



Self Exploration

Connect personal attributes, including strengths, values, and identity, to the employment journey. This dimension covers identifying personal attributes, identity exploration, and understanding career purpose and motivation.

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

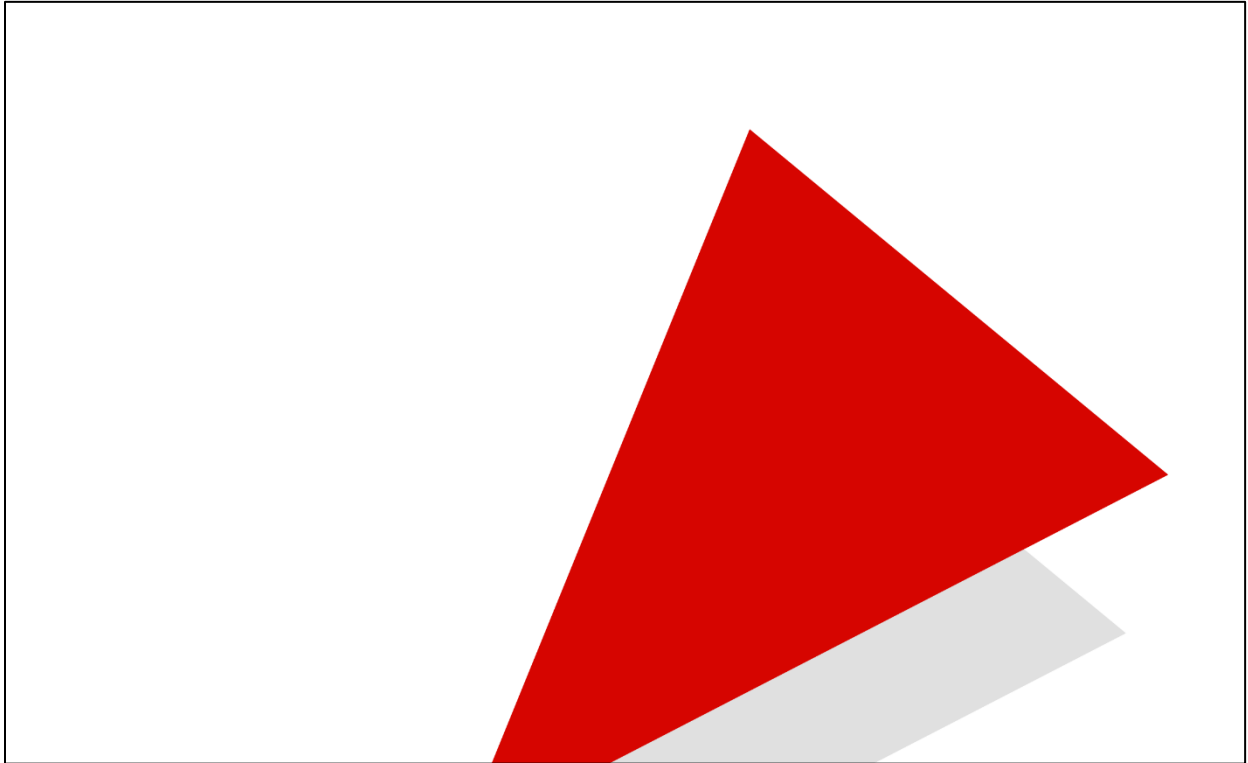
The CanWork BC youth tool is available as an interactive online platform at portal.canworkbc.ca and through PDF workbooks such as this one. There are five dimensions of content available.

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

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Module: Building a Foundation for Self Exploration

This module covers the core aspects that influence and make up who one is, including understanding how personal traits influence interactions and decisions.

Introduction

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

- Discovering the importance of self-awareness and beginning to explore who you are.
- Recognizing how your traits affect daily experiences, with an understanding that they can be strengths or weaknesses depending on the situation.
- Understanding how your traits impact workplace decisions, experiences, and interactions, and finding environments that support your strengths.

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 self exploration 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: Building an Understanding of Self

Knowing yourself is a key step in shaping your personal and professional growth. Self-awareness helps you understand your strengths, values, and areas for improvement, making it easier to confidently navigate life's choices.

In this section, we'll cover:

- How self exploration helps you understand different aspects of yourself.
- Ways to begin self exploration and learn more about who you are.

By the end, you will have a better understanding of yourself, empowering you to make informed decisions and move forward with clarity.

Engage and Explore

Getting to Know Yourself

Understanding yourself is an exciting journey! Taking small steps toward learning more about yourself can help you make better choices, grow in confidence, and improve your relationships.

When you're unsure of yourself, it can be hard to know what you truly want, and you might end up just following others or going with the flow.

Let's now explore the key aspects that shape who you are and influence your decisions. This will guide you in making choices that align with your true self.



1. Personality

Personality is the mix of behaviors, feelings, and traits that make you who you are. It affects how you handle tasks and interact with others. Knowing your personality helps you pick jobs that fit your natural style of working, communicating, and

solving problems. This makes it easier for you to do well in those roles.

2. Strengths and weaknesses

These are the things you're good at and the areas where you might struggle. Understanding your strengths and weaknesses helps you find jobs that match your strengths and improve areas where you need work. It also shows you where you can grow and develop.

3. Interests and passions

These are the things you love doing and care about most. Knowing your interests helps you see possible career paths and keeps you motivated and engaged in your work.

4. Values and beliefs

Values and beliefs are the ideas and principles that guide your decisions and reflect what's important to you. Knowing your values helps you make career choices that match your ethics and morals so you can find fulfillment and meaning in your work.

5. Identity

Your identity is how you see yourself in relation to the world, including your qualities, traits, and connections to others. Your identity influences how you interact with people, make choices, and plan your career. It helps you form real connections and find jobs that align with who you are.

6. Community

Community refers to groups or places where you feel a sense of belonging. Knowing your community helps shape your work experiences and supports your professional relationships and networks.

7. Impact and contribution

This is about the difference you make in your communities based on who you are. Understanding how you can help others gives you a sense of purpose and fulfillment in your work.

Ways to Start Understanding Yourself

Self-awareness is a journey, not something you achieve all at once. It's an ongoing process. Here are some tips to help you start building your self-awareness:

- **Regular reflection**

Set aside time each week or month to think about your thoughts, feelings, and actions. Ask yourself, "What went well this week? What could I do better?"

- **Mindfulness**

Mindfulness is about focusing on what's happening right now without judging it. It helps you notice your thoughts and feelings so you can understand how to react calmly in different situations.

- **Try new things**

Step out of your comfort zone to discover new things about yourself. Try new activities, take on different roles, or meet new people to see how you handle unfamiliar situations.

- **Ask for feedback**

Sometimes, other people notice things about you that you may not see. Ask friends, family, or coworkers for feedback on your strengths and things you can improve.

- **Keep a journal**

Write down your thoughts and feelings often to understand yourself better.

Now that you've taken your first step in understanding yourself, it's time to reflect on what you've learned and how it can shape your growth. Click to the next page to apply what you have learned into your life!

Make it Personal

Take One Step Toward Knowing Yourself

Now that you've learned about the first steps to knowing yourself, let's take action! This activity is all about exploring your strengths, weaknesses, and how you think and feel.

Instructions:

- **Look at the suggested actions in the table below.** Decide which one you would like to try.
- **Complete the action.** Take your time, this is about starting the process, so there's no rush.
- **Reflect on what you learned using the questions below.** You can write your answers in the text boxes, or in a notes app or another digital format that works for you.

1. Suggested actions:

Keeping a journal
Start a journal to reflect on your thoughts, feelings, and actions. Write whenever you feel inspired, without worrying about a set schedule. As you reflect, consider how you feel today, what went well, what you could have done better, and what you've learned from your experiences.
Mindfulness
Take a few minutes in a quiet place to practice mindfulness. Focus on the present moment. Notice your thoughts, feelings,

and physical sensations without judging them. This will help you become more aware of your emotions and reactions.

Try something new

Choose something new to try, whether it's a new activity you've never done, taking on a new responsibility, or meeting new people through a group or event. Pay attention to your feelings during the experience and observe how you handle the situation.

Ask for feedback

Ask a trusted person, such as a friend, family, or coworker, for feedback on something you're doing well and one thing you could improve. Be open to their thoughts and see how it can help you grow.

2. Reflective questions:

What did you learn about yourself?

How did you feel during the task?

Did you find anything challenging or surprising?

How will this experience help you grow?

Section 2: Exploring the Role of Personal Qualities

Knowing your personal qualities is a key part of understanding how you interact with the world around you. Personal qualities are the characteristics and traits that shape who you are, such as being patient, creative, or confident. These qualities are important in your daily life, shaping how you handle situations and make decisions.

In this section, we'll cover:

- How your personal qualities can change depending on different situations.
- How self-awareness helps you recognize when a quality can be a strength or a weakness.

By the end of this section, you'll have a better understanding of how your personal qualities shape your actions and decisions. This will help you use them more effectively in personal and professional situations.

Engage and Explore

What Are Personal Qualities?

Personal qualities are the traits or characteristics that shape you and your behaviour. They reflect your natural tendencies, values, and actions, like being organized, outgoing, empathetic, or

resilient. Unlike skills, which can be learned, personal qualities are often part of your core self.

However, personal qualities are dynamic and they can change depending on the situation. What works well in one context might not work as well in another. Being aware of this helps you use your qualities more effectively.

Using Personal Qualities in Everyday Life

You use your personal qualities every day in different situations, like solving problems, interacting with others, and making decisions. These qualities guide your actions and how you approach different situations. Here's how some qualities might show up in your life:

Organized	If you're organized, you might make detailed plans or keep a to-do list to stay on track.
Creative	If you're creative, you might think of unique solutions when faced with a challenge or come up with new ideas to improve things.
Empathetic	If you're empathetic, you might listen carefully to others and offer support when they're going through a tough time.

While these qualities help you in many situations, their

effectiveness depends on the context. A quality that works well in one scenario might not be as helpful in another.

Strengths and Weaknesses in Different Situations

Personal qualities can be strengths or weaknesses, depending on the situation. What's important is being aware of how your qualities affect your actions and knowing when to adjust them. Here are some examples:

- **Detail-oriented**

Paying attention to details is helpful in tasks that need accuracy. But in busy situations, focusing too much on details can slow you down.

- **Confidence**

Confidence is good when leading a team or sharing ideas. But if you're too confident, it might come off as dominating and ignore others' thoughts.

- **Flexibility**

Being flexible helps when things change, and you need to adapt. But if you're too flexible, it can be hard to say "no" or set boundaries, which can lead to burnout.

Tips for Using Your Personal Qualities

To make the most of your personal qualities, try these steps:

- **Observe your actions**

Pay attention to how you use your qualities in different situations. Do they help you, or are they holding you back? This self-reflection can give you valuable insights.

- **Ask for feedback**

Sometimes, it's hard to see our own qualities clearly. Asking friends, family, or coworkers for feedback can help you understand how others see you and how your qualities affect your interactions.

- **Be adaptable**

Your qualities can change. You can learn to adjust how you use them depending on the situation. Being adaptable will help you face challenges more easily.

By becoming more aware of how you use your personal qualities, you can take advantage of your strengths and adjust when necessary. Now that you have a better understanding, check out the next activity to put what you've learned into practice!

Make it Personal

Your Traits in Action

Now that we've explored the idea of personal qualities and how they can be strengths or weaknesses depending on the context, let's dive into reflecting on your own traits!

Instructions:

- **Read each situation below.** Think about how you would react in the example.
- **Circle up to three personal qualities** that best describe you or write your own.
- **Fill in the table with the three traits for each situation.** By knowing which traits you use most, you can better recognize when they help you and when they might need adjusting.

Tip: If you're finding it difficult, feel free to ask family or friends for their perspective on how they see you in these scenarios.

Team-working: When working on a team with others, you would describe yourself as... (circle up to three or write your own)

For example, you are working on a group project at school to create a presentation. How do you describe your approach to working and problem-solving with others?

Thankful	Supportive	Firm	Patient
Helpful	Forgiving	Driven	Kind

Trusting	Competitive	Confrontational	Direct
Considerate	Confident	Outspoken	Determined

Task management: When managing your personal plans and tasks, you would describe yourself as... (circle up to three or write your own)

For example, you have several homework assignments and a part-time job. How do you describe your approach to making sure everything gets done?

Organized	Hardworking	Hardworking	Forgetful
Goal-oriented	Disciplined	Disciplined	Easygoing
Reliable	Detail-oriented	Detail-oriented	Flexible
Efficient	Responsible	Responsible	Adaptable

Emotional responses: When responding to your own or another person's emotions, you would describe yourself as... (circle up to three or write your own)

For example, your friend is upset after a fight with someone else and wants to talk about it. How would you describe your approach to listening to their feelings about it?

Empathetic	Understanding	Protective	Nurturing
Compassionate	Caring	Warm	Calm
Sympathetic	Encouraging	Affectionate	Self-controlled
Supportive	Sensitive	Generous	Avoidant

Meeting new people: When meeting new people, you would describe yourself as... (circle up to three or write your own)

For example, you're at a new school or job and don't know anyone. How do you describe your approach to making new friends?

Outgoing	Shy	Polite	Charming
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Friendly	Reserved	Approachable	Charismatic
Sociable	Quiet	Warm	Confident
Talkative	Cautious	Inviting	Nervous

Responding to conflict: When handling conflicts, you would describe yourself as... (circle up to three or write your own)

For example, you're disagreeing with a classmate or colleague over how to complete a project. How would you describe your approach to resolving it?

Calm	Open-minded	Passive	Respectful
Patient	Flexible	Confident	Forgiving
Diplomatic	Stubborn	Understanding	Collaborative
Tactful	Aggressive	Fair	Resilient

Fill in the table with the traits you circled or wrote for each situation:

Situation	Trait	Trait	Trait
Team-working			
Task management			
Emotional responses			
Meeting new people			
Responding to conflict			

Now that you've completed the activity, you have a better idea of how your personal qualities show up in different situations. Pay attention to when your traits help you and when they might need to

be changed. The more you understand how your qualities work, the better you can use them in the right way and adjust when needed.

