



Module: Exploring Career Pathways

This module covers how to connect personal qualities to potential career paths and identify roles that align to set career aspirations.

About CanWork BC

CanWork BC aims to make it easier for youth with disabilities ages to 15 to 30 years old to find and keep employment. There are a series of tools and resources for youth, employers, service providers, educators, and caregivers.

CanAssist at the University of Victoria, with the support of the BC Ministry of Social Development and Poverty Reduction, wrote the Provincial Employment Strategy for Youth with Disabilities (ESYD). This strategy informed the tools and resources.

The Youth Tool

The CanWork BC youth tool is available as an interactive online platform at portal.canworkbc.ca and through PDF workbooks such as this one. There are five dimensions of content available.

For the full PDF workbook content and accompanying facilitator guides, as well as other CanWork BC tools and resources, go to canworkbc.ca.

Introduction

This module has three sections to help you build your understanding of employment navigation. You'll explore:

- How your personality, strengths, values, and interests impact your career choices.
- How to identify which job aspects match who you are and what may not be the right fit.
- Ways to connect your skills and experience to your career path.

Each section will take around 15-30 minutes to complete, and you're welcome to take breaks in between.

Each section has activities that connect employment navigation to your own life to make sure this is useful for you. Be prepared to think about and record your answers in whatever way works best. That could be writing your answers in this workbook or using a different format that works for you like voice recording or typing in a notes app.

At the end of the module, you'll have the chance to put what you've learned into practice with reflection questions. Let's get started!

Section 1: Considering Career Influences

Finding a job that truly fits you is important because your personal traits play a huge role in shaping your career path. Understanding how your personality, strengths, and values align with a job makes you more likely to find rewarding and meaningful work.

In this section, we'll cover:

- How your personality, strengths, values, and interests impact your career choices.
- How to identify which job aspects match who you are and what may not be the right fit.
- Ways to connect your skills and experience to your career path.

By the end of this section, you'll have a better understanding of how your personal traits influence your career decisions, helping you find a job that feels fulfilling and aligned with your values.

Engage and Explore

Personal Qualities for Career Success

A personal quality is a part of who you are. It includes your personality, values, skills, strengths, and interests. These qualities affect how you work, interact with others, and what kinds of jobs

might fit you well. The more you know about yourself, the easier it will be to explore career options that are a good fit.

To learn more about your personality, interests, and values, check out the Identifying Personal Qualities module in the Self Exploration dimension. It will help you understand yourself better and make smarter career choices.

Strengths	Interests
<p>Knowing your strengths can guide you to a career where you can thrive. Your strengths could be skills you are naturally good at or things you enjoy doing.</p> <p>For example, if you are good at problem-solving, a career in engineering, science, or IT might be a good match. If you have strong communication skills, marketing, teaching, or coaching roles could suit you.</p>	<p>Your interests are the activities or topics you enjoy most and can guide you to a fulfilling career.</p> <p>For example, if you enjoy working with your hands, careers in trades such as carpentry, plumbing, or mechanics might be a good fit. If technology excites you, software development or digital marketing careers could be ideal.</p>

Remember, these are just examples. Your interests will help you find the best career for you.

Values

Your values are what matters to you in life. Understanding your values can help you choose a career that will satisfy and motivate you. Check out the examples below to see how your personal values might align with different career paths, but remember, there are many more options that could be a good fit for your values.

Helping others	Job stability	Work-life balance
<i>Career options:</i> Healthcare, social work, teaching	<i>Career options:</i> Government jobs, accounting, engineering	<i>Career options:</i> Remote work, counseling, roles like nursing that offer flexible hours

Skills

Your skills are the abilities you have developed through experience, education, or practice. These can include technical skills, like knowing how to use software, or soft skills, like communication or teamwork. Knowing your skills will help you match your abilities to the right career.

For example, if you have strong teamwork skills, careers that involve working in groups or supporting others might be a great fit.

Experience

Past experiences, such as jobs, internships, or volunteer work, can help guide your career path. These experiences give you insight into what you're good at and what you enjoy, helping you choose a job that fits you.

