



The Prince's
Responsible
Business Network

Insight 3 – ‘Careers Happen’

Work Book

- Part of the Work Inspiration Toolkit -



Royal Founding Patron: HRH The Prince of Wales
Chairman: Jeremy Darroch
Chief Executive: Amanda Mackenzie OBE

Business in the Community is a registered charity in
England and Wales (297716) and Scotland (SC046226).
Company limited by guarantee No. 1619253.

Registered Office:
137 Shepherdess Walk, London N1 7RQ
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Our Insight

Our research shows that many young people have very little idea of how a career happens. Most have the impression that careers are entirely linear, with essentially someone staying in the same job over a lifetime.

On the other hand many employers say they are often faced with unrealistic expectations in young people and find this creates a lack of determination in some young recruits to progress through opportunities and training. It is just such opportunities that can turn first jobs into the start of a career.

'Careers Happen' is designed as a fun and interactive session that demonstrates the different and varied ways in which careers actually happen. It is a simple way to show that careers are often not linear.

How to make the most out of the 'Careers Happen' session

Create a time where the young person can meet with an experienced colleague. This can be one-to-one or the young people could work in pairs.

Ask the colleague to talk through their current role and their career to date. To help support this discussion in a way that is meaningful to the young people, we have developed the 10 questions in this work book to support this conversation.

To summarise what they have heard ask the young person to create a career board. The career board is a simple, visual way to help bring the answers to the 10 questions to life. The Career board should be a graphic representation for example, using paper, coloured pencils or crayons, photos from their meeting, pictures from magazines - to create an interesting graphic. This can also be done using MS PowerPoint or other computer based drawing tools.

The trick to making a good career board is to be creative with the images chosen to represent significant events that have led to the present so that they are both amusing and thought provoking. The final career board can be given by the young people to the interviewee as a thank you.





Questions

1. Many people have described their early career years as rather chaotic and muddled, a period of false starts and attempts to work out exactly what they were good at. Is that something you can relate to as well?

2. Did you always know what you wanted to do? Are you doing what you wanted or expected to be doing in your working life at this stage in your career?





3. Can you describe what your first work experience and job entailed? Did you take any training or other form of development that helped you to progress or to change direction?

4. During your first work experience and job, did you enjoy the work you were doing? And on reflection, do you think they proved to be useful experiences or did they represent wasted years?





5. At what stage did you start to recognise where your talents lay, and that you were starting to make significant progress? Was there a particular achievement that represented a career “rite of passage”?

6. To what extent do you think that the notion of a “lucky break” has influenced your career path, if at all?





7. Were there any particularly critical and difficult judgement calls that you successfully made that have had a defining role on your career path?

8. Are there any decisions in your earlier career years that you regret?



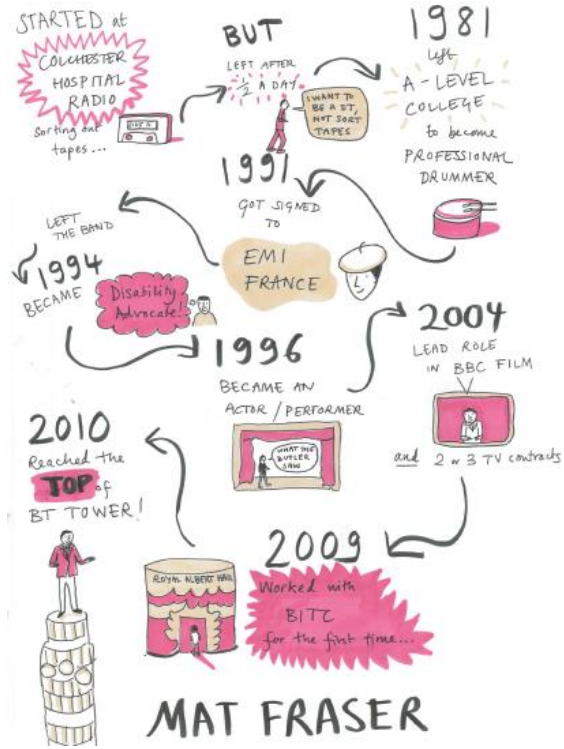
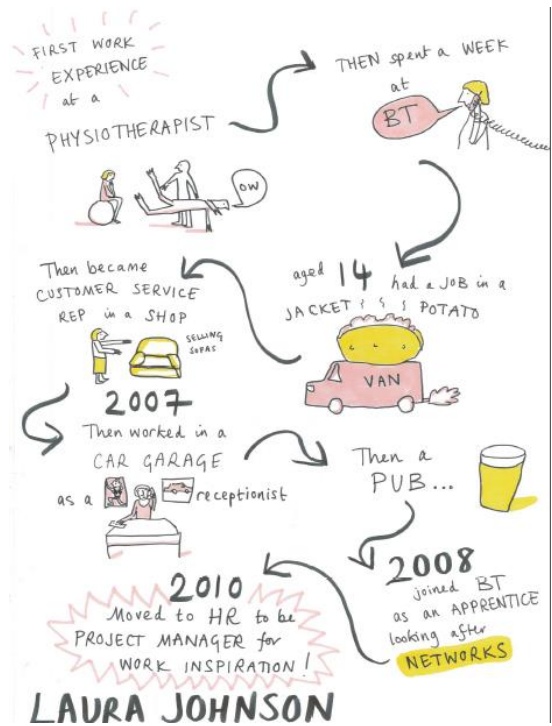
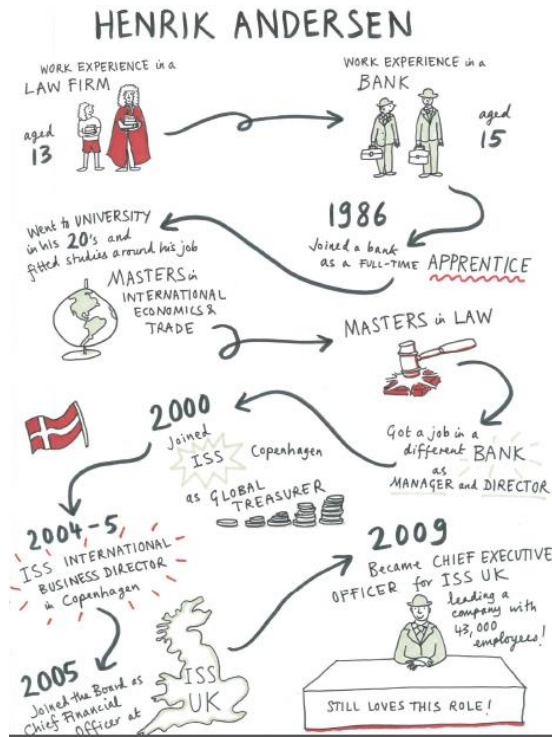


9. Many young adults emerge into the career world highly anxious that they have yet to identify their career goals and choices. What advice would you give them based on your personal experience?

10. How would you rate the importance of certain mentors in your career in terms of providing inspiration/opportunities/advice on critical career decisions. From your personal experience, what do you think makes a good mentor?



Example Career Boards





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Career Board



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Other Notes:



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