Section 3: Applying Self-Understanding to Employment

Understanding yourself is an important part of figuring out how to succeed in the workplace. Your personal qualities affect how you interact with others and make decisions at work. This section will help you connect what you know about yourself to your job journey.

In this section, we'll cover:

- How your personal traits impact your work experiences and relationships.
- How knowing your strengths and weaknesses can guide your decisions at work.
- Why it's important to look for work environments where your qualities are valued and supported.

By the end of this section, you'll have a better understanding of how to use your personal qualities to make smarter decisions and find the right workplace for you.

Engage and Explore

How Personal Traits Influence Work

Your traits play a big role in how you experience work. Here are some examples of how different qualities can affect workplace situations:

Communication style	If you enjoy talking to others or are a good listener, you might thrive in team-based or customer-focused roles. For example, a patient listener could succeed in customer service or support roles.
Problem-solving	If you're creative or enjoy solving problems, you may do well in roles that require thinking of new solutions. For example, an innovative person could succeed in marketing, design, or strategic planning.
Emotional response	Your emotional traits can affect how you handle stress or challenges at work. For example, someone who stays calm and resilient in tough situations may perform well in high-pressure jobs like emergency services or fast-food restaurants.

How Self-Awareness Affects Decision-Making

Your personality traits influence how you make decisions at work. Depending on your traits, you may have different decision-making styles. Here are a few examples:

- **Detail-oriented thinkers**

If you like to consider all the details before making a choice, you may take more time. This is helpful for jobs that need careful planning. For example, a detail-oriented person may do well in finance or research, where careful decisions are needed.

- **Quick decision-makers**

If you prefer making fast decisions, you might enjoy jobs that need quick thinking, like emergency services or fast-paced industries. For example, a person who makes quick decisions could thrive in project management or event planning, where speed is important.

How Personal Traits Affect Interactions

Your traits also impact how you get along with others at work. Knowing your style can help you build better relationships with your coworkers. Here are two examples:

Team players	Independent workers
<p>If you're naturally caring and like working with others, you might do well in jobs focused on teamwork and helping people.</p> <p>For example, someone who enjoys working with others might be a great fit in roles like customer service or social work, where empathy and good communication are important.</p>	<p>If you like working alone and focusing on tasks by yourself, you might be better suited to jobs where you can work more independently.</p> <p>For example, a person who enjoys working alone might thrive in jobs like writing, research, or software development, where you don't need constant interaction with others.</p>

Finding Jobs Based on Your Personal Traits

Finding jobs that align with your strengths is important, but you can also explore roles that push you to grow. Here's how to look for both:

- **Understand the company culture**

Research whether a company's values and work culture fit your personality. If you prefer teamwork, look for companies that focus on team collaboration and a supportive environment.

- **Roles that fit your strengths**

Look for jobs that make the most of your abilities. For example, if you're detail-oriented, administration or project management roles could be a good match. Or if you enjoy problem-solving, jobs like IT support or troubleshooting could be a good fit.

- **Roles that help you grow**

Taking on new challenges can help you learn and build confidence. For example, if you're good at problem-solving but want to improve communication, a customer support or team-based job can help you practice speaking up.

Helpful tips:

- **Ask for feedback:** Getting regular feedback helps you understand how your traits affect your work and how to improve. Ask your boss or coworkers for tips on using your strengths better.
- **Keep growing:** Your traits and skills may change, so keep reflecting on how to improve.
- **Be authentic:** Being yourself at work helps you connect with coworkers and create a positive environment where you can succeed.

By applying your self-awareness at work, you can make better decisions, build stronger relationships with coworkers, and find a job that lets your personal qualities shine.

Make it Personal

Personal Traits Reflection Journal

Take a moment to reflect on your personal traits and how they influence your work. Understanding your strengths and areas for growth can help you make more informed decisions about your career path.

Instructions:

- **Read through each example below.** Use the prompts to guide your thinking.
- **Write your response, action and reflection.** You can write your responses below, in a notes app, or another digital format that works for you to refer to later.

Strengths

Think about your traits that help you succeed in your work. These could be skills, behaviors, or personal qualities that have helped you perform well. Reflect on times when you have been proud of your work or received positive feedback.

Prompt: *What are your strengths? Are you a good listener? Do you enjoy talking to others, solving problems, or staying calm in stressful situations?*

Your response:

Action to take: *How could you use this trait in your current or future work? For example, if you're good at problem-solving, you could take on more challenging projects that require creative solutions.*

Your action:

Areas to Grow

Everyone has areas where they can improve. Recognizing where you want to grow can help you focus on developing those traits. Think about traits you feel less confident about or challenges you've faced.

Prompt: *Are there traits you feel less confident about, such as speaking up in meetings, adapting to change, or managing time effectively?*

Your response:

Action to take: *How can you improve these areas in your current or future work? For example, set a goal to practice speaking up in group settings to improve communication.*

Your action:

How Your Traits Impact Your Career Goals

Now, think about how your strengths and areas for growth might influence the type of job you want and the work environment that suits you best.

Example reflection:

Strengths: *"If I am good at communication and teamwork, I can do well in customer service roles where I connect with others."*

Areas to grow: *"If I want to improve my emotional resilience, I might choose a role where I can practice handling stress, like customer support."*

Your Reflection:

Strengths:

Areas to grow:



Reflect and Connect

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

- Understanding the factors that shape who you are and how to start exploring them.
- Identifying how your personal qualities impact your job experiences and interactions.
- Applying self-understanding to choose careers that align with your values and skills.

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.

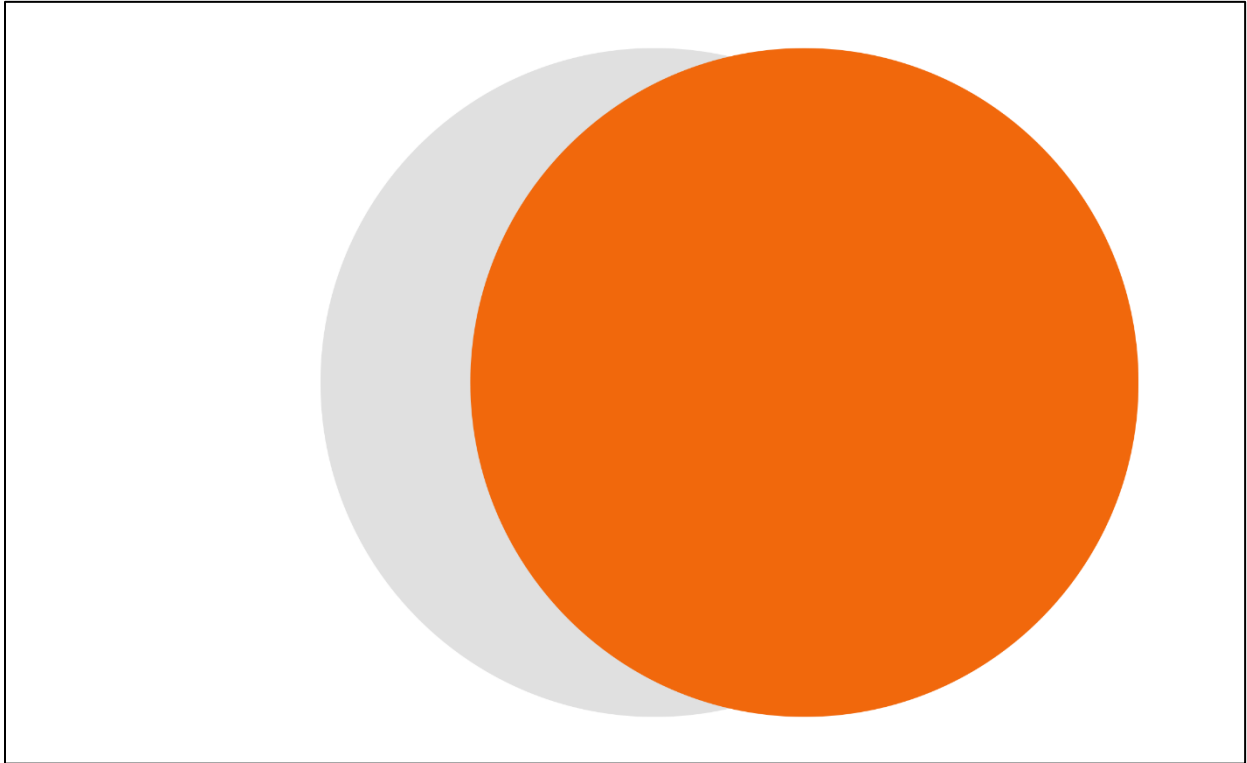
Happy reflecting!

What are your strengths and weaknesses?

Are there situations where your strengths could become weaknesses?

Which trait are you most confident in, and how does it affect your work decisions?

What trait would you like to focus on developing further? And how can it help your career?



Module: Identifying Personal Qualities

This module covers strategies for exploring and identifying core personal qualities, including personality, interests, passions, values, and beliefs, while connecting them to individual strengths and areas for growth.

Introduction

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

- Recognizing how your personality traits influence your actions and interactions.
- Identifying your passions and how they guide your career choices.
- Exploring your beliefs and values and how they shape your decisions at work.

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 self exploration 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: Identifying Personality Traits

Understanding your personality traits is an essential part of personal and professional development. By identifying these traits, you can gain insight into how they influence your behavior, decisions, and interactions with others, especially in the workplace.

In this section, we'll cover:

- How personality traits shape your behavior and decision-making.
- How to explore and identify your personality traits.
- The impact of personality traits on workplace relationships.

By the end of this section, you'll have a better understanding of your personality traits and how they affect your professional life. This will help you make decisions that align with your strengths and create opportunities to grow.

Engage and Explore

The Five Major Personality Traits

Personality can be understood in many ways, but one helpful approach is to group traits into five main categories¹. Each of these groups includes smaller, related traits that describe different aspects of who we are. Every trait has its own strengths and challenges, and knowing these can help us manage situations more effectively and feel happier overall.

For example, being detail-oriented is great for careful tasks but can feel overwhelming when things are flexible. On the other hand, being laid-back is good for staying calm, but it might not work well in stressful situations.

Here's a breakdown of the five traits:

<p>Agreeableness</p>	<p>Agreeableness is about being kind, trusting, and caring about others.</p> <p>People with high agreeableness are cooperative and get along well with others.</p>
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¹ The Big Five Personality Traits framework was largely developed by Paul Costa and Robert McCrae. 1992. Revised NEO Personality Inventory (NEO-PI-R) and NEO Five-Factor Inventory (NEO-FFI). Odessa, FL. Psychological Assessment Resources.

	<p>People with lower agreeableness may be more competitive, ambitious, and willing to speak their minds.</p>
Conscientiousness	<p>Conscientiousness means being organized, careful, and paying attention to details.</p> <p>People who are more conscientious tend to be organized and careful about the details.</p> <p>People who are less conscientious may be more flexible and spontaneous, preferring to go with the flow.</p>
Emotionality	<p>Emotionality describes how strongly people feel and react to emotions.</p> <p>People with high emotionality tend to be compassionate and sensitive.</p> <p>People with lower emotionality may be more logical, relying on reason rather than emotions.</p>

<p>Extraversion</p>	<p>Extraversion is about being social, energetic, and outgoing.</p> <p>People who are more extraverted enjoy being around others and thrive in social situations.</p> <p>People who are less extraverted may prefer quieter activities and value deeper personal connections over large groups.</p>
<p>Openness</p>	<p>Openness involves being imaginative and willing to try new things.</p> <p>People with high openness are creative, curious, and enjoy exploring new ideas.</p> <p>People with lower openness may prefer routine and feel more comfortable with familiar, practical things.</p>

Personality Traits and Decision-Making

Your personality traits also play a big role in how you make decisions. Here's how they might influence your choices:

Risk-takers	Cautious individuals
<p>People with high openness may be eager to take on new opportunities, like applying for a promotion or starting a new career. However, they might take too much risk because they don't always consider all the potential downsides.</p>	<p>People who are more conscientious might carefully evaluate options before making decisions, ensuring that they are well-prepared but possibly hesitating when taking bold steps.</p>

Personality Traits and Interactions

Your personality traits also influence how you interact with others, especially in the workplace. Your personality shapes how you communicate, work with others, and handle conflict.

Here are some examples:

- **Outgoing**

People who are outgoing may easily build relationships and network, making it easier to connect with colleagues or mentors.

- **Reserved and thoughtful**

People who are reserved and thoughtful may prefer quieter work environments where they can focus independently. They might find it harder to be in roles that require constant social

interaction.

- **Emotionally stable**

People who are emotionally stable are likely to remain calm in stressful situations, while those more prone to stress might need to develop coping strategies to stay focused under pressure.

Remember:

There is no "good" or "bad" personality trait. Every trait has its strengths and areas to grow in, depending on the situation.

Your traits can change and develop over time; understanding yourself is an ongoing process.

Understanding your personality helps you play to your strengths, adapt to challenges, and make more informed decisions in your career.

Make it Personal

Personality Traits Quiz

Ready to explore who you are? Take this 15-question quiz to discover more about your personality.

Instructions:

- **Read each question.** Think how you would react in that situation.
- **Circle the option that most relates to you.** Don't overthink it, just pick what feels natural.
- **Answer all 15 questions** to get your results.
- **Calculate your score** using the instructions at the end.

Just a heads-up:

This personality quiz is not a standardized test. It won't diagnose or label you. It's just meant to help you understand more about your preferences and habits. The results are for you to reflect on personally.

1. You and a friend have a minor disagreement about weekend plans. How do you typically resolve it?

- Insist on your plans and convince your friend to go along with them.
- Apologize and let your friend decide on the plans to avoid conflict.
- Agree to do separate activities without much discussion.
- Discuss each other's preferences and find a compromise that makes both happy.

2. You're participating in a team-based trivia competition at work. How do you react to the competition?

- Participate willingly but prefer a more relaxed approach, focusing on enjoying the experience.

- Enjoy the challenge of the competition and participate without being overly competitive.
- Feel uncomfortable with competitive situations and prefer not to actively participate.
- Get highly competitive, eager to win, and contribute actively to the team's success.