For example, if you've worked in customer service or retail, you might also like:

- Sales jobs
- Marketing
- Client relations

These jobs also require strong communication and people skills, which you may have developed through your previous experience.

Make it Personal

Your Ideal Career Path

Now that you've explored how your personality, strengths, values, interests, and experiences shape your career choices, it's time to think about your ideal career. Reflecting on these aspects can help you gain clarity about the type of job that suits you best.

Below, you'll find examples and reflective questions to guide you. You can use them to think deeply about each section. Feel free to write your answers below or in a notes app or another digital format that works for you. These responses will help you better understand your ideal career path.

1. Values

What are the things that matter most to you in a job? Consider what's important to you like work-life balance, helping others, creativity, job security, etc.

Reflective question: What values help me feel motivated and satisfied in a job?

Your values:

2. Skills

What are you good at? Think about skills that are more technical (like using specific tools or software) and skills that involve working with others (like communication, teamwork, or solving problems).

Reflective question: Which skills do I enjoy using the most, and how can I use them in a job?

Your skills:

3. Strengths

What are your natural strengths or things you enjoy doing that you do well? These could be talents or things you've learned over time, such as being good at organizing, creative thinking, or working with people.

Reflective question: How do my strengths make me feel confident in my work, and how can I apply them to my career?

Your strengths:

4. Interests

What do you enjoy doing? Think about activities or subjects that excite you—whether it’s technology, art, helping people, business, or spending time in nature. These could be hobbies, things you like to study, or activities you do in your free time.

Reflective question: What types of tasks or subjects do I feel passionate about, and how can I connect them to a career?

Your interests:

5. Past experiences

Reflect on any past experiences, whether in work, school, or volunteer activities. For example, you may have volunteered at a hospital, worked in customer service, or enjoyed organizing events.

Reflective question: What past experiences made me feel excited or successful, and how can they guide my career path?

Your past experiences:

6. Describe your ideal career

Use the information from the previous sections to describe your ideal job. Consider how your values, skills, strengths, and interests come together. For example, you might want to work in a creative field where you can help others, like marketing or design, using your creativity and communication skills.

Reflective question: Based on what I've learned about myself, what job would make me feel fulfilled and excited every day?

Your ideal career:

Section 2: Exploring Career Options

Exploring career options is important because it helps you connect your unique qualities with potential fields and roles. Knowing what suits you best can lead to a more fulfilling career path. This process builds confidence as you explore jobs that match your strengths and interests.

In this section, we'll cover:

- How to identify careers that align with your personal qualities.
- Matching your skills to roles that can bring you success and fulfillment.
- Strategies to explore career options that fit who you are.

By the end of this section, you'll feel more prepared to discover careers that suit your strengths and help you find fulfilling work.

Engage and Explore

Personality and Career Choices

Choosing the right career is about understanding your personality and what you enjoy. People with different personalities may prefer different work environments and job tasks.

Here are some examples of personality types and how they might affect career choices. Remember, these are just guides and some people may enjoy jobs that don't exactly match their personality

type. Exploring different career options is important to find what suits you best.

Reserved	Outgoing
<p>People who are more reserved prefer quiet, independent work. They might enjoy jobs such as writing, research, graphic design, or IT, where they can focus alone and work in small groups.</p>	<p>People who are more outgoing prefer social environments. They enjoy careers such as teaching, customer service, sales, or event planning, where they can interact with others and work as part of a team.</p>
Explorers	Routine seekers
<p>Explorers love variety and new challenges. Jobs such as consulting, entrepreneurship, travel, or creative roles such as marketing or design are great fits for those who enjoy change and learning new things.</p>	<p>Routine seekers prefer predictable tasks. Jobs such as accounting, administration, or manufacturing suit those who enjoy consistent, repeatable work and mastering specific skills.</p>

Creative thinkers	Problem solver
Creative thinkers enjoy expressing ideas and solving problems in new ways. Careers in the arts, design, writing, or marketing are perfect for those who love thinking outside the box.	Problem-solvers enjoy thinking of solutions to challenges. Jobs in engineering, construction, healthcare, or tech are ideal for those who like applying practical skills to create solutions.

