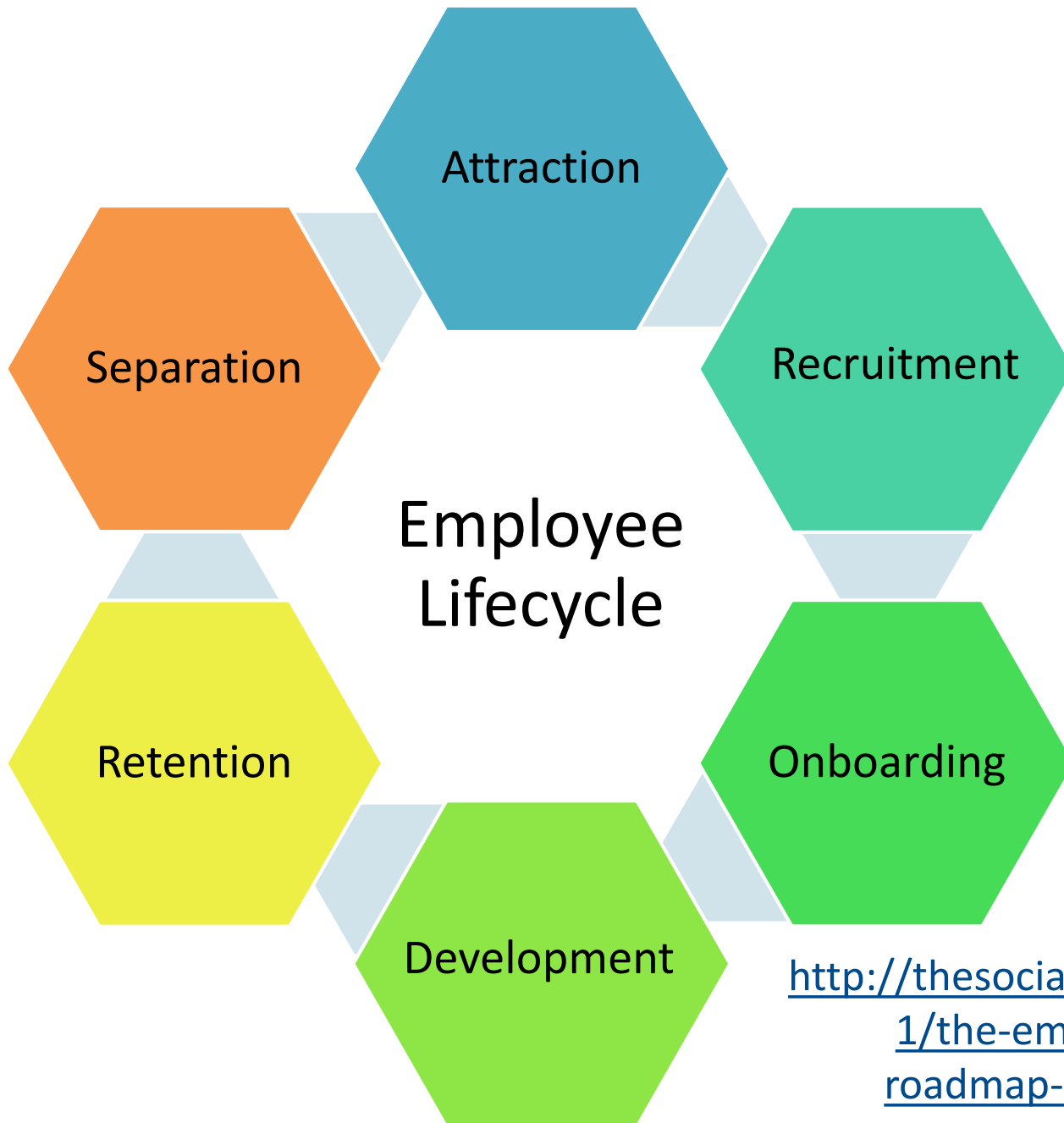


Work Search
& Career
Development



Career Development for Students (Shepard & Mani, 2014)