3. A classmate asks you for help with homework. How do you respond?

- Offer to explain the material and help them understand it fully.
- Tell them you're busy and don't have time to help right now.
- Quickly assist them with the specific problem they're stuck on.
- Suggest they ask the teacher or another classmate for help.

4. You have a big project due in a month. How do you approach it?

- Break down the project into smaller tasks and set deadlines.
- Begin working on the project when you feel ready.
- Start planning and outlining the project immediately.
- Wait until the last week to start working on the project.

5. Your room needs organizing. What do you do?

- Tidy up and rearrange things to make the room look better.
- Leave it messy until it becomes a real problem.
- Sort everything meticulously and create a detailed organization system.
- Organize your belongings based on importance and use.

6. Your manager informs you at the last minute that there is a sudden change in project plans. How do you react?

- Feel frustrated, struggle to adapt, and prefer sticking to your original plan.
- Feel a bit unsure but promptly adjust your schedule and make a detailed plan.
- Experience some anxiety but try to make a rough plan to manage the new tasks.
- Quickly adapt to the new change, reorganizing your tasks to ensure everything is done well.

7. You receive a critical comment from a friend about your work. How do you react?

- Brush it off and do not let it affect you much.
- Take it personally and feel upset about the criticism.
- You feel upset about the criticism but consider their feedback seriously.
- Appreciate their honesty and think about whether the criticism is valid.

8. You have an important test coming up that you feel anxious about. How does this feeling affect you?

- You view the test as another test trying to detach from the anxiety you are feeling.
- You constantly think about worst-case scenarios, overwhelmed by anxiety and unable to focus.
- You feel nervous but use meditation and calming activities to control your emotions.
- You're concerned about the test but manage to continue with your day, keeping the worry in the background.

9. You're watching a deeply emotional movie with friends, leaving everyone visibly moved. How do you typically react in such situations?

- Feel emotional but try to maintain composure, offering comfort to others.
- Remain unaffected outwardly, not letting the movie impact your mood.
- Feel sympathetic, but keep your emotions private, reflecting internally.
- Tear up and openly express your emotions, feeling deeply affected.

10. You're at a party with friends. What are you most likely doing?

- Leading a group discussion on a topic you find interesting.

- Sitting quietly and observing others without participating much.
- Talking with friends you already know in a smaller group.
- Mingling and meeting new people with confidence.

11.You have a free day for yourself. What plans would you prefer the most?

- Staying at home and reading books by yourself, enjoying some quiet and solitude.
- Inviting a friend over for a relaxed and personal hangout.
- Exploring somewhere new with your family and enjoying the adventure together.
- Going to a social event to meet new people and engage in lively conversations.

12>Your manager assigns a group project at work. How do you feel about it?

- Prefer working closely with a few trusted colleagues rather than a large group.
- Excited to collaborate and share ideas with colleagues.
- Prefer working independently to ensure tasks are done according to your methods.
- Comfortable working with others and contributing effectively to the project.

13. You are planning a weekend plan with friends. Which option resonates most with you?

- Trying out a new board game with friends.
- Having a relaxing staycation at home.
- Exploring a new city's museums and galleries.
- Going for a walk in a familiar, scenic location.

14. Your manager announces a significant change in your work responsibilities. How do you react?

- Feel somewhat anxious but willing to adjust, focusing on understanding the new tasks gradually.
- Feel cautious and try to stick to your usual routine, until you fully understand your new responsibilities.
- Feel optimistic and ready to adapt, seeing it as an opportunity to grow and develop.
- Embrace the change eagerly, excited about the opportunity to challenge yourself and gain new skills.

15. You're at a restaurant known for its diverse menu with unique and exotic dishes. What would you most likely order?

- An unfamiliar dish with ingredients you know, but prepared in a unique way.
- A dish you've never tried before, based on the waiter's recommendation.
- Your favorite dish that you always order at this restaurant.

- A dish you've had before at similar restaurants, but with a slight variation.

Instructions for Calculating Quiz Results

If you're printing out the quiz, follow the three steps below to calculate your results.

Before you see your quiz results, remember these traits aren't labels, they're simply tools to explore your personality. Take a moment to think about your results and see if they resonate with you. It's okay if you don't fit perfectly into one category, everyone is different!

1. Gather your answers

Each question has multiple choice answers with a value assigned to each option (0, 1, 2, or 3). Circle the value corresponding to your selected answer for each question.

2. Add up your scores

For each personality trait, add up the values of your selected answers.

Example: If your answers for agreeability are 3, 1, and 2, your total score for agreeability is $3 + 1 + 2 = 6$.

3. Interpret your scores

Compare your scores to the following ranges to understand your personality traits:

Score:

- 0-1: Low

- 2-3: Somewhat low
- 4-5: Moderate
- 6-7: High
- 8-10: Very high

Quiz questions and values:

Agreeability:

Q1.You and a friend have a minor disagreement about weekend plans. How do you typically resolve it?

- Insist on your plans and convince your friend to go along with them. (0)
- Apologize and let your friend decide on the plans to avoid conflict. (2)
- Agree to do separate activities without much discussion. (1)
- Discuss each other's preferences and find a compromise that makes both happy. (3)

Q2.You're participating in a team-based trivia competition at work. How do you react to the competition?

- Participate willingly but prefer a more relaxed approach, focusing on enjoying the experience. (1)
- Enjoy the challenge of the competition and participate without being overly competitive. (2)
- Feel uncomfortable with competitive situations and prefer not to actively participate. (0)

- Get highly competitive, eager to win, and contribute actively to the team's success. (3)

Q3.A classmate asks you for help with homework. How do you respond?

- Offer to explain the material and help them understand it fully. (3)
- Tell them you're busy and don't have time to help right now. (0)
- Quickly assist them with the specific problem they're stuck on. (2)
- Suggest they ask the teacher or another classmate for help. (1)

Agreeability total score (Q1 + Q2 + Q3) = _____

Conscientiousness:

Q4.You have a big project due in a month. How do you approach it?

- Break down the project into smaller tasks and set deadlines. (2)
- Begin working on the project when you feel ready. (1)
- Start planning and outlining the project immediately. (3)
- Wait until the last week to start working on the project. (0)

Q5.Your room needs organizing. What do you do?

- Tidy up and rearrange things to make the room look better. (1)
- Leave it messy until it becomes a real problem. (0)
- Sort everything meticulously and create a detailed organization system. (3)
- Organize your belongings based on importance and use. (2)

Q6. Your manager informs you at the last minute that there is a sudden change in project plans. How do you react?

- Feel frustrated, struggle to adapt, and prefer sticking to your original plan. (0)
- Feel a bit unsure but promptly adjust your schedule and make a detailed plan. (2)
- Experience some anxiety but try to make a rough plan to manage the new tasks. (1)
- Quickly adapt to the new change, reorganizing your tasks to ensure everything is done well. (3)

Conscientiousness total score (Q4 + Q5 + Q6) = ____

Emotionality:

Q7. You receive a critical comment from a friend about your work. How do you react?

- Brush it off and do not let it affect you much. (0)
- Take it personally and feel upset about the criticism. (3)

- You feel upset about the criticism but consider their feedback seriously. (2)
- Appreciate their honesty and think about whether the criticism is valid. (1)

Q8.You have an important test coming up that you feel anxious about. How does this feeling affect you?

- You view the test as another test trying to detach from the anxiety you are feeling. (0)
- You constantly think about worst-case scenarios, overwhelmed by anxiety and unable to focus. (3)
- You feel nervous but use meditation and calming activities to control your emotions. (1)
- You're concerned about the test but manage to continue with your day, keeping the worry in the background. (2)

Q9.You're watching a deeply emotional movie with friends, leaving everyone visibly moved. How do you typically react in such situations?

- Feel emotional but try to maintain composure, offering comfort to others. (2)
- Remain unaffected outwardly, not letting the movie impact your mood. (0)
- Feel sympathetic, but keep your emotions private, reflecting internally. (1)
- Tear up and openly express your emotions, feeling deeply affected. (3)

Emotionality total score (Q7 + Q8 + Q9) = _____

Extraversion:

Q10.You're at a party with friends. What are you most likely doing?

- Leading a group discussion on a topic you find interesting. (3)
- Sitting quietly and observing others without participating much. (0)
- Talking with friends you already know in a smaller group. (1)
- Mingling and meeting new people with confidence. (2)

Q11.You have a free day for yourself. What plans would you prefer the most?

- Staying at home and reading books by yourself, enjoying some quiet and solitude. (0)
Inviting a friend over for a relaxed and personal hangout. (1)
- Exploring somewhere new with your family, enjoying the adventure together. (2)
- Going to a social event to meet new people and engage in lively conversations. (3)

Q12>Your manager assigns a group project at work. How do you feel about it?

- Prefer working closely with a few trusted colleagues rather than a large group. (1)
- Excited to collaborate and share ideas with colleagues. (3)
- Prefer working independently to ensure tasks are done according to your methods. (0)
- Comfortable working with others and contributing effectively to the project. (2)

Extraversion total score (Q10 + Q11 + Q12) = _____

Openness:

Q13. You are planning a weekend plan with friends. Which option resonates most with you?

- Trying out a new board game with friends. (2)
- Having a relaxing staycation at home. (0)
- Exploring a new city's museums and galleries. (3)
- Going for a walk in a familiar, scenic location. (1)

Q14. Your manager announces a significant change in your work responsibilities. How do you react?

- Feel somewhat anxious but willing to adjust, focusing on understanding the new tasks gradually. (1)
- Feel cautious and try to stick to your usual routine, until you fully understand your new responsibilities. (0)
- Feel optimistic and ready to adapt, seeing it as an opportunity to grow and develop. (2)

- Embrace the change eagerly, excited about the opportunity to challenge yourself and gain new skills. (3)

Q15. You're at a restaurant known for its diverse menu with unique and exotic dishes. What would you most likely order?

- An unfamiliar dish with ingredients you know, but prepared in a unique way. (2)
- A dish you've never tried before, based on the waiter's recommendation. (3)
- Your favorite dish that you always order at this restaurant. (0)
- A dish you've had before at similar restaurants, but with a slight variation. (1)

Openness total score (Q13 + Q14 + Q15) = _____

Results:

Agreeableness total score:

- **Low agreeableness:** People who are highly self-motivated and goal-oriented. They are confident in expressing their opinions and are not afraid to challenge the current situation.
- **(2-3) Somewhat low agreeableness:** People who are practical and assertive. They balance their personal goals with the needs of others but prioritize efficiency and effectiveness.

- **(4-5) Moderate agreeableness:** People who appreciate the value of kindness and cooperation. They balance their own needs with the needs of others, ensuring fair and respectful interactions.
- **(6-7) High agreeableness:** People who are deeply empathetic and dedicated to nurturing positive relationships. They are skilled at maintaining harmony and are assertive in upholding their values.
- **(8-10) Very high agreeableness:** People who are naturally empathetic, cooperative, and trusting. They are good at fostering harmonious relationships and are willing to compromise to maintain peace and understanding.

Conscientiousness total score:

- **Low conscientiousness:** People who are spontaneous and adaptable. They prefer flexibility over strict schedules and enjoy exploring new and diverse experiences.
- **(2-3) Somewhat low conscientiousness:** People who balance spontaneity with reliability. They are adaptable yet manage to meet their responsibilities.
- **(4-5) Moderate conscientiousness:** People who are generally reliable but may be more flexible in their planning and less strict about details. They balance structure with spontaneity.
- **(6-7) High conscientiousness:** People who are disciplined and reliable, balancing detailed planning with flexibility as needed.

- **(8-10) Very high conscientiousness:** People who are organized and reliable, often planning and paying attention to details. They are persistent in achieving their goals and maintaining high standards.

Emotionality total score:

- **Low emotionality:** People who are calm and resilient, able to manage stress effectively and bounce back quickly from setbacks. They maintain a stable emotional state even in difficult situations.
- **(2-3) Somewhat low emotionality:** People who generally remain collected under pressure. They experience emotions less intensely and recover quickly from stressful situations.
- **(4-5) Moderate emotionality:** People who experience occasional stress and anxiety but are generally able to cope with life's ups and downs. They maintain emotional stability with some effort.
- **(6-7) High emotionality:** People who experience intense emotions and can effectively manage them, seeking strategies to maintain emotional stability in difficult situations.
- **(8-10) Very high emotionality:** People who are sensitive to their emotions and the emotions of others. They may react strongly to stressors and benefit from supportive environments during challenging times.

Extraversion total score:

- **Low extraversion:** People who are quieter and introspective, preferring deep personal connections or small gatherings over large social events. They may need more time alone to recharge.
- **(2-3) Somewhat low extraversion:** People who enjoy quiet and reflective activities. They value deep, meaningful connections with a few close friends.
- **(4-5) Moderate extraversion:** People who enjoy social interactions but also value time alone. They can be outgoing in certain situations but also appreciate quiet moments.
- **(6-7) High extraversion:** People who thrive in social situations and actively seek out opportunities for interaction, while also appreciating moments of solitude for reflection.
- **(8-10) Very high extraversion:** People who are sociable, energetic, and enthusiastic in social settings. They enjoy being around others, often taking on leadership roles and seeking excitement.

Openness total score:

- **Low openness:** People who are practical and prefer familiar routines. They may not seek new experiences as much and feel more comfortable with the familiar and predictable.

- **(2-3) Somewhat low openness:** People who appreciate stability and consistency. They prefer proven methods and may be cautious about new experiences.
- **(4-5) Moderate openness:** People who are open to new experiences but also value some routine and familiarity. They appreciate creativity but may prefer a balance of stability in their lives.
- **(6-7) High openness:** People who actively seek out and embrace new experiences while also appreciating the value of routine and stability when necessary.
- **(8-10) Very high openness:** People who are imaginative and curious, often seeking out new ideas and experiences. They enjoy creative activities and are open to unconventional ways of thinking.

Section 2: Exploring Interests and Passions

Getting to know your interests and passions is an important step in shaping your personal and professional growth. Understanding what excites and motivates you can help guide your choices and bring energy to both your career and life.

In this section, we'll cover:

- Ways to identify your interests and passions.
- How to explore your interests and passions to uncover what excites you.
- How your interests and passions can guide your career choices.

By the end, you'll have a clearer sense of what sparks your excitement, helping you stay motivated and make choices that align with your personal and professional goals.