Consider Your Work Preferences

Your work preferences show how you like to work. Knowing them can help you find a career that fits your style. Here are some examples of work preferences and possible career options. Remember, these are just a few ideas. There are many other jobs that could also be a good fit.

Structure or flexibility

- If you prefer structure, jobs such as project manager, teacher, or office administrator may work well, where processes and schedules are clearly defined.
- If you value flexibility, careers in freelance design, consulting, or creative writing offer more freedom to set your schedule and work on different projects.

Leadership or support roles

- If you enjoy leading others, management positions in business, education, or non-profits can allow you to guide teams and make decisions.
- If you prefer supporting roles, careers in administrative assistance, customer service, or technical support offer opportunities to assist others without taking on the leadership responsibilities.

Practical tasks or theoretical work

- If you enjoy hands-on work, jobs in engineering, mechanics, or construction may be a good fit. These jobs involve applying skills to solve practical problems.
- If you prefer theoretical work, careers in research, academia, or philosophy allow you to focus more on concepts, analysis, and developing new ideas.

Working alone or in a team

- If you prefer working alone, jobs such as freelance writing, coding, or research may suit you.
- If you enjoy working with others, careers in sales, teaching, or project management may be more fitting.

Location

- Do you have a preferred location for the job site that's easy for you to reach, or would you rather work from home?

Research Career Options

Once you've identified your personal qualities and work preferences, research different career paths. Use resources like career quizzes, job descriptions, and career tools to find options that match your strengths.

Learn More

For personalized career recommendations, try the WorkBC quizzes, which include the Work Value Quiz, Ability Quiz, and Work Preference Quiz: careerdiscoveryquizzes.workbc.ca

Get Experience and Explore

Sometimes, knowing if a career is the right fit for you can be hard without working in that role. Explore different careers through internships, part-time jobs, volunteering, or job shadowing. These experiences help you see if a job matches your interests and strengths.

Make it Personal

Career Options Scenarios

Now that you've learned about your personality and preferences, let's explore how they can help guide your career choices with some real-life situations.

In this activity, you will explore different career-related situations. Read each one and think about how you would respond. Based on the actions you think you would take, write down possible outcomes. If you need help check out the example answers at the end of the section.

Scenario 1

You prefer working alone but receive a job offer that requires teamwork. You're unsure if this fits your work style. What would you do? What do you think would happen?

Scenario 2

You know you are artistic and creative, but you're unsure which career path would suit you. What would you do? What do you think would happen?

Scenario 3

You know you want to become a teacher, but you're not sure what subjects or student age group you would most enjoy teaching. What would you do? What do you think would happen?

Career Options Scenarios Example Answers

Scenario 1

- **What you could do:** You think about the positive and negative aspects of the job. You decide to take the job and explore working in a team, even though it might not be your comfort zone. You view it as an opportunity to gain experience and develop new skills.
- **What might happen:** You learn to balance your preference for independent work with teamwork, and while challenging at first, the experience helps you improve your communication and collaboration skills.

Scenario 2

- **What you could do:** You decide to talk to a career advisor at your school or an employment service centre for guidance. You also take a career quiz to get more insight into potential fields. Additionally, you explore different creative roles by taking on volunteer work or part-time jobs to gain experience and see what your ideal job is.
- **What might happen:** By trying different creative roles, you gain a better understanding of what you enjoy and are good at, which helps you identify a career path that aligns with your strengths and passions.

Scenario 3

- **What you could do:** You start by reading job descriptions for teaching roles to understand the available options and what the required qualifications and skills are. You also research different types of teaching positions, such as elementary, high school, and special education, to see what fits your interests.
- **What might happen:** After reviewing job descriptions, you get a clearer idea of the opportunities that are available. You can now plan your education and training to meet the requirements for the teaching role you're interested in.

Section 3: Defining a Career Aspiration

Knowing what you want in your career can help you make better decisions and open more opportunities. Defining your career aspirations gives you a sense of purpose, helps you set goals, and allows you to adapt as your career path changes.