The Practice of Postsecondary Career Development (Browne & Russell, 2014)



Source:

<http://thesocialworkplace.com/2017/11/the-employee-lifecycle-is-your-roadmap-to-building-an-engaged-employee-experience/>



Individuals



Families



Educators



Community Leaders



Mentors / Role
Models

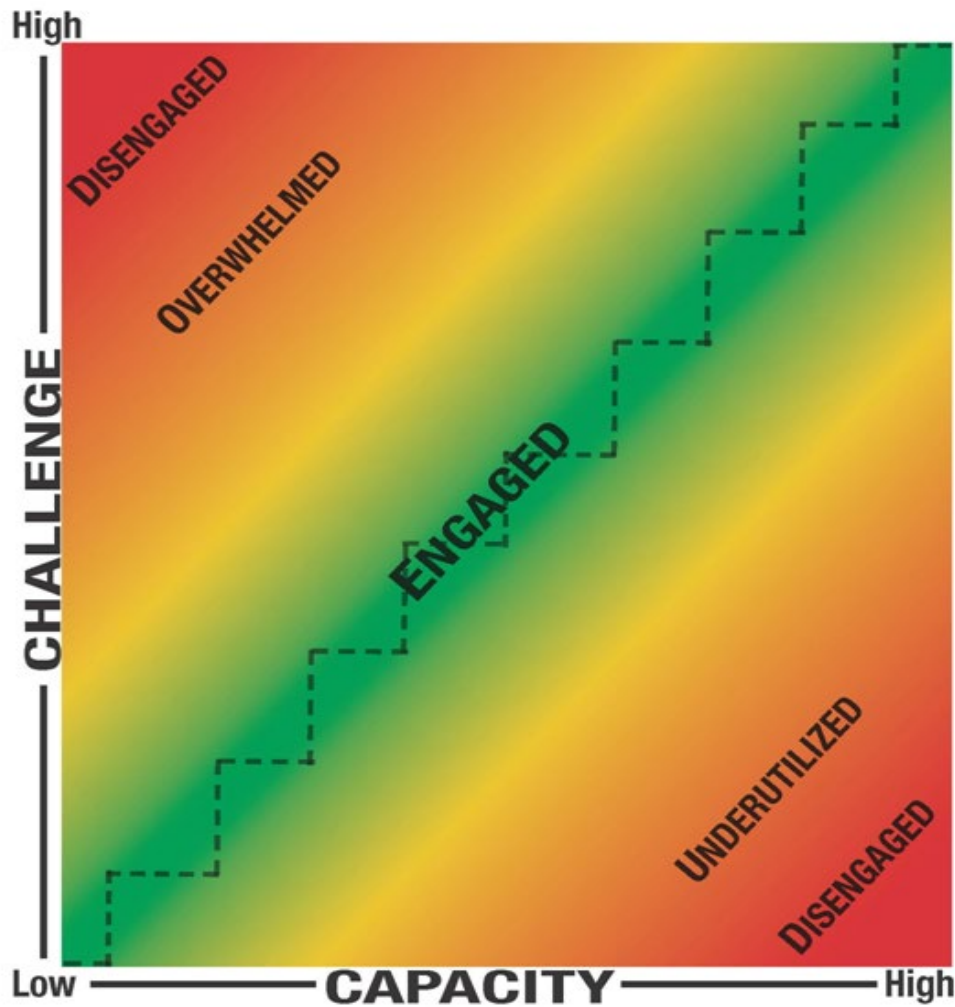


