



## Parents As Career Coaches

### Session 1

### Welcome!

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## Who are Students Approaching?

**Top choices for career planning help**

- Parents 75%
  - Parents #1 choice @ 48%
- Friends 43%
- Expert in the field 42%
- Counselor 36%
- Other relatives 31%

**Low choices**

- Classroom teacher 23%
- CALM teacher 13%

Source: Magnusson & Bemes (2002)

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## What are Students Looking For?

- Pursue passion 84%
- Understand interests/abilities 82%
- Post-secondary information 76%
- Financial information 73%
- Help with the planning process 72%
- Support for career plans 71%

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## Challenges and Questions



**Discussion**

- *What challenges do you as a parent face in helping your children look at their life/work future?*



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## Parents as Career Coaches

**Helps you...**

- understand the process that occurs as your child transitions to work
- learn how to coach them in making future life/work decisions
- understand the importance of values, interests and skills in the process and how they can be expressed in a variety of roles



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## Parents as Career Coaches

**It will also help you...**

- explore the challenges of today's labour market and the skills needed to succeed
- learn how to access and use career information



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## Parents as Career Coaches

**Does not...**

- tackle all career development issues
- solve motivational, physical, mental, cognitive or wellness challenges/dynamics within the family
- train you to be a career counselor or labour market expert
- answer the question: "what occupation should my child select?"
- include your child in the sessions



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## Session 1 Objectives

**You will...**

- discover the 3 main components to being a career coach
- learn what types of skills qualities and attitudes employers are looking for
- explore the primary role of a career coach
- develop techniques to explore and uncover your child's interests, values and skills
- review key messages and attitudes with respect to the career journey



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## Coaching Roles

<u>Stage of Career Planning</u>	<u>Coaching Role for Parent</u>
Identify interests, values and skills	→ CLARIFIER
Check out opportunities	→ CO-RESEARCHER/CONNECTOR
Set goals and take action	→ SUPPORTER



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### 3 Types of Parental Involvement

I'm along for the ride

I'm in the passenger seat

I'm driving the car

**Legend**

p= My parents' involvement with me.

P= What involvement I'd have preferred from my parents.

m= My involvement with my children now.

M= What involvement I'd prefer to have with my children.

C= What involvement my children would prefer I had.

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### Roles Along the Continuum

1. Where were your parents on the continuum during your career planning? *(mark with p)*
2. Where would you've liked them to have been? *(mark with P)*
3. Where you would you put your involvement on the child's continuum? *(mark with m)*
4. Where would you like to be? *(mark with M)*
5. What type of involvement do you think your child prefers? *(mark with C)*

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### Attitudes, Knowledge & Skills

**Definitions...**

**Attitudes**  
a disposition or tendency to respond positively or negatively towards a certain idea, object, person, or situation.

**Knowledge**  
the sum or range of what has been learned/gained through study or experience.

**Skills**  
proficiency or dexterity that is developed through training or experience.

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### Types of Skills

- **Job Content Skills** - skills specific to a job or occupation.  
e.g., teaching computers; installing plumbing fixtures; searching property titles
- **Transferable Skills** - skills that can transfer to other jobs or occupations.  
e.g., teaching, using tools, research skills
- **Personal Management Skills** - skills useful in all jobs or occupations.  
e.g., being adaptable, trustworthy, responsible



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### Career Building Skills

- Strong reading, writing, numeracy, computer and problem solving skills
- Personal management skills
- Interpersonal and team work skills
- Awareness of interests, values and skills
- Able to find and use occupational, educational and labour market information
- Work search and self-marketing skills



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### Career Development Report Card

**Discussion**



- Identify **one** career building skill your child has now and how you think it was developed.
- Identify **one** career building skill you think your child needs to develop further and how you might help your child secure this.



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### The Clarifier Role

As a career coach (in my Clarifier role)

- ✓ we discuss activities (academic, leisure, etc.) our son/daughter are involved in
- ✓ help them understand and identify how these activities might be reflective of:
  - Interests
  - Values
  - Skills



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### Spotting Interests and Values

LIKES and DISLIKES



Past Present Future

*Our life experiences help us to create a 'sense of self' for ourselves!  
Follow Your Heart!*



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### Young Person's Life - Soccer

Possible interests or values...

- Likes physical activity
- Likes being around other people
- Likes to be competitive
- Likes to see tangible results
- Likes being part of a team

Possible Skills

- Good motor coordination
- Good Problem Solving Skills
- Follows Instructions



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### Young Person's Life - Chemistry

Possible interests or values

- Likes to solve problems by analyzing information
- Likes to do research
- Likes to bring a logical/rational approach to things
- Likes to read and work with words

Possible Skills

- Good Math Skills
- Good Reading Comprehension
- Good Memory Skills



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### Life's Blessings and Challenges

- Physical
- Learning
- Emotional
- Behavioural
- Financial
- Transportation



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### Career Messages to Your Child

Discussion

- *If you knew your daughter or son would listen to you, what two messages would you tell them about their career journey?*



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### High Five Messages

When it comes to career building...

- Change is Constant
- Follow Your Heart
- Focus on the Journey
- Stay Learning
- Access Your Allies



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### High Five Messages

Discussion

- Which of these messages seems to be most important?
- How would you use these in your role as a coach?

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### Session 1 - Review

During this session we...

- discovered the 3 main components to being a Career Coach and emphasized your role as a "Clarifier"
- reviewed information on some of the key Career Building Skills in today's workforce (e.g., Employability Skills 2000+)

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### Session 1 - Review (cont.)

During this session we also...

- practiced techniques to assist in helping to understand ways to help them discover interests and skills. (e.g., Passions and Interest activity)
- reviewed the "High Five" messages on career development



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### Session 1 - Wrap Up

- Write down one point from this session that either was a helpful new learning or reinforced something you already knew.
- Homework - Visit Career Options Web Site:  
<http://novascotiacaareeroptions.ca>
- **Don't forget to bring back all your worksheets and handouts to the next session!**



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