Engage and Explore

What Are Interests and Passions?

Interests are things you enjoy or are curious about, like a hobby, subject, or activity. **Passions**, on the other hand, are deeper feelings of excitement or enthusiasm that inspire you to pursue goals and push through challenges. When you're passionate about

something, studying or working on it doesn't feel like a chore and it's something you look forward to.

In the workplace, your interests and passions help guide the direction of your career. Here's how they can play a role:

Interests	Passions
You might enjoy working with technology or troubleshooting issues, which could lead you to a career in IT support, software development, or technical management.	You are deeply passionate about environmental protection. This passion could drive you to work in sustainability or ecology, where you're motivated to make a difference.

Discover Your Interests and Passions

Finding what excites and motivates you can guide your decisions, help you choose the right career, and keep you inspired. Here are some simple ways to explore your passion and interests, giving you valuable clues for finding a career you'll love:

1. Reflect on activities you enjoy

Think about what you like doing in your free time. Do you love working on creative projects, solving problems, or helping people?

2. **Explore new things**

Take time to try out different activities or hobbies to see what sparks your interest. This could be volunteering, taking a class, or learning a new skill.

3. **Look at your strengths**

The things you're good at might also be things you enjoy. If you're good at drawing, you may be passionate about art or design.

Take this Interest Quiz from Job Bank to discover careers that match your interests and work style. Find out if you prefer hands-on, social, detailed, creative, or logical tasks!

- jobbank.gc.ca/workpreference

Turning Interests and Passions into a Career

Your interests and passions are key to finding work you enjoy, but they can also change over time. Here are some tips to help you connect what you love to your career:

- **Be open to change**

What excites you now might not be the same in a few years, and that's completely normal! Staying curious and trying out different career paths as your interests grow can help you find what you enjoy most.

- **Match passions with work**

Find careers that let you do what you **enjoy**. If you love working with animals, a job in veterinary care or a pet sitting could be a great fit.

- **Stay curious**

Keep exploring and learning. Trying new things, like learning a language or taking a cooking class, could spark new interests and lead to unexpected career paths.

Make it Personal

Explore A New Interest or Passion

Let's take an exciting step together! Exploring new interests or passions can open opportunities to learn, grow, and discover something that excites you.

Instructions:

- **Choose one activity from the suggestions below:** Follow the prompt to try something new. The goal is to find something that sparks your curiosity or helps you uncover a new passion.
- **Reflect on the experience:** Afterward, take a moment to reflect on your experience by answering the questions at the bottom of this page.

Have fun, enjoy the process, and remember that every new experience brings you closer to discovering something meaningful!

Suggestions:

Learn something new

Sign up for an online or in-person course in a subject you've never tried before. It could be a topic such as cooking, photography, or even learning a new language.

Try a new activity

Find an activity you've always been curious about and give it a try. It could be something such as drawing, crafting, or a light exercise like stretching.

Volunteer experience

Find a local or online opportunity to volunteer your time. You might need to sign up in advance or you could find something you can do right away. This could be helping a neighbor,

participating in an online event, or supporting a community project.

Sign up for a workshop or event

Find a workshop or event that interests you and is easy to attend. You can try something such as a cooking demo, a meditation session, or a creative writing workshop.

Write down what you're going to explore. What are the steps you need to take to complete the task?

Reflections:

After you've tried your new activity, take a few minutes write down your thoughts below, in a notes app, or in another digital format that works for you.

Did you enjoy it?

Could you see yourself doing it more in the future?

What did you learn from the experience?

Section 3: Defining Beliefs and Values

Knowing your beliefs and values is an important part of your personal and professional growth. Understanding what you truly believe and value helps guide your decisions and actions, making sure that your choices align with what matters most to you in both your career and life.

In this section, we'll cover:

- Ways to explore your personal beliefs and values.
- How your beliefs and values influence your decisions and actions.
- How to align your work with what you believe in and what's important to you.

By the end of this section, you'll have a better understanding of how your beliefs and values shape your choices and how to use them to find work that truly fits with who you are.

Engage and Explore

What are Beliefs and Values?

Beliefs and values shape who you are and influence your choices in life and career. They guide your actions, how you view the world, and the relationships you build. Let's explore what beliefs and values really are and how they can guide your journey ahead.

Beliefs	Values
These are ideas or thoughts you believe are true. They can come from your family, culture, or experiences. For example, you might believe that being honest is important in every situation.	These are the things that are most important to you. They guide how you act and what choices you make. For example, you might value being kind and respectful to others.

Beliefs are what you think is **true**, and values are what you think is **important**. Beliefs often shape your values and that is reflected in your behaviour and life choices.

Discovering Your Beliefs and Values

Understanding your beliefs and values is important making decisions that align with what matters most to you.

Here are some ways to help you discover them:

- **Reflect on what matters to you**

Think about what makes you feel happy, proud, and fulfilled. What activities or experiences make you feel truly satisfied?

- **Identify role models**

Consider the people you admire. What qualities do they have that you find inspiring? These qualities might reflect your own values.

- **Pay attention to your reactions**

Notice when you feel strong emotions like anger, joy, or excitement. Your feelings can give you clues about your values and beliefs.

- **Explore your past experiences**

Look back at your life. What decisions or actions have made you feel proud or regretful? These moments can reveal your beliefs.

- **Talk to others**

Discuss your values with friends, family, or mentors. Sometimes, hearing others' perspectives can help you better understand your own.

- **Be open to change**

Your values and beliefs can change over time, and that's okay. As you grow and experience new things, it's natural for your perspectives to shift.

How Beliefs and Values Shape Your Decisions

Your beliefs and values play a big role in making decisions, both in your personal life and at work. They can guide you when facing challenges or making important career choices.

Beliefs can influence how you approach things like accepting a new job or dealing with a conflict at work. For example, if you believe teamwork is key, you might prefer working in a team rather than alone.

Values shape what you focus on in your career. For example, if you value spending time with family, you might choose a job that offers a good work-life balance.

How to Align Your Work with What Matters to You

When your job aligns with your beliefs and values, it feels more meaningful and rewarding.

Here are a few tips to help you make sure your career matches what's most important to you:

Identify your beliefs and values

Take time to think about what truly matters to you, both in life and at work. Reflect on your past experiences, your personal beliefs, and what you value most. For example, a helpful way to explore this is by writing down your top five values and seeing how they show up in your career choices.

Make decisions based on your values

When considering a new job or opportunity, ask yourself if it aligns with your beliefs and values. For example, if creativity is one of your values, you might be drawn to a career in design or the arts, where you can express that creativity.

Communicate your values

Don't hesitate to share your values with potential employers. This helps you find a job that respects and supports what you believe in. For example, during interviews, you can mention

values like work-life balance or a positive company culture to make sure you're entering an environment that fits your needs.

Let's take this Work Values Quiz to discover careers that match your values, helping you understand your work motivations, preferred environment, and how you like to interact with others.

- jobbank.gc.ca/workvalue

Make it Personal

Discover Your Work Values

Take a moment to think about your work values and how they fit into your career. Understanding your values can guide you toward a career that aligns with what matters most to you. Follow these steps to identify, rate, and reflect on your work values, and how they influence your career decisions.

Instructions:

- **Identify your work values.** Think about the values that matter most to you at work. You can either write them down below, in a notes app, or in another digital format that works for you.
- **Rate each value on a scale of 1 to 10:**

- 1 = Most important (something you strongly want in your work)
- 10 = Least important (something you don't care about much)
- **Rank your top values.** Select the 5 values that are most important to you.
- **Reflect on your top values.** How can they guide your future career decisions?

Here are some examples to inspire you:

Accountability	Taking responsibility for your actions and expecting the same from others.
Positivity	Keeping a positive attitude, especially during challenges.
Reliability	Being someone others can depend on to get work done well and on time.
Creativity	Having space to think outside the box and be imaginative in your work.
Work-life balance	Maintaining a balance between your professional and personal life.

Honesty	Valuing transparency and truthfulness in your work environment.
Team spirit	Enjoying working with others and valuing collaboration.
Independence	Having the freedom to make decisions without being micromanaged.
Learning	Continuously looking for opportunities to grow and improve.
Achievement	Completing work that matters to you and feeling proud of your contributions.
Stability	Wanting job security and a steady work environment.
Helping others	Valuing work that contributes to the well-being of others.

Rate your values from 1 – 10.

- 1.
- 2.
- 3.
- 4.
- 5.
- 6.
- 7.
- 8.
- 9.
- 10.

Rank your top values

After rating each value, identify the ones you scored five or higher. These are your most important values. Write them below in order of importance, with the most important at the top.

1.

2.

3.

4.

5.

Reflect on your values

Now that you've identified your key work values, think about how they can guide your future career decision

Reflect and Connect

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

- Recognizing how your personality traits shape your actions and interactions.
- Identifying your interests and passions and understanding how they guide your career choices.
- Reflecting on how your beliefs and values influence your decisions at work.

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!

How have your personality traits influenced your actions and interactions in the past?

How do your interests and passions guide your decisions or actions at work or in your career journey?

How do your beliefs and values impact the way you approach work and career decisions?

What changes could you make to better align your future career with your core values?



Module: Connecting Personal and Social Qualities

This module covers exploring and understanding identity, including how various aspects of identity interact and shape perspectives and experiences.

Introduction

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

- Evaluating your inner identity and their impact on self-awareness.
- Seeing how external factors shape your identity within social groups.
- Understanding intersectionality and how different identity aspects shape your experiences.

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 self exploration 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: Exploring Inner Identity

Knowing your **inner identity** means understanding the internal factors that make you who you are and how you move through the world. By exploring the internal factors that shape your self-awareness, you can better understand yourself.

In this section, we'll cover:

- The different aspects of your inner identity that shape who you are.
- Ways to reflect on these inner aspects to learn more about yourself.

By the end of this section, you'll have a better understanding of the personal factors that influence your self-awareness.

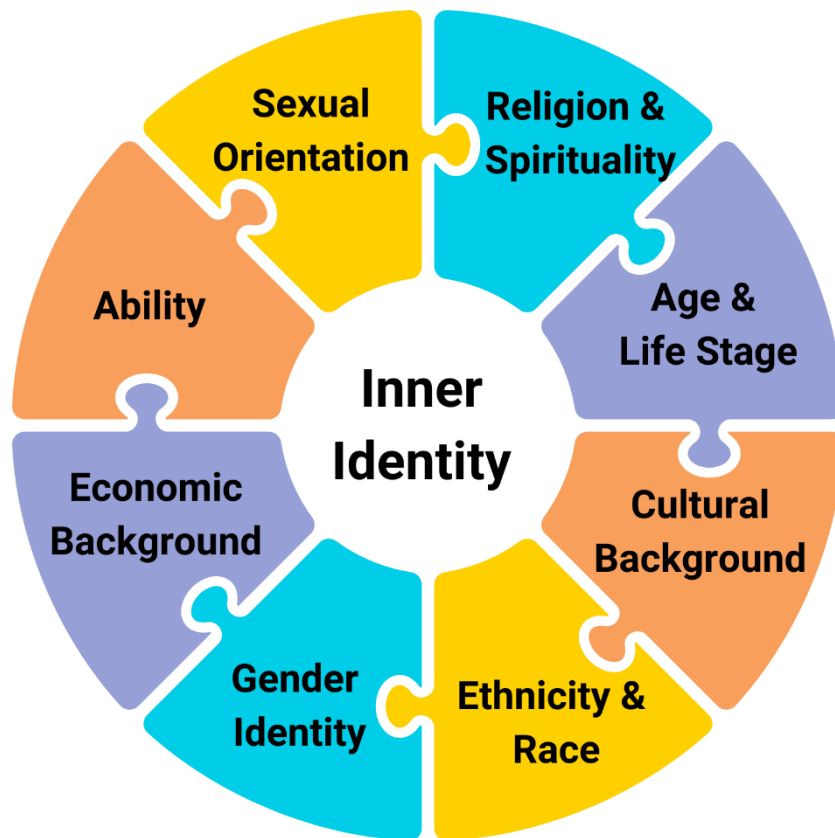
Engage and Explore

Understanding Inner Identity

Your identity includes the qualities, traits, and experiences that shape who you are and how you connect with the world. Inner identity refers to the deeper, personal aspects of yourself that influence your self-awareness and shape your sense of who you are.

The Inner Identity wheel¹ is a helpful tool to explore these inner aspects, giving you a better understanding of yourself and how you experience life.

Here are some key parts of your inner identity:



- **Ability**

Ability includes the skills and knowledge you have, whether you were born with them or learned them over time. This includes physical, mental, and emotional abilities. For example, being able-bodied, being neurodiverse, or having emotional resilience.

- **Age and life stage**

Age is how many years you have been alive, and life stage refers to the phase of life you are in, like adolescence or adulthood. For example, a teenager might be beginning to

think about their future, while a young adult might be focused on career or higher education.

- **Cultural background**

Your cultural background includes the traditions, values, beliefs, and customs that come from your community and family. For example, someone from India might celebrate Diwali, follow traditional family roles, or speak multiple languages such as Hindi and English.

- **Economic background**

This is about the resources available to you, like your income or family's financial status. For example, a person from a middle-class family might have easier access to a higher level of education and resources, while someone from a lower-income family might face challenges and must work harder to achieve their goals.

- **Ethnicity and race**

Your ethnicity relates to shared cultural traits, like language or traditions, while race refers to physical features and cultural identity. For example, someone with African heritage may celebrate certain cultural festivals, speak a particular language, and identify with a specific racial group.

- **Gender identity**

Gender identity is how you see yourself in terms of gender. It may or may not align with the sex you were assigned at birth. For example, you might identify as male, female, or non-

binary, which means you don't strictly fit into the male or female categories.

- **Religion and spirituality**

This relates to your beliefs and practices about life's purpose, values, and connection to a higher power or force. For example, someone might be a Muslim, follow Buddhist practices, or consider themselves spiritual without following a specific religion.

- **Sexual orientation**

Sexual orientation is who you're attracted to, whether emotionally, romantically, or sexually. For example, you might identify as straight, gay, bisexual, or pansexual, depending on who you're attracted to.