In this section, we'll cover:

- How to define your career aspirations.
- How your aspirations can change over time.
- How to set goals that help you stay on track.

By the end of this section, you'll have a better understanding of how to set goals and adjust to changes in your career.

Engage and Explore

Career Aspiration

A career aspiration is a goal or dream about the type of job or sector you want to work in. It could be a specific role, like becoming a nurse, or something more general, like working in healthcare. Understanding your career aspiration helps you focus on what you want and make choices that lead you in the right direction.

How to Choose a Career Aspiration

To figure out your career aspiration, think about your interests, strengths, and what's important to you. Here are some questions to guide you:

- 1. What do you enjoy?**

Think about activities or tasks that make you excited. For example, if you love helping others, careers in social work, teaching, or healthcare might be a good fit.

- 2. What are you good at?**

Focus on your strengths and talents. If you're great at problem-solving, maybe a role in engineering or IT would suit you.

- 3. What are you interested in?**

Do you want to help people, create things, or protect the environment? The kind of impact your job makes can help shape your career goals.

Exploring Career Aspirations

When thinking about your career, a clear idea of what you want is helpful. Your career aspiration is the job or sector you want to work in, but it can change as you gain more experience and learn new things.

For example, you may start out interested in marketing but later

realize you prefer graphic design. It's okay for your goals to change as you learn more about yourself.

Shaping Career Aspirations

To find the right career path, think about past jobs or volunteer work that made you feel proud or excited. Speaking to family and friends about what they like about their jobs can be helpful. You can also look at job postings online to see what kind of work might interest you (check out the Searching for Job Opportunities in the Employment Essentials module for more information). If you're unsure, trying internships, volunteering, or job shadowing in different sectors are good ways to explore what you enjoy.

Remember, career goals can change over time, and that's okay. Stay flexible and open to new opportunities as you go. Remember, career goals can change over time, and that's okay. Stay flexible and open to new opportunities as you go.

Make it Personal

Career Path Reflection

Now that you've explored career aspirations and how they shape your goals, start by thinking about your dream career, whether it's a specific job, like a nurse, or a broader field, like healthcare. Read the question and examples below, then write your answers below or in a notes app or another digital format that works for you.

This activity will help you understand your strengths and areas to improve, recognize opportunities to grow, and identify challenges you may need to overcome. By reflecting on these, you'll have a clearer idea of how to move forward in your career journey.

Strengths: What you're good at

What are your current skills, strengths or experiences that can help you succeed in your chosen work? *For example, "I'm good at problem-solving and have a degree in marketing."*



Weaknesses: What you need to improve

What skills or experiences do you want to improve or develop? *For example, "I want to improve my leadership skills to apply for a supervisor role."*

Opportunities: What can help you grow?

What opportunities like education, networking, or internships can help you grow? *For example, "I can take online courses in digital marketing and attend industry events."*

Challenges: What issues might hold you back?

What challenges, like outside factors or personal issues, could make reaching your goals harder? Thinking about your strengths and opportunities can help you navigate challenging situations. *For example, "The jobs market is competitive, and I feel unsure about leadership roles."*



Reflect and Connect

Great work! We've covered a lot in this module including:

- Understand how personal qualities like personality shape career choices.
- Identify career options that match your personal qualities and work preferences.
- Use resources to define your career aspirations.

Take a moment to think about the questions below and how they relate to your experiences. Think of this as a reflective journal for yourself, which you can refer to later.

Happy reflecting!

Which of your personal qualities (such as personality, strengths, values, interests, skills, and experience) do you see reflected in your career choices?

Do you prefer working alone or interacting with others? Do you like leading a team or supporting others? How does this influence your job choices?

**Do you like change and challenges, or do you prefer routine?
How might that guide your career path?**

What factors do you consider when deciding on a specific job or sector? How do you feel about the possibility of your goals changing in the future?

Keep Going

There is so much more to learn! Access the full CanWork BC content and learn more about the program at **canworkbc.ca**.

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