



**Career Planning:
Make Better Decisions,
Create a Life**

For Teens & Their Parents

Robin Roman Wright
Career & AD/HD Coach
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www.youthleadershipcareers.com

What do you think?
15 minutes

How will you know if your young adult is doing well at 25? At 30?

- Quickly get into a group of 5 - 6 people
- Appoint a
 - Team Leader
 - Time Keeper
 - Recorder
- Let each person say ... or pass; poll group 2x
- Come to consensus about the top 3-5 issues
- Write them on card; Report to group

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Agenda

- Baker's Dozen: Questions About Life After High School *What color is your parachute for class?*
- A New Economic Reality *ebb Market*
- How Many Students Finish College? *—*
- Career Planning Is One Success Factor *—*
- Ten-Step Process for Preparing For a Satisfying Career *—*
- What Is Career Coaching? *—*

Identifying transferable skills

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Finishing College

Who is most likely to succeed?

Students who have

- Solid academic skills
- Career Maturity *Direction*
- Have proven self-management skills – are ready to live on their own. *hard for*

mental health risks. Don't see what is at

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Needs support communication for them. Student should sign paper to say ADHD will be good at parents work at things that interest them grade.

Many Go, Few Finish

- 67% of high school grads are admitted to college

2 year certificates can produce good jobs.

- Fewer than 30% gain BA/BS or higher within 10 years

and attendance FIRPA

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gap year programs more a plan gap year fair city year. Executive Leadership skills.

Completion Rates

Of those who actually start

- 32% finish in 4 years

- 56% finish in 6 years

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More money? Federal plan only go to 4 years.

Economy -

Now want people who are already trained. Real world knowledge required. Put in more tests to find a degree based job.

grads - in grey collar jobs - Technical skills available at 2 year colleges more in demand than engineer

*College students feel
betrayed by college
system.*

Success

- Comes about when students and parents “do” college and career planning from a strengths-based perspective and a laser focus on what is real.
- Involves a ten-step process.

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The Implications

- **A 4-year BA degree may still be a good idea for many students.** However,
 - Career Planning prior to enrolling in college is more important now than 30 years ago.
 - Approach college with a consumer mindset.
 - For many students in the “academic middle” waiting a year, or seeking an alternate path to education and a career, may be a better idea.

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Strengths-based Career Planning

- Shoot for Horatio Alger
- Keep your eyes open and ears attuned
- Test assumptions
- Complete your “Picture of Your Ideal Job”
- Interact with/ learn about the marketplace
- Obtain the skills and knowledge you need
- Start employment
- Reflect and adapt
- Life-long learning

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Identifying Talents and Skills:

A Critical Part of the Career Planning Process

■ What is the Career Planning Process?

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Find a Career that Suits You

■ 10-Step Process for preparing for a satisfying career

1. Understand Yourself
 - Take self-assessments
 - If needed, obtain a neuropsychological evaluation
 - Identify your transferable skills/ strengths

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10-Step Process

2. Select your Fields of Fascination and complete a picture of "your ideal job."
3. Where are your skills and interests valued in the marketplace?
4. Identify 3 Job Targets that are most promising
5. Determine – what skills and knowledge you need to obtain employment in each of these jobs.
 - Consider a "gap" year.
6. Investigate options for gaining the skills and education you need with a consumer mindset – find the best learning environment for you.

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strongly interested

Prerequisite

self-directed search.com

Dyna-met gap year program

Residential life skills internship

down to earth

job descriptions

professional work

accomplished at outdoors

Worcester Handbook

deal with kids with Mental Health issues But not chronic.

10-Step Process

7. Start the learning/ education program.
8. Create a learning community for yourself. Seek help and use it.
9. Develop networks and contacts.
10. Take advantage of job shadowing opportunities, internships, service-learning programs.

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identify help from people who learn in a different way & resources who can check work for you

What Are the Wake-Up Calls?

- Consider a Plan B if your student is:
 - Receiving poor high school grades
 - Getting poor college admission test scores
 - Lacking a career direction
 - School has always been a source of conflict
 - Not liking to read
 - Always requiring close parental supervision to complete school work
 - Frequently cutting high school classes
 - Having trouble