Employers



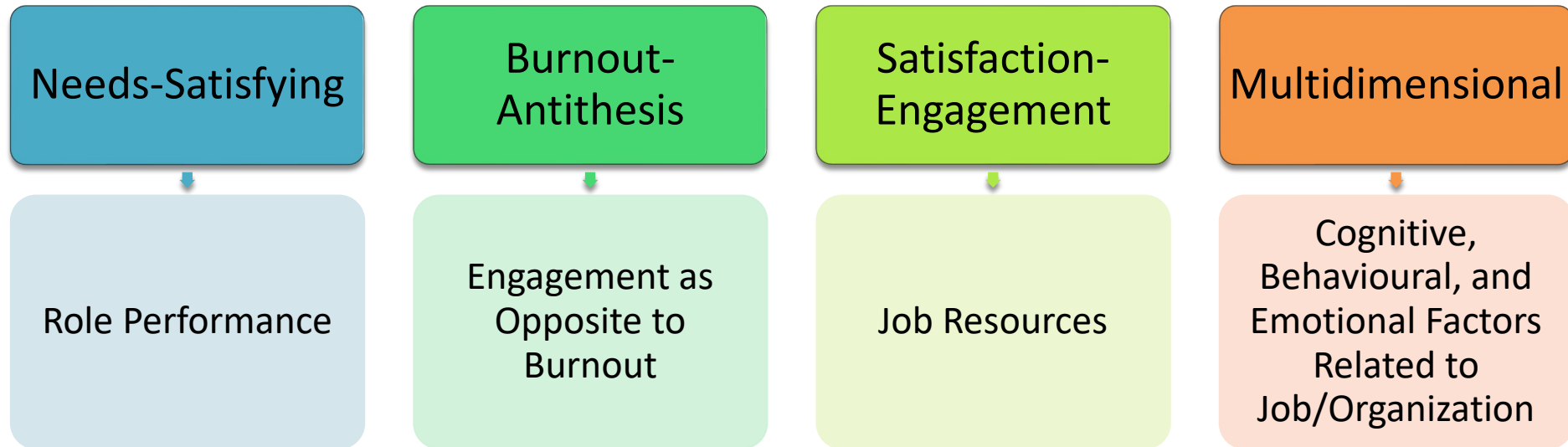
Policy Makers

IT TAKES A VILLAGE . . .



CAREER ENGAGEMENT MODEL

Approaches to “Engagement” in the Literature



ABC's of Student Engagement

Affective

- Sense of belonging in the classroom
- Interest, curiosity, or enthusiasm around specific topics/tasks