Exploring Your Inner Identity

Identity is a lifelong journey that changes as you grow. Different parts of your identity might feel more important at different stages of life.

For example, your cultural background might be a key part of your identity when you're young, while your gender identity or sexual orientation might play a bigger role as you grow older.

Here are some helpful tips to help you explore your identity:

Reflect on your experiences

Take time to think about moments when you felt truly yourself. Consider how your gender, culture, or other parts of your identity influenced your actions and interactions with others. This can help you understand which aspects of your identity are most important to you.

Learn from different viewpoints

Reading books, watching documentaries, or talking to people from different backgrounds can offer new insights into your identity. Understanding how others see themselves can help you learn more about yourself.

Practice self-compassion

Recognize that discovering your identity is a process that may take time. Be patient with yourself and accept that things might not always be clear right away.

Be open to change

Your identity doesn't have to fit into just one category. It can change over time. Be open to personal growth and allow yourself the freedom to change as you gather new experiences and insights.

Exploring your identity helps you make choices that reflect who you truly are in your career, relationships, and personal growth.

Make it Personal

Reflect on Your Inner Identity

Now it's time to apply this to your life. Inner identity includes the deeper aspects of who you are that shape your self-awareness and how you connect with the world.

In the table below you'll find a list of key parts of your inner identity. Read the instructions to get started and reflect on each part as you go.

Instructions:

- Read the reflective question for each part of your inner identity.

- Take a moment to think about your answer before moving to the next one.
- Use the space to write down any thoughts or insights as you reflect on your inner identity.

Ability	<i>How do your abilities influence your confidence and daily choices?</i>
Age and life stage	<i>How does this phase of your life shape your inner identity?</i>
Cultural background	<i>How does your culture influence your sense of self and worldview?</i>

Economic background	<i>How has your access to resources influenced your outlook on life and future plans?</i>
Ethnicity and race	<i>How do your ethnicity and race shape your experiences and identity?</i>
Gender identity	<i>How does your gender identity shape your inner sense of self?</i>

Religion and spirituality	<i>How do your beliefs or spiritual practices shape your values and inner identity?</i>
Sexual orientation	<i>How has your sexual orientation influenced your relationships and sense of self?</i>

Explore and Reflect

After reflecting on each part of your inner identity, consider how these pieces come together to create your unique sense of self.

Which aspects feel most central to your inner identity right now, and how do they influence your thoughts, actions, and workplace relationships?

Section 2: Exploring Outer Identity

Knowing your outer identity means understanding the external factors that shape how you present yourself to the world and how others see you. By exploring these external aspects, you can better understand how they influence your interactions and how you connect with different groups.

In this section, we'll cover:

- The external aspects of identity that shape how others see you.
- Ways to reflect on how these external factors impact your place within different groups and communities.

By the end of this section, you'll have a better understanding of how your outer identity affects your interactions and how you fit into the world around you.

Engage and Explore

Understanding Outer Identity

Your outer identity is made up of the external factors that shape how others see you and how you fit into different groups. These aspects of your identity may change over time, but they can still impact how you interact with the world.

Here are some important external factors to consider:



- **Appearance**

This refers to your physical traits, such as your height, body type, and facial features. While appearance can change over time, it often influences how people perceive you at first. For example, changing your hairstyle or the clothes you wear can change how others see you.

- **Citizenship**

This refers to your legal status in a country. This can affect your rights and opportunities, like healthcare or employment.

For example, someone born in one country but later becoming a citizen elsewhere may have access to different rights.

- **Economic status**

This refers to your financial situation, including how much you earn and what resources you have. Economic status can impact opportunities but doesn't define your identity entirely. For example, a person with a low income might still be highly valued by their community for their skills and talents regardless of their financial resources.

- **Education**

This refers to the level of schooling you've completed and the qualifications you've earned. This can influence career options and how others view your knowledge and skills. For example, someone with a college or university degree or certification may have access to different job opportunities than someone with a high school diploma.

- **Interests and hobbies**

This refers to the activities you enjoy, such as painting, hiking, or playing sports. These hobbies can shape your social life and how you connect with people with similar interests.

- **Life experiences**

This refers to the important moments, successes, and challenges you've faced. For example, someone who has overcome big challenges may feel stronger and more resilient. These experiences can also influence how you deal with

problems in the future.

- **Location**

This refers to where you live, which can impact your experiences and opportunities. For example, if you live in a larger diverse city, you might be exposed to a variety of cultures, while living in a rural area might shape your lifestyle in different ways.

- **Occupation and role**

This refers to the kind of work you do or a particular role. For instance, a teacher may be seen as a mentor or leader, while a student might be seen as someone who is still learning.

- **Relationships**

This refers to your relationships with family, friends, and coworkers and how they can influence your sense of identity. For example, a close friend or supportive family member might make you feel confident and valued, while difficult relationships might challenge your sense of self.

Exploring Your Outer Identity

While these aspects are important in shaping your outer identity, they don't define you completely. They interact with your inner identity, which is harder to change.

For example, a person's appearance can reflect their gender identity. A transgender person may express their true gender

through their choice of clothing, hairstyle, or makeup. These aspects of their appearance align with their internal sense of self.

To better understand how these external factors influence your identity, try exploring them in different ways:

Self-reflection	Take some time to think about each aspect and how it affects your life. How does your appearance influence your confidence? How has your education shaped your career goals?
Discussions	Talk with friends or family about how they see these aspects of your life. You might gain new insights into how others perceive your outer identity.
Journaling	Write about your experiences and thoughts regarding each aspect of your outer identity. How have things like your job, location, or relationships impacted you?

Understanding your outer identity is a key part of knowing yourself. Let's move on to the next activity and start exploring how these external aspects shape who you are!

Make it Personal

Reflect on Your Outer Identity

Now that you've explored outer identity, let's reflect on how external factors shape your identity. Your outer identity includes aspects of your life that influence how others perceive you and how you fit into different social groups.

In the table below, you'll find key parts of your outer identity. Read the instructions to get started and reflect on each part as you go.

Instructions:

- Read the reflective question for each part of your outer identity.
- Take a moment to think about your answer before moving to the next one.
- Use the space below to write down any thoughts or insights as you reflect on your outer identity.

Appearance: *How does your appearance influence how others see you? Have you ever changed your appearance and noticed how people reacted?*

Citizenship: *How does your citizenship status impact the rights and opportunities available to you?*

Economic status: *How does your financial situation influence your choices and opportunities? Do you think people perceive you differently because of your economic status?*

Education: *How has your level of education influenced your career or the way people see your knowledge and abilities?*

Interests and hobbies: *How do your hobbies shape your social life? Have you ever connected with someone because of a shared interest or hobby?*

Life experiences: *How have important events or challenges in your life shaped how you view the world? How do these experiences affect how you interact with others?*

Location: *How does where you live influence your lifestyle and opportunities?*

Occupation and role: *How does your job or role influence how others see you?*

Relationships: *How do your relationships with family and friends impact your sense of identity?*

Explore and Reflect

After reflecting on each part of your outer identity, consider how these pieces come together to shape how you are seen by others.

Which aspects of your outer identity feel most important to you right now, and how do they influence your daily interactions and relationships with others?

Section 3: Understanding Intersectional Identity

Knowing your intersectional identity means understanding how different parts of who you are work together to shape your experiences. By exploring how these aspects overlap, you can better understand how they impact the way you navigate the world and interact with others.

In this section, we'll cover:

- The concept of intersectionality and how different parts of your identity interact.
- How different aspects of identity affect your experiences in the workplace and beyond.

By the end of this section, you'll have a deeper understanding of how your intersectional identity influences your experiences.

Engage and Explore

Understanding Intersectional Identity

Intersectional identity refers to how different parts of who we are interact and come together to shape our unique experiences. These aspects of identity don't exist separately; they connect with each other, influencing how others see us, how we see ourselves, and how we experience the world. It's important to recognize that no

part of your identity is more important than another, but each part can bring its opportunities or challenges.

For example, a person with a disability and from a minority group may face unique barriers through their employment journey, such as accessibility issues or biases related to both their disability and ethnicity, compared to others from different backgrounds.

These intersectional identities work together with society to create unique experiences. These experiences can sometimes provide certain privileges or present challenges depending on how society views or treats these identities.

Privilege and Power

Understanding privilege and power is important when exploring intersectionality. These concepts help explain how some parts of our identity can make life easier, while others can make it harder.

Privilege	Power
Privilege refers to the advantages certain groups experience simply because of parts of their identity. For example, being born into a wealthy family can provide advantages like access to	Power refers to the influence or control people have over different aspects of society, such as work, education, or the law. For instance, a manager has power in the

better education or healthcare.	workplace because they make decisions that affect others.
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It's important to note that no part of your identity is “better” or “worse” than another. Privilege and power are not about being superior, but recognizing that some people face fewer barriers, while others face more.

It's also important to recognize that broader societal systems shape these outcomes, and we are discussing this within the Canadian context. By understanding privilege and power, we can better navigate our lives and gain a deeper understanding of the experiences of others.

Impact of Intersectionality in the Workplace

Intersectional identity can influence how individuals experience their job, career growth, and workplace relationships. For example, someone who is both a parent and a person with a disability might have a unique experience balancing work and family responsibilities and may need different types of support or flexibility.

Similarly, someone who has pursued higher education and comes from a specific cultural background might have a different perspective on teamwork and communication. Recognizing these intersections helps employers and coworkers understand and address everyone's diverse needs and experiences, ensuring a supportive and inclusive work environment for all.

Equity and Equality

When discussing intersectionality, it's also important to understand the difference between equity and equality, especially in the workplace.

- **Equality**

Equality means giving everyone the same resources or treatment. However, this doesn't always lead to fairness, as not everyone starts from the same place. For example, giving all students the same exam time may seem fair, but some students may need extra time due to learning differences.

- **Equity**

Equity means giving people the support they need based on their unique challenges. For example, an employee with a disability facing discrimination may need specific accommodations to succeed, unlike someone without those challenges.

Recognizing intersectionality allows you to navigate the world more thoughtfully, acknowledging both your own experiences and the experiences of others. It helps us all work toward a more inclusive, supportive environment where everyone's unique identities are respected and valued.

Make it Personal

Exploring Your Intersectional Identity

Explore the different aspects of your identity and how they shape your experiences using the Wheel of Power and Privilege². This tool helps you recognize both advantages and barriers in life, supporting your journey toward creating a more inclusive environment for yourself and others.

Instructions:

- Follow the three steps below to guide your reflection.

In this activity, you'll reflect on how power and privilege influence your life and the lives of others.

Step 1: Reflect on the power and privilege wheel

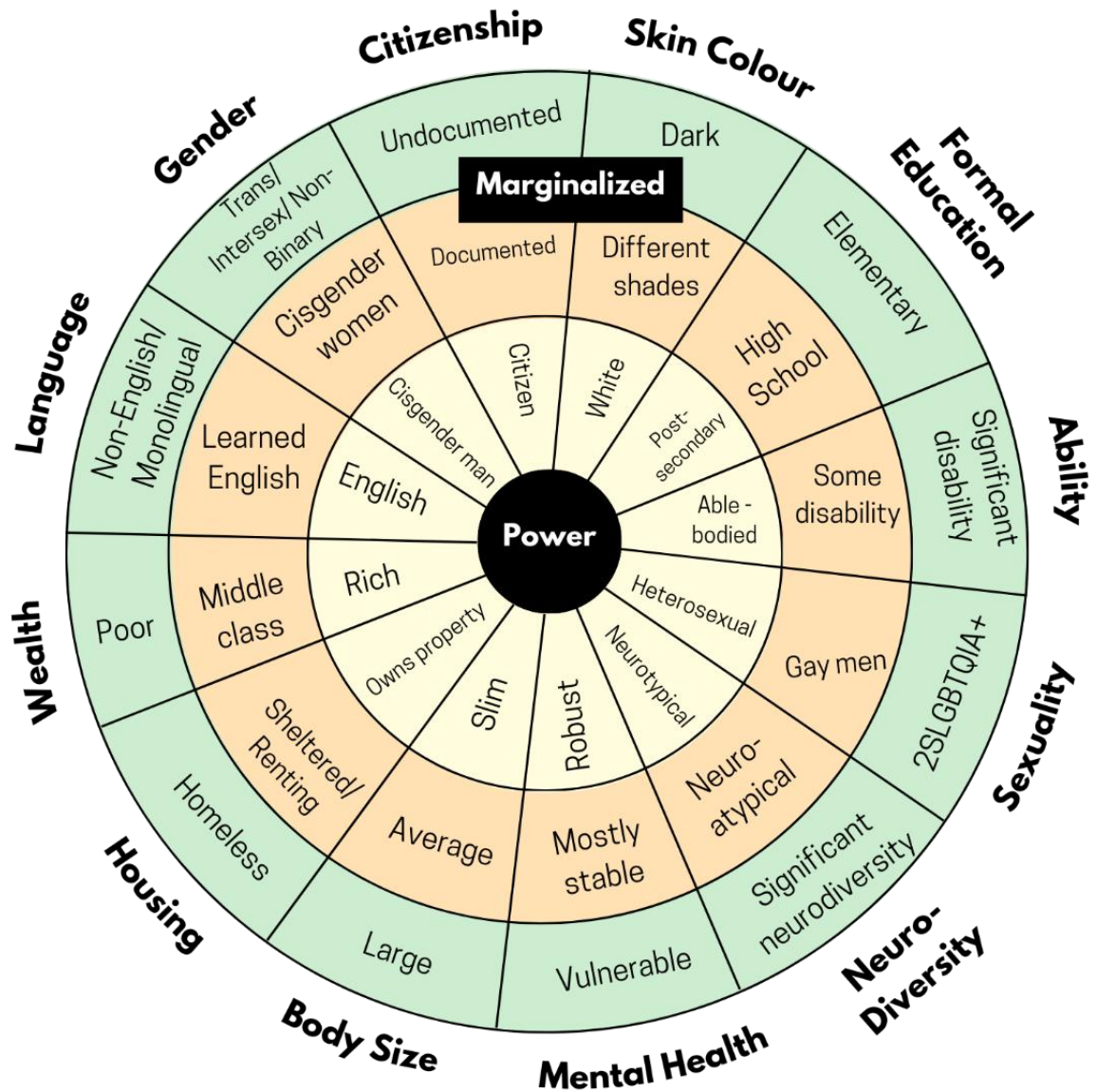
Look at the Power and Privilege Wheel below. The closer you are to the centre, the more privilege you may have in that area.

The goal is to understand that not everyone has the same access to power, not to take away anyone's power. Being closer to the centre doesn't mean you haven't faced challenges. It just means some challenges might not have been as noticeable to you.

² The Wheel of Power and Privilege is based on Sylvia Duckworth's 2020 illustration, "Wheel of Power/Privilege". It uses Canadian examples to show how intersectionality supports power and privilege. You can view the image here:

<https://www.flickr.com/photos/sylviaduckworth/50500299716/>

Example of a Power and Privilege Wheel:



Step 2: Create your own wheel

Now, create your own Power and Privilege Wheel by thinking about how your identity fits into the wheel. Where do you think you fall in different areas? You can write your responses on paper, in a notes app, or in another digital format that works for you.

As you fill out your wheel, think about how your identity might give you privileges or create barriers. For example:

- **Privilege:** Being a native English speaker might make it easier to navigate systems where English is the primary language.
- **Barrier:** Having a disability might create physical or social barriers in environments that aren't accessible.

Step 3: Reflect on the following questions

Once you've created your wheel, take some time to answer these reflective questions:

Which aspects of your identity do you now see as privileges that you may not have considered before?



Are there aspects of your identity that create challenges for you? How do these barriers affect your opportunities or experiences?

How might your privileges and barriers change in different contexts, such as at work, at school, or in social situations?

How can understanding your intersectional identity help you better understand others who face different challenges?

How might your privileges or barriers affect how you are treated at work or interact with others in the workplace?

Reflect and Connect

Well done! In this module, we've covered a lot, including:

- Exploring different aspects of your inner identity.
- Understanding how your outer identity shapes your experiences.
- Reflecting on intersectionality and how different aspects of your identity interact.

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.

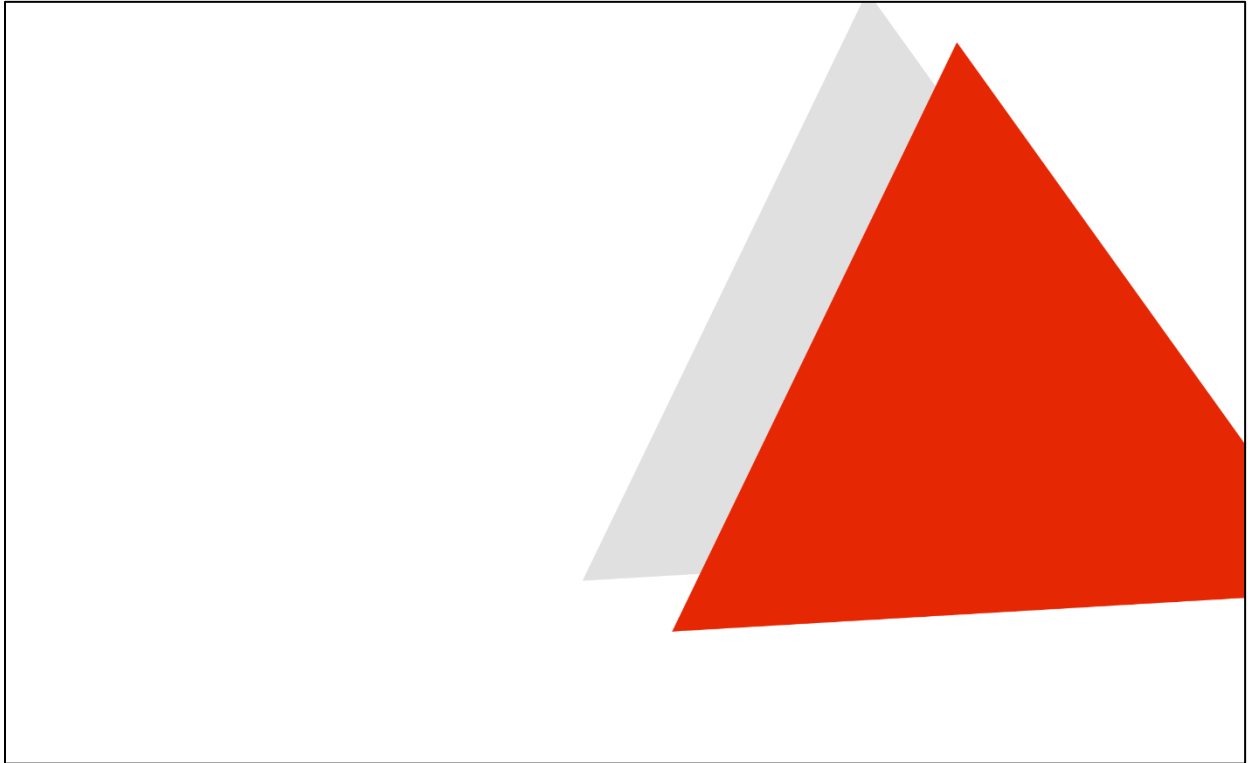
Happy reflecting!

What is one part of your inner identity (e.g., gender, culture, abilities) that has influenced a key decision or experience in your life?



How do factors like appearance, education, or location affect your experiences and how others see you?

How do your inner and outer identities interact to affect your experiences, especially at work?



Module: Mapping Community Connections

This module covers discovering and mapping community networks, including identifying strategies for interacting with and engaging meaningfully within communities.

Introduction

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

- Understanding the communities you belong to and your role in each.
- Identifying how external factors shape your identity within social groups.
- Discovering how your actions influence your community.

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 self exploration 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: Identifying Community

Knowing the communities you belong to helps you understand how they shape your experiences and sense of belonging. By exploring each community and your role in it, you can improve interactions and find areas to contribute or grow.

In this section, we'll cover:

- The various communities you belong to and your unique role in each.
- How communities help create a sense of belonging and support.
- The impact of inclusion and exclusion within different communities.

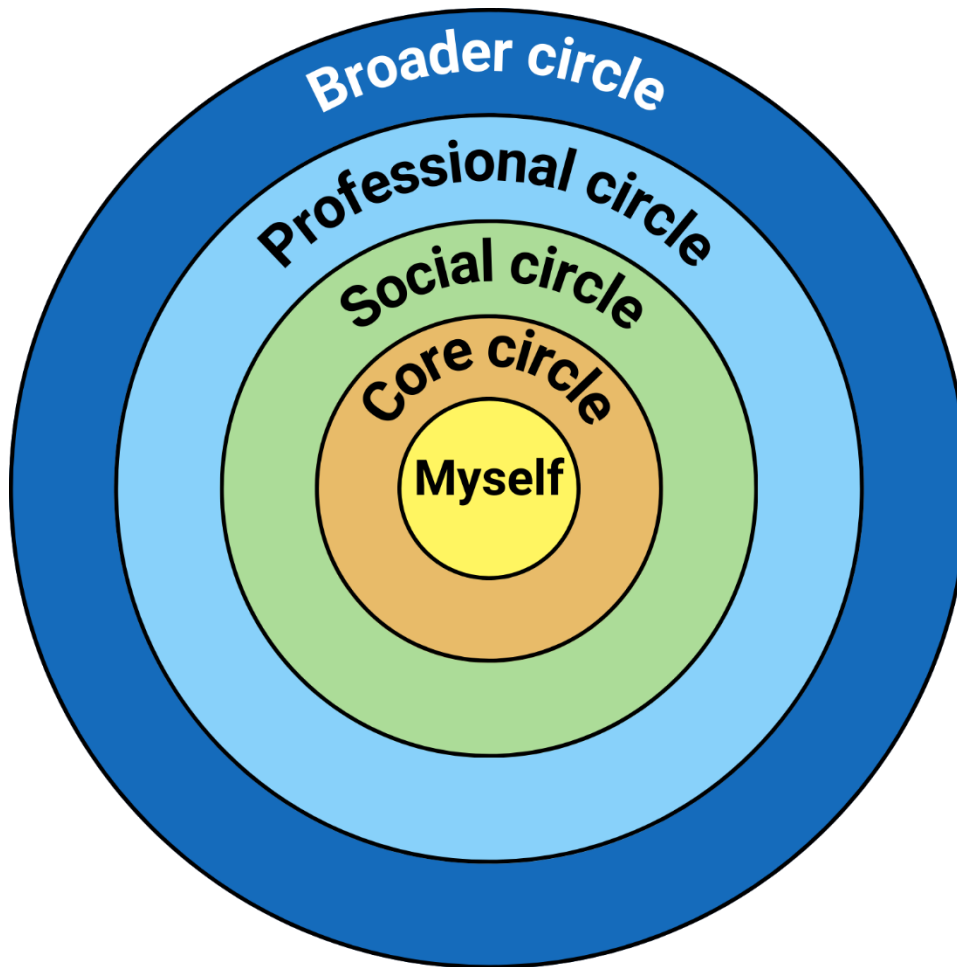
By the end of this section, you'll have a better understanding of the communities that shape your life and how they contribute to your sense of identity and belonging.

Engage and Explore

Types of Communities

Communities are groups of people who live in the same place or share common interests, values, goals, or connections to the land. You may belong to several types of communities, each serving a different purpose in your life. These communities can be grouped into different circles, each offering specific kinds of support and interaction.

Let's explore the types of communities you belong to by considering the people you are connected to and the role they play in your life. You can also consider the places you connect with people and how that influences your interactions.



- **Core circle**

This is your closest group of people, like family and best friends. They offer emotional support, comfort, and help during tough times. For example, your parents, siblings, or

best friends are there for you when you need them.

- **Social circle**

These are the people you interact with often but aren't as close to as your core circle. This includes classmates, coworkers, or neighbours. They provide opportunities to socialize, support, and have fun, such as friends you see at school, people in a hobby group, or coworkers you chat with at work.

- **Professional circle**

This group consists of people you connect with in a more formal way through school or work. They could include teachers, mentors, colleagues, or industry peers that you share a common professional or educational interest with.

- **Broader circle**

This includes larger groups that extend beyond individual interactions. They could include your neighbourhood, cultural or religious communities, and any larger groups you're a part of. These communities help you feel connected to a bigger purpose or shared identity, such as your church, local sports league, or a cultural community you belong to.

Building a Sense of Belonging

Communities help you connect to others with similar values, interests, or experiences. Feeling included in a community gives you

emotional support and strengthens your sense of identity. To build a sense of belonging:

Get involved

Attend events, offer support, or volunteer your time in your communities.

Build connections

Regularly communicate and interact with others, both online and in person. Small gestures such as messages or calls can also strengthen these connections.

Celebrate similarities

Recognize common values, goals, or milestones within your community.

Feeling Included or Left Out

Sometimes, you might feel left out or disconnected from specific communities. This can happen for many reasons, such as differences in background, identity, or the way people communicate. Understanding and addressing these feelings can be challenging, but it's important to:

- **Notice exclusion**

If someone feels left out, try to include them by reaching out or inviting them to join conversations and activities.

- **Create welcoming spaces**

Encourage open communication and make sure everyone in the community feels like they can participate.

Understanding your communities and the roles you play helps you feel more connected and purposeful in all areas of your life.

Make it Personal

Identify Your Communities

Understanding your communities and your role in them can help you build stronger connections and feel more supported. In this activity, you'll reflect on your different communities and think about how you engage with them. By following these steps, you'll create a clearer picture of your communities and how you fit into them.

Instructions:

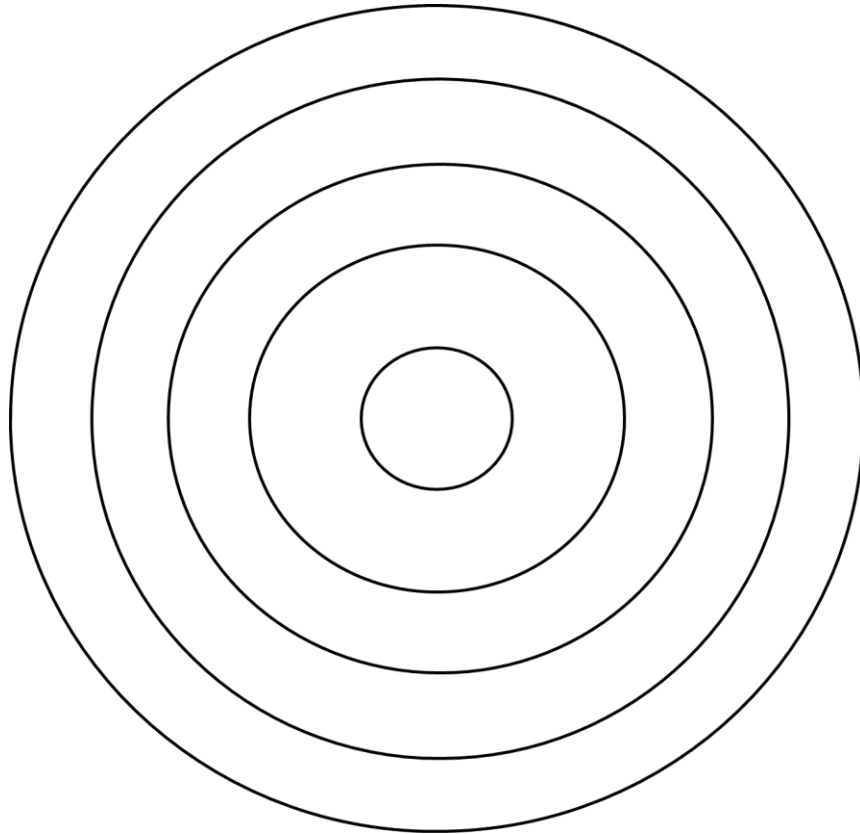
Step 1: Reflect on your connections

Take a moment to think about the people you interact with in your day-to-day life. Who do you see daily, weekly, or occasionally? This could include family, friends, coworkers, classmates, or others you regularly connect with. You can write your answers below, in a notes app, or in another digital format that works best for you.



Step 2: Visualize your circles

Use the template below or create your own using a tool like a mind map or by drawing circles. Start with your core circle at the centre, then add your social, professional, and broader circles. Place each community you listed in the first step into the appropriate circle, such as friends in the social circle and coworkers in the professional circle.



Step 3: Consider your roles

Think about the role you play in each of these circles. Are you someone who helps others, participates in activities, or simply enjoys spending time together? In your professional circle, you might be an active participant in meetings, a team member on projects, or someone who learns from others. Write down what role you play in each community.

Section 2: Navigating Community Interactions

Navigating community interactions is an important skill that helps you connect with people and groups meaningfully. Communities consist of individuals with different ideas, backgrounds, and communication styles. Knowing how to interact with different groups helps you build stronger relationships.

In this section, we'll cover:

- The expectations, norms, and dynamics of different community groups.
- How to adapt your behavior to fit the dynamics of each group.
- Strategies for creating deeper, more meaningful connections.

By the end of this section, you'll understand how to navigate community interactions and build deeper connections that can benefit your personal and professional life.

Engage and Explore

Norms, Expectations, and Dynamics

Each community, whether it's your family, workplace, social clubs, or online groups, operates with its own norms, expectations, and dynamics. Adapting to these differences helps you form deeper, more meaningful connections.

Norms	<p>Norms are the unwritten rules that guide behavior in a community. Norms can vary greatly depending on the group you're interacting with. For example, in a close-knit family, the norm might be to show affection and offer support freely. In a workplace, norms might involve maintaining professionalism, meeting deadlines, and collaborating on projects.</p>
Expectations	<p>Expectations are what people in a community anticipate happening. These can be clear (like completing tasks on time) or less obvious (like understanding group jokes or sharing personal news). For example, in a classroom, students are expected to be respectful, participate in discussions, and complete assignments.</p>
Dynamics	<p>Dynamics refer to the patterns of relationships, power, and communication in a community. For example, a workplace might have a power structure where managers make decisions and employees follow them. The dynamics might be more balanced in a social group, with everyone contributing equally to discussions or decisions.</p>

Your Role in Different Communities

Each community has its own dynamics. Navigating these interactions requires an understanding of how people behave and what's expected, as well as the ability to effectively communicate.

- **Core circle (close family and friends)**

Openness and emotional support are key norms here. Expectations might include being present for personal milestones and offering advice. For example, with your best friend, you might joke around, share personal news, and ask for advice without hesitation.

- **Social circle (acquaintances and social groups)**

These interactions are more casual. Norms involve respecting time and opinions, and expectations may include attending events or offering support. For example, at a book club, everyone might take turns leading discussions, respecting different viewpoints, and engaging in light social conversations after the meeting.

- **Professional circle (coworkers and career networks)**

These interactions are more casual. Norms involve respecting time and opinions, and expectations may include attending events or offering support. For example, you might maintain a professional tone and prioritize tasks at work, even if you're friendly with your co-workers.

- **Broader circle (community, neighbours, global networks)**

Norms involve being respectful and cooperative, with

expectations around participating in community activities or being considerate of others. For example, in your neighbourhood, you may help organize a block party or volunteer for community improvement projects.

Adapting Your Behavior Across Circles

Navigating interactions between these circles can mean you have to adjust your behavior and communication style to fit the expectations of each community.

Here's how to adapt, handle conflicts, and stay true to yourself:

Adjusting behavior

Each community has its norms and communication expectations. Clear and concise communication is key in professional circles, while in social or core circles, more open and personal conversations are expected. For example, you might be formal and task-focused with a coworker, but more relaxed and personal with close friends.

Handling conflicts

Conflicts may arise when expectations don't align across different circles. For example, if you expect a coworker to act like

a friend and share personal time with you, but they prioritize work, it can create tension. Reflect on how to balance those expectations without crossing boundaries.

Staying authentic

It's important to remain true to yourself, even when adapting to different community expectations. For example, you might maintain your honesty and transparency values with both close friends and coworkers, even though the way you express them may differ.

Building Meaningful Connections

Now that you understand how norms, expectations, and dynamics shape interactions, let's explore ways to create deeper, more meaningful connections within your community circles.

- **Build trust and respect**

Trust is the foundation of any meaningful relationship. In your core circle (close friends and family), this means sharing personal thoughts and supporting each other during tough times. In your broader or professional circles, trust is built

through reliability and consistency in your actions.

- **Be active and present**

Whether it's through active listening in conversations or offering help during difficult times, showing up and engaging with people in your community makes a difference. For example, being present for team meetings or supporting colleagues during projects helps strengthen your connections at work.

- **Show empathy and understanding**

Take the time to understand others' perspectives and validate their feelings. For example, if a friend is going through a hard time, listening without offering advice immediately shows empathy.

- **Engage in group activities**

Initiating or participating in group activities, like team events, volunteer opportunities, or community meet-ups, can create a sense of belonging and collaboration. For example, helping with a local charity project brings people closer.

Make it Personal

Opportunities for Deeper Engagement

Building stronger, more meaningful connections with the people in your life is a valuable and rewarding process. In this activity, you'll reflect on how you can create deeper bonds with those around you.

Instructions:

Follow the five steps below to guide you through the process.

Step 1: Think about your connections

Reflect on different connections in your life. These may include your close friends, family, coworker, or other members of your community.

Step 2: Decide on actions to take

Think about three actions you want to take to strengthen your connections within these groups. The actions should be based on the things you've learned about building trust, being active and present, showing empathy, and engaging in group activities.

Examples:

- **Action 1:** *I want to have a more open and personal conversation with my close friend, Sarah. I'll call her by Wednesday next week to check in about how she's feeling, making sure to listen actively and offer my support.*
- **Action 2:** *I want to show more empathy to my co-worker, Alex, who has been going through a tough time. I'll take a moment to ask how they're doing and listen without giving advice when we take our break on Friday.*
- **Action 3:** *I want to be more present during our family dinners instead of looking at my phone. Starting from this weekend's dinner, I'll focus on active listening and make sure to contribute to the conversation.*

Step 3: Make a plan

Incorporate a timeline with each action. Set a realistic and achievable timeframe for when you would like to complete each action.

Step 4: Write it down

Write down your three actions and timeline in the space below, or in a notes app or another digital format that works for you.

Action 1:

Action 2:

Action 3:

Step 5: Reflect back

Reflect on the process. After completing this activity, take a moment to think about the changes you might see in your connections.

Section 3: Understanding My Impact

Understanding your impact on your community is an important part of personal growth and creating positive connections with others. Your actions, words, and attitudes influence those around you, whether you realize it or not. Knowing how you impact your community helps you make choices that support and benefit others.

In this section, we'll cover:

- The different ways you impact your community.
- Strategies to improve your impact and contribute to others.

By the end of this section, you'll have a better understanding of the impact you have on your community and how you can make a positive difference.

Engage and Explore

How You Impact Your Community

Our actions, words, and choices shape the people around you, even if you don't realize it. By being mindful of your impact, you can make a positive difference. Let's look at different ways we can impact our communities:

Your actions	Everything you do can affect others, no matter how big or small. Helping someone, offering your time, or showing kindness can spread positivity. For example, offering to help a coworker who is struggling with work tasks can make them feel supported and valued.
Your words	What you say can lift others up or bring them down. Encouraging words can inspire someone, while negative ones can hurt. Speaking kindly creates a more positive environment for everyone.
Your choices	Your choices, like volunteering, recycling, or supporting local businesses, help improve your community. Choosing to stay calm in a difficult situation can also help create a peaceful atmosphere.
Being a role model	When you show good habits, kindness, and respect, others may follow your example. This helps build a community of kindness and responsibility.

Getting involved

Whether with family, at work, or in your neighborhood, participating in group activities, such as organizing an event or being part of a team, strengthens bonds and encourages teamwork.

Ways to Make a Positive Impact

Once you understand your current impact on your community, you can focus on making it even more positive.

Here are some simple ways to start:

Offer help and support

Whether giving advice, helping with tasks, or being there emotionally, small actions can make a big difference. For example, if you're part of a school or work team, offer to assist someone who seems overwhelmed. This can improve teamwork and strengthen your connections.

Be a good listener

When people feel heard, they're more likely to feel valued and understood. For example, if a friend or coworker shares a problem, give them your full attention without interruption. This shows you care and value their thoughts.

Promote inclusivity

Encourage others to participate, especially those who may feel left out. For example, in a group project or community activity, make sure everyone has a chance to contribute. This fosters a sense of belonging and strengthens the group dynamic.

Show appreciation

A simple "thank you" can go a long way in making people feel valued. For example, recognizing someone's effort, whether big or small, encourages positivity and mutual respect in your community.

Stay consistent

Positive contributions aren't one-time acts. Look for ways to be helpful and supportive over time. Consistent, small actions build lasting positive impact.

By being aware of how your actions affect others, you can make choices that have a lasting, positive influence. Your community benefits when everyone contributes meaningfully. Even the smallest effort can create a chain reaction that leads to bigger changes.

Make it Personal

Understanding Your Impact

This activity invites you to pause and reflect on how your interactions affect the communities you're a part of. By exploring the positive differences you've already made, you can identify opportunities to have an even bigger impact. Whether it's through your family, friends, work, or local groups, your influence is powerful.

Instructions:

Follow the four steps below to complete the activity.

Step 1: Identify your communities.

Think about the different communities you are a part of. These could include:

- Family
- Friends
- Neighbours
- Coworkers or classmates
- Clubs, teams, or groups you participate in

Step 2: Reflect on your impact.

For each community, consider the following questions:

- Who do I interact with regularly in this community?
- How do my actions or words affect those around me? Do they feel supported, included, or appreciated?
- What feedback have I received from others in this community about my behavior or contributions?
- How can I make a bigger positive impact in this community?
What is one thing I can do to improve?

Step 3: Use examples.

Think of specific examples where your actions have made a difference. Did you help someone, support a project, or offer advice? What was the result?

Step 4: Document your responses.

You can use the table below or open a notes app on your phone or computer where you can write your thoughts.

Community:	Community:
<p><i>Who do I interact with regularly?</i></p>	<p><i>Who do I interact with regularly?</i></p>
<p><i>How do my actions or words affect those around me?</i></p>	<p><i>How do my actions or words affect those around me?</i></p>
<p><i>What feedback have I received?</i></p>	<p><i>What feedback have I received?</i></p>

<i>How can I make a bigger positive impact?</i>	<i>How can I make a bigger positive impact?</i>
Community:	Community:
<i>Who?</i>	<i>Who?</i>

<p><i>How do my actions or words affect those around me?</i></p> <p><i>What feedback have I received?</i></p> <p><i>How can I make a bigger positive impact?</i></p>	<p><i>How do my actions or words affect those around me?</i></p> <p><i>What feedback have I received?</i></p> <p><i>How can I make a bigger positive impact?</i></p>
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Reflect and Connect

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

- Understanding the communities you belong to and your role in each one.
- Recognizing how you interact with different groups and find ways to connect more deeply.
- Identifying the positive impact you have on your community and how to do more.

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!

What communities do you feel most connected to? Why?



What is one way you can help create a sense of belonging for others in one of your communities?

How do you adjust your behavior and communication style based on the community you're interacting with?

How have your actions impacted your community, and what is one way you can improve that impact?



Module: Fostering the Drive to Thrive

This model covers strategies for identifying personal sources of motivation and purpose, including identifying strategies for using these aspects to make meaningful contributions to community and throughout the employment journey.

Introduction

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

- Discovering your sense of purpose and what gives you fulfillment.
- Identifying what motivates you, both internally and externally.
- Describing how to apply your purpose and motivation to your actions and goals.

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 self exploration 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: Discovering Purpose

Knowing your purpose helps guide your decisions and actions, clarifying what truly matters to you. By discovering your personal "why," you can align your life with what gives you fulfillment and meaning.

In this section, we'll cover:

- Discovering what truly matters to you and how it shapes your sense of purpose.
- Understanding how values, passions, and strengths contribute to finding fulfillment.
- Exploring simple steps to guide you in discovering and aligning with your purpose.

By the end of this section, you'll have a better understanding of how to define your purpose and use it to create a more fulfilling and meaningful life.

Engage and Explore

Discovering Purpose

Finding your purpose is about understanding what truly matters to you and what brings meaning to your life. Your personal "why" informs your actions, goals, and decisions. Knowing your purpose helps guide you toward fulfillment and clarity in your life. As you grow and learn more about yourself, your purpose can change over

time, but it's a powerful tool to help you navigate life's challenges and opportunities.

Several key elements can help you discover your purpose, such as your values, passions, and strengths. These are important factors in understanding what drives you and shaping the direction you take in life.

Your values	<p>Your values are the beliefs that guide how you live and make decisions. They help shape your purpose and give you direction. For example, values like honesty, integrity, gratitude, family, and generosity can influence how you approach different aspects of life and work.</p> <p>Identifying your values helps you stay true to what matters most and align your actions with your beliefs.</p>
Your passions	<p>Your passions are activities or areas that excite and energize you. They can be a good indicator of your purpose. For example, you might feel passionate about working on creative projects or engaging in artistic activities.</p> <p>If you're unsure about your passions, ask people who know you well. Their perspective on what excites or motivates you can be helpful in</p>

	identifying activities or topics that you want to prioritize spending time on.
Your strengths	<p>Your strengths are the skills and qualities you're good at that come easily to you. Knowing your strengths helps you see how you can reach your goals and how you can help others. When you use your strengths, you feel more confident and motivated.</p> <p>Recognizing your strengths can help you connect your purpose to the things you do best.</p>

Steps to Finding Purpose

Finding your purpose is a personal journey. Let's look at some simple steps to help you discover your purpose and motivate you as you move forward.

- **Journaling and self-reflection**

Taking a few minutes each day to write down your thoughts and feelings can help you understand what matters most to you. Reflecting on your experiences can guide you in discovering your purpose and tracking your growth.

- **Set small, meaningful goals**

Begin by setting goals that align with your values and passions. For example, if you value generosity, volunteer or

donate to a cause. If sustainability matters to you, find ways to reduce waste in your daily life or start a small garden. These small steps will help you build momentum toward your bigger goals.

- **Build your community**

Connecting with people who share your values can keep you motivated. Join a community that aligns with your interests, whether it's a local group or an online forum. Being part of a supportive community can help you stay focused and encourage you to keep going.