Behavioural

- Time-on-task
- Active participation in class activities

Cognitive

- Perseverance
- Use of metacognitive strategies
- Self-regulation



Career Success and Job Satisfaction

Continuous Learning

Flexibility

Persistence

Risk-Taking

Optimism

Planfulness

Networking

Financial Management

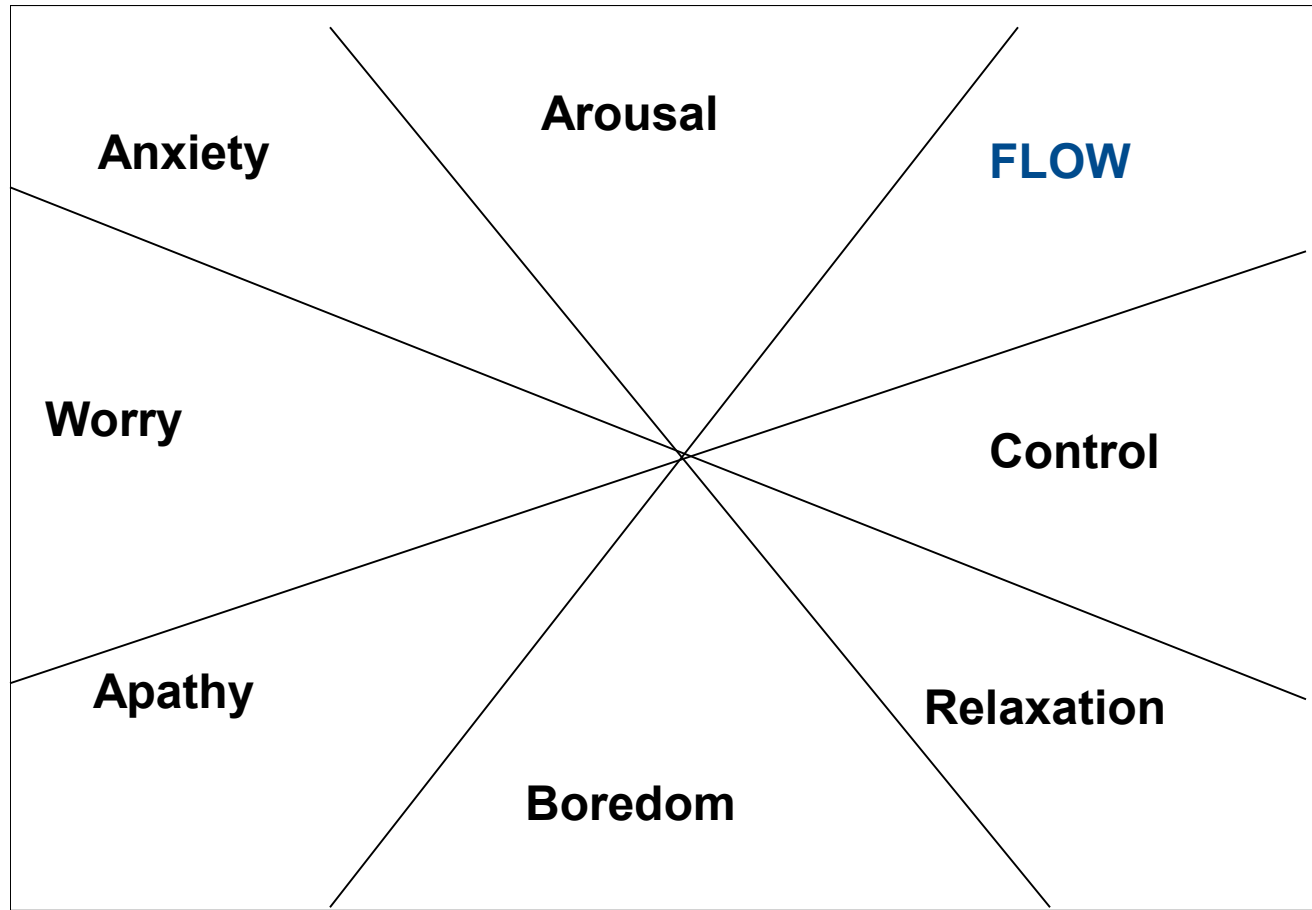
Work-Life Balance



FLOW

High

C
H
A
L
L
E
N
G
E
S



SKILLS

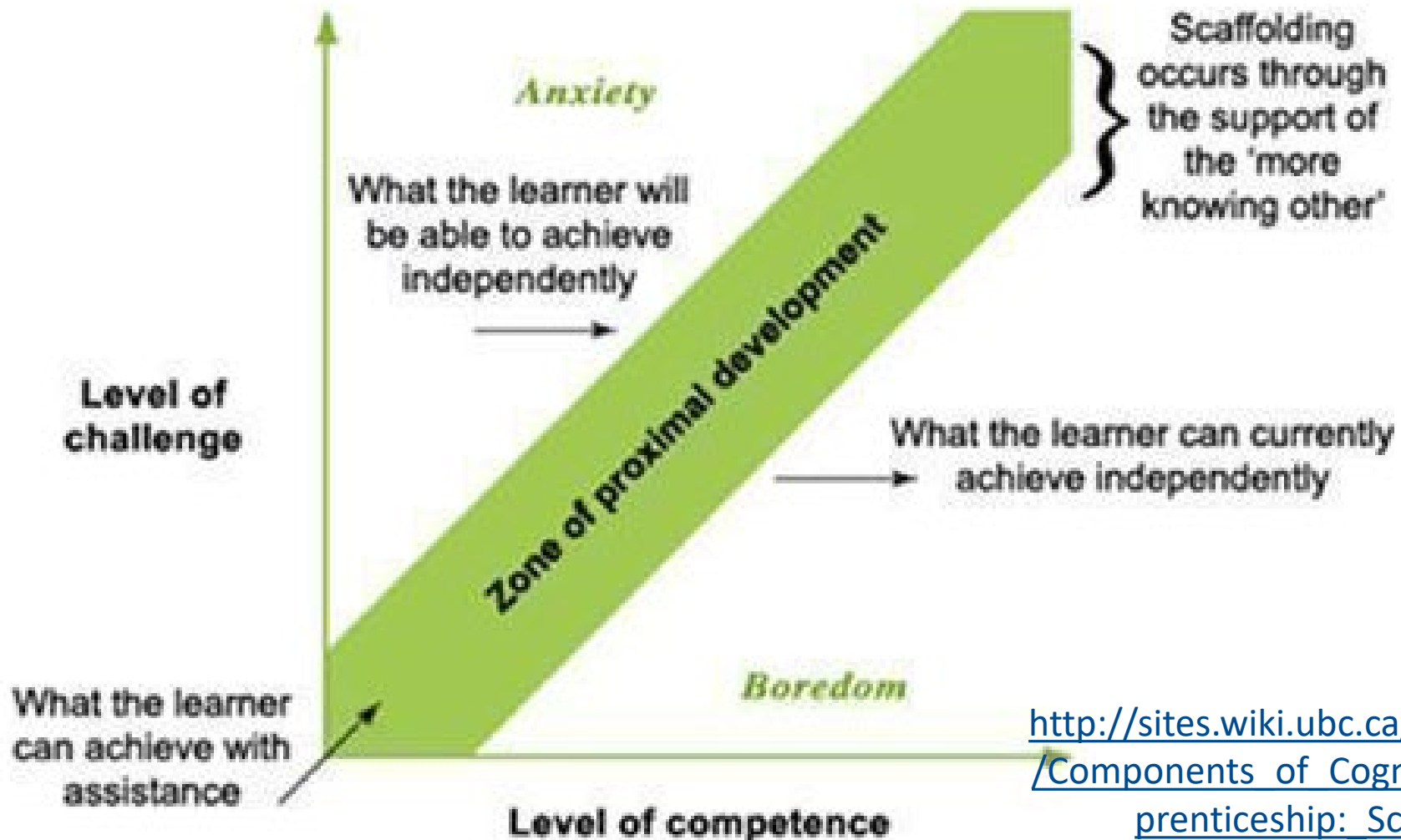
High



Low

~ Adapted from Csikszentmihalyi's (1997) *Finding Flow*

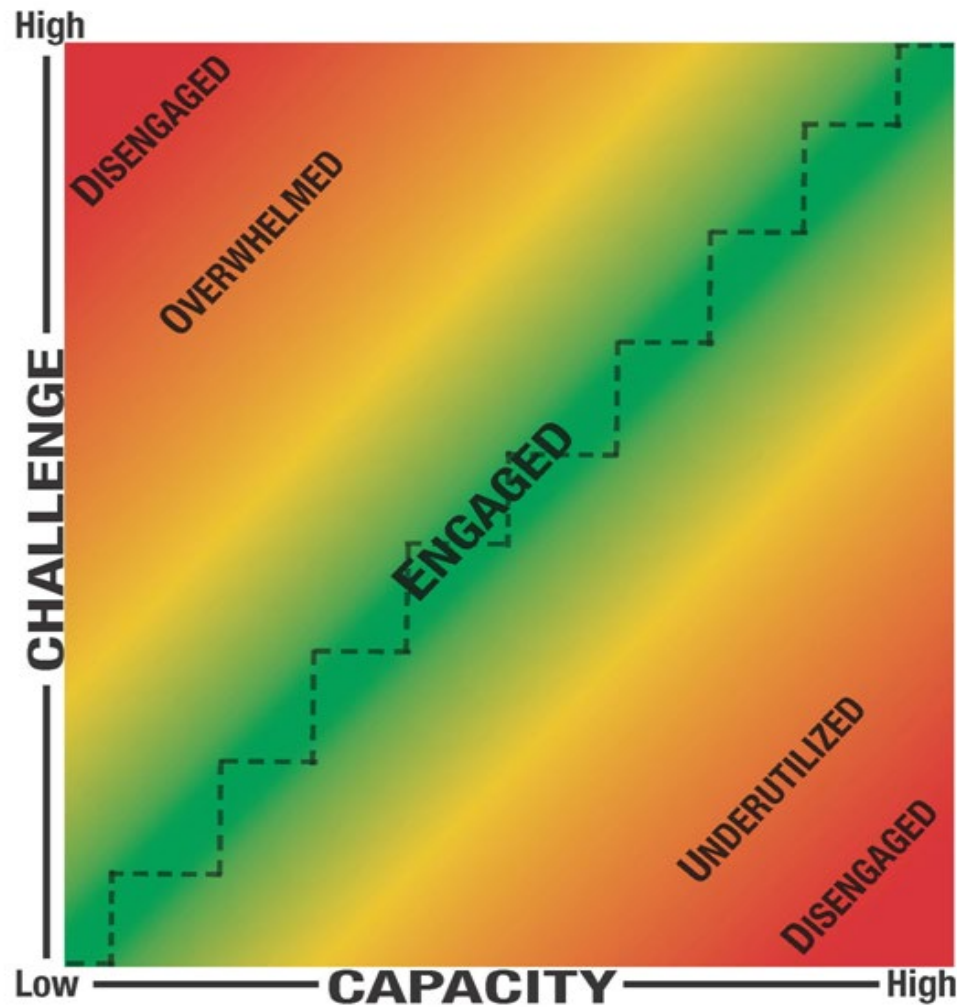
Zone of Proximal Development



Source:

[http://sites.wiki.ubc.ca/etec510/Components of Cognitive Apprenticeship: Scaffolding](http://sites.wiki.ubc.ca/etec510/Components%20of%20Cognitive%20Apprenticeship%3A%20Scaffolding)

Career Engagement



A young woman with long, straight blonde hair and blue eyes is smiling warmly at the camera. She is wearing a light grey blazer over a white top. She is seated at a desk, with her hands resting on a black keyboard. To her left is a large black computer monitor. The background is a bright, out-of-focus office setting with a window. The text "INDIVIDUAL SUPPORTING PERSONAL CAREER ENGAGEMENT" is overlaid in the center of the image in a bold, black, sans-serif font.