- **Keep exploring**

Your purpose can change over time, so stay curious. Try new things, explore different hobbies, or learn about new career paths. Keep an open mind, and you might discover new passions that will shape your purpose in unexpected ways.

Make it Personal

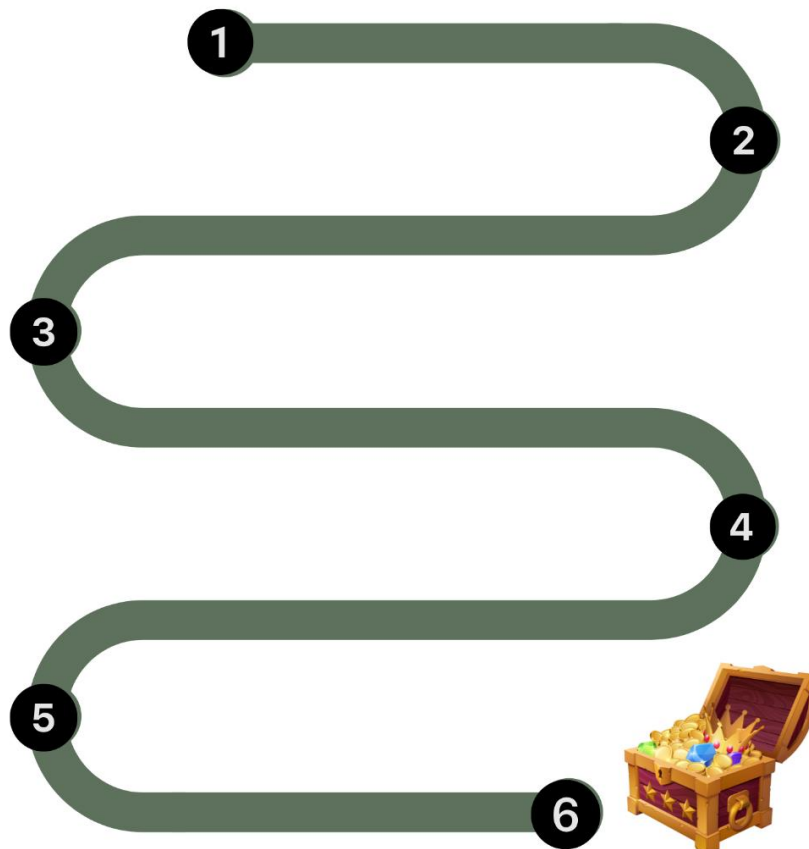
What's Your Purpose? A Treasure Hunt

Get ready for an exciting adventure where you'll explore different parts of yourself to uncover what matters to you. Think of this as a treasure map where each spot gives you a clue to help you unlock your true purpose.

Ready to begin your journey? Let's read the instructions below and get started!

Instructions:

1. **Explore the map.** You'll find six numbered spots on the map. Each spot represents a question to help you learn something important about yourself.
2. **Answer each question.** As you explore, take a moment to think about your answers. You can write them down in the space provided or think about them as you go along. This is all about discovering what matters to you, so be honest with yourself.
3. **Uncover your treasure.** After exploring all the spots, you'll gather the clues to better understand your treasure — your sense of purpose! This treasure will help you understand how what matters most to you shapes your goals and actions in life.



Spot 1: What gets you excited?

Think about activities or things that make you feel energized. What makes you forget about time because you're so into it? This could include sports, music, art, helping others, or a topic you love learning about.

What activities get you excited and bring you joy?

Spot 2: What are your core values?

Values are the things you believe are important in life, such as honesty, kindness, or creativity. They guide how you make decisions and live your life.

What values are most important to you?

Spot 3: What are your strengths?

Think about what comes naturally to you. Are you a great listener? Do you love solving problems? What strengths do people often notice in you?

What are your top strengths?

Spot 4: What do you want to achieve?

This spot is all about your dreams and goals. Do you have a vision for your future? Is there something you've always wanted to do or accomplish?

What's one big goal you want to achieve?

Spot 5: What impact do you want to make?

Think about the people or community you want to help or make a difference for. Is there a cause you're passionate about? How do you want your actions to affect others?

Who or what do you want to impact with your actions?

Spot 6: Unlock your purpose!

Congratulations, you completed your treasure hunt! Look back at what you've written in the five boxes above to reveal your treasure: your purpose!

Your purpose combines what excites you, what you value, your strengths, your goals, and how you want to help. It will guide your decisions and help you focus on what matters most.

Feel free to share your findings with others or keep them as a personal reminder of what truly matters to you. Your purpose will continue to grow as you explore new opportunities and challenges! 🌟

Section 2: Identifying Motivation

Knowing what motivates you is essential for staying committed to your goals and purpose. Motivation is the energy that pushes you to take action, stay focused, and keep moving forward.

In this section, we'll cover:

- Understanding the difference between internal and external motivation.
- Identifying your sources of motivation.
- Learning ways to use motivation to stay on track with your purpose.

By the end of this section, you will have a better understanding of what motivates you and how to use that motivation to stay on course and achieve your goals.

Engage and Explore

Discovering Motivation

Motivation drives you to take action and keep working towards your goals. It's the energy that helps you stay focused, even when things get tough. There are two main types of motivation: internal and external. Understanding both can help you stay on track and committed to your purpose.

- **Internal motivation**

Internal motivation comes from within you. It's the personal reasons and desires that push you to act, even when there's no external reward. This type of motivation is often stronger than external motivations because it's connected to your values and passions.

Here are some examples of internal motivation:

- *Passion for learning:* You study hard because you enjoy gaining new knowledge.
- *Personal growth:* You work on improving yourself because it makes you feel proud and fulfilled.
- *Helping others:* You volunteer because it gives you a sense of purpose and satisfaction.

- **External motivation**

External motivation comes from outside sources. It's when someone or something else encourages you to act. This could be a reward, recognition, or approval from others.

Here are some examples of external motivation:

- *Money:* You work hard because you need the paycheck to support yourself.
- *Praise:* You do the best work you can because you want recognition from your boss or coworkers.
- *Competition:* You push yourself in a race or contest because you want to win.

Combining Internal and External Motivation

While both types of motivation are important, **combining them** is often the best approach. When your internal motivations align with external rewards, you will likely stay committed and achieve your goals.

For example, let's say you're passionate about environmental sustainability (internal motivation), and you get recognized by your community for your efforts (external motivation). The combination of your passion and the recognition from others can keep you motivated to do more.

How to Stay Motivated

Knowing what motivates you helps you stay focused, especially when things get difficult. Use the tips below to make the most of both internal and external motivation and stay on track:

Find rewards that match your values

If you're motivated by rewards, choose ones that align with what's important to you. For example, if you love learning, reward yourself with a new book or course.

Growth with self-compassion

Celebrate your small wins and view mistakes as opportunities for growth. Being kind to yourself keeps you focused on progress, not perfection, and keeps you motivated to continue moving forward.

Reflect on your achievements

Take a moment to think about how far you've come. Compare where you are now with where you were a few years ago. Acknowledge your progress and use that as motivation to keep going.

Visualize your success

Imagine how making progress towards and achieving your goals will feel. Visualizing success can help you stay focused and remind you of the bigger picture.

Stay flexible

Motivation can change, and sometimes your goals may need to adjust. Be open to change and update your goals as your circumstances or priorities shift.

Make it Personal

Discover Your Motivation

In this activity, you'll apply what you've learned about internal and external motivation to your life.

Instructions:

Follow the three steps below to discover what drives you and create a plan to stay motivated.

Step 1: Identify your goal and motivations

Think of a specific goal you want to achieve. It could be something small, like finishing a task, or something big, like learning a new skill. Now, ask yourself:

- Why do I want to achieve this? (This is your internal motivation.)
- What will I gain from achieving it? (This could be an external reward.)

For example:

- **Goal:** Complete a school project on time.
- **Internal motivation:** I want to feel proud of my work and learn more about the topic.
- **External motivation:** I will get a good grade and praise from my teacher.

Step 2: Combine your motivations

Write down how your internal and external motivations work together to help you stay committed. You can write it in the space below, or in a notes app or another digital format that works best for you.

For example:

- "I want to finish my online course to improve my skills at work because I feel accomplished when I learn new things (internal motivation). I'll stay motivated by earning a certificate and getting recognition from my manager (external motivation)."

"I want to achieve my goal of _____

because _____ (internal motivation).

I'll stay motivated by _____ (external motivation)."

Step 3: Stay motivated with a reminder

Create a simple reminder for yourself, like a note or phone reminder, that includes your “why” and a reward.

For example:

- "I'm doing this to grow and improve (internal), and I'll treat myself to a break when it's done (external)!"

Section 3: Putting Purpose to Practice

Knowing your purpose and motivation is one thing but putting them into practice is what really helps you achieve your goals. It's about aligning your values and what drives you with the actions you take every day. This can help you stay focused, even when challenges come your way.

In this section, we'll cover:

- How to connect your purpose and motivation with your daily actions.
- Practical strategies to set and work toward your goals.
- How to apply your purpose and motivation to your career journey.

By the end of this section, you will have a better understanding of how to turn your purpose and motivation into action by applying these ideas to your personal and professional life.

Engage and Explore

Taking Purposeful Action

Now that you understand your personal purpose and motivation, it's time to put them into action. Aligning your purpose and motivation with your daily actions and goals helps you stay focused and make progress, especially in your career.

Set clear, actionable goals

Start by setting goals that connect to your purpose and motivation. These goals should excite you and help you focus on what matters most. For example, if your purpose is to help others, your goal might be to volunteer with a local non-profit organization that is aligned with your interests or passions.

Break big goals into smaller steps

Big goals can feel overwhelming, so break them down into smaller, more manageable steps. This way, you can make steady progress and feel accomplished as you work toward a goal. For example, if your goal is a promotion, focus on actions such as learning a new skill, leading a team project, or asking for feedback.

Align your routine with your purpose

Build habits into your daily routine that align with your goals and values to stay on track. For example, if you want to improve communication, spend 10 minutes daily reading tips or practice

active listening. These habits will help you focus on your purpose.

Staying on Track and Overcoming Challenges

Once you've set your goals and routines, staying motivated and focused is important. Use these strategies to keep moving forward, especially when faced with challenges:

- **Stay focused on your "why"**

When things get tough, remind yourself why you started in the first place. This can help you stay motivated and push through challenges.

- *For example, if you're working towards a degree, your reason might be to get a better job and improve your family's life. By keeping that purpose in mind, you'll find the strength to keep going.*

- **Use motivation to overcome challenges**

Think about how your motivation can help you push through when challenges arise. Whether it's internal motivation, like personal growth, or external motivation, like rewards, use it to keep yourself going.

- *For example, if you're working on a challenging project at work, remember that completing it will improve your skills and support your goal of getting a promotion.*

- **Align your actions with your values**

Make sure your daily actions match your values and purpose. This will help you feel fulfilled and motivated.

- *For example, if you care about environmental sustainability, you could look for opportunities within your role to help your workplace become more eco-friendly or prioritize working for a company focused on sustainable initiatives. When your actions align with your values, you'll feel better about what you're doing.*

- **Reflect regularly**

Take time to reflect on your progress. Are you staying focused on your purpose and goals? If not, adjust your actions.

- *For example, set aside time each week to review your achievements to see what worked and what needs improvement. Regular reflection helps you stay on track and move in the right direction.*

Make it Personal

The Gap and The Gain³

When you're working toward a career goal, it's easy to focus on how far you still have to go (the gap). The gap is the space between where you are now and the goals you're working towards in the

³ The concept of 'The Gap and The Gain' is drawn from Dan Sullivan and Dr. Benjamin Hardy. 2021. *The Gap and The Gain: The High Achievers' Guide to Happiness, Confidence, and Success*. New York. Hay House. The Gap And The Gain® is a registered trademark, copyright and concept owned by The Strategic Coach Inc. All rights reserved. Used with written permission. www.strategiccoach.com.

future. But what if you switched your focus to how far you've already come (the gain)? This simple shift can help you stay motivated and feel more positive about your journey.

For example, if your goal is a promotion, it's easy to focus on what you still need to achieve. But by reflecting on the skills you've gained, the projects you've completed, and the progress you've made, you'll see how far you've come. Recognizing the gain boosts your confidence and strengthens your motivation.

In this activity, you'll reflect on your gap (the things you're still working toward) and your gain (the progress you've already made). By recognizing your gain, you'll see how your purpose and motivation are helping you succeed.

Instructions:

Follow the four steps below:

Step 1: Reflect on Your Gap

Take a moment to think about something you're still working toward in your career (your gap). It could be a big goal, like landing a promotion, switching jobs, or developing a new skill.

Answer these reflective questions to help identify your gap:

1. What's something I want to achieve in my career but haven't yet?

2. Why is this goal important to me? How does it connect to my purpose or motivation?

Step 2: Reflect on Your Gain

Now, think about the progress you've already made in your career (your gain). This could be anything you've achieved, no matter how small it might seem at first, like learning a new skill, completing a project, or taking steps to improve your work-life balance.

Answer these reflective questions to help you identify your gain:

1. What have I already achieved in my career journey?

2. How has my purpose or motivation helped me reach this achievement?

Step 3: List your gap and gain

Write your responses below or in a notes app or another digital format that works for you. Here's an example to help guide your reflection:

My Gap	My Gain
<i>Get promoted to supervisor</i>	<i>Took a training course to improve my skills</i>

<i>Develop public speaking skills</i>	<i>Led a small meeting at work</i>
<i>Find a new job that aligns with my values</i>	<i>Updated my resume and started applying for jobs</i>

My Gap	My Gain

Step 4: Focus on Your Gain

Once you've reflected on your gap and gain, take a moment to be grateful for how far you've come. Celebrating your progress is a great way to stay motivated and keep moving forward.

Reflect and Connect

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

- Discovering what gives you a sense of purpose and fulfillment.
- Identifying the motivations that drive your actions and help you stay committed.
- Putting your purpose and motivation into practice to guide your daily actions.

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!

Do your values align with the goals you're working toward?



How can you use your motivations to stay focused on your goals?

What is one small action you can take today to align your goals with your purpose?

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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