**INDIVIDUAL
SUPPORTING PERSONAL
CAREER ENGAGEMENT**



1. MONITOR YOUR CAREER ENGAGEMENT



2. REFLECT ON WHAT'S WORKING AND WHAT ISN'T

3. CONSIDER ALL YOUR LIFE ROLES



4. KNOW YOURSELF



5. EXPLORE OPPORTUNITIES



**6. DECIDE HOW MUCH
OR LITTLE TO SHIFT**





7. IDENTIFY INDIVIDUAL AND ORGANIZATIONAL CAPACITY

8. TAKE ON AN APPROPRIATE LEVEL OF CHALLENGE





**9. SET SHORT AND
LONG TERM
SMART GOALS**

10. AVOID DISENGAGEMENT



10 Tips for Strategic Career Engagement



1. Monitor your Career Engagement

2. Reflect on what's working and what isn't

3. Consider all your life roles

4. Know yourself

5. Explore opportunities

6. Decide how much or little to shift

7. Identify individual and organizational capacity

8. Take on an appropriate level of challenge

9. Set short and long term SMART goals

10. Avoid disengagement

MOBILIZE THE VILLAGE

Career Engagement Interventions



Individual

Supporting Personal
Career Engagement



Influencers

Maximizing Engagement

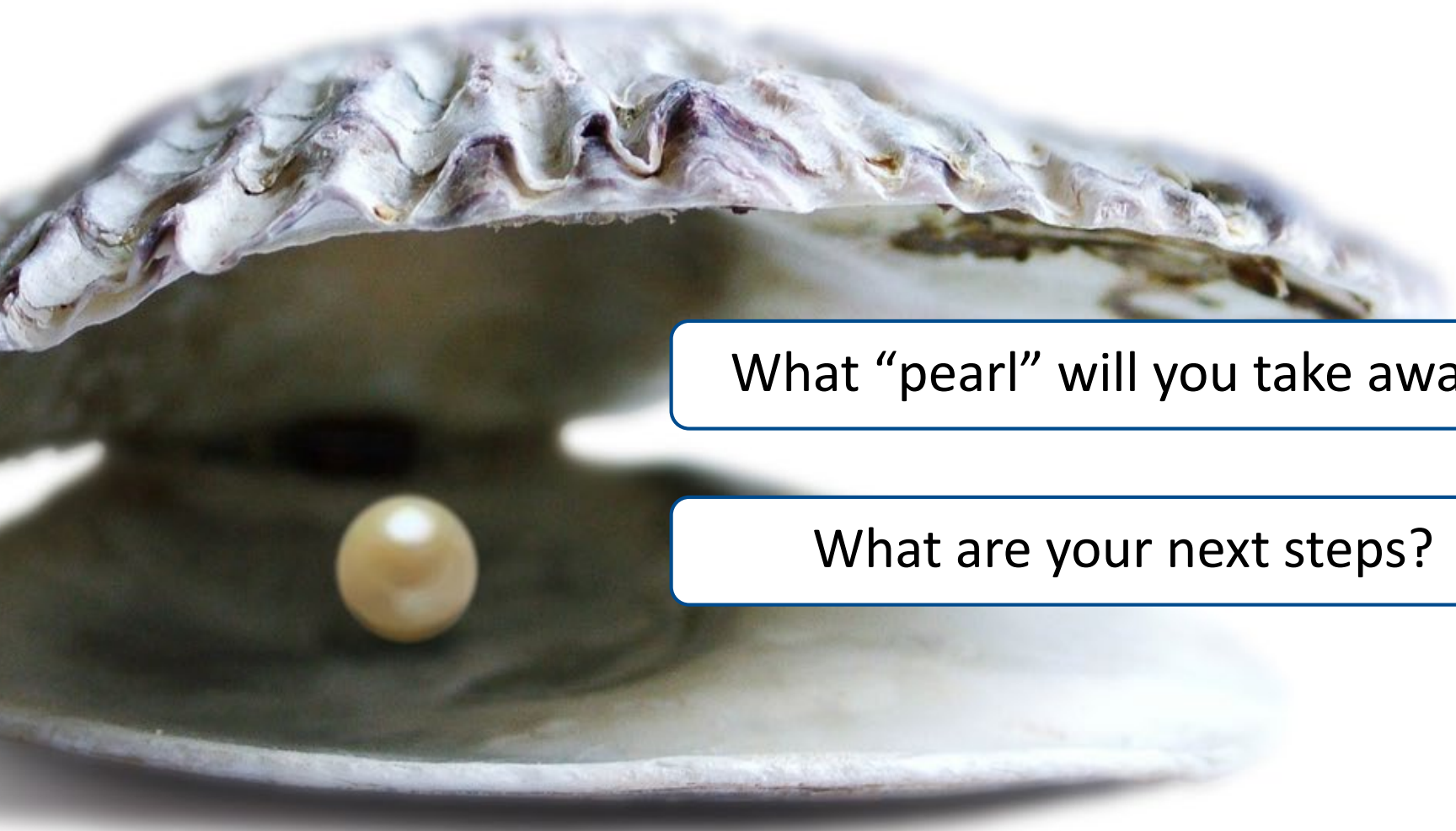


Systems

Embedding Career
Engagement Practices



PEARLS OF WISDOM



What “pearl” will you take away?

What are your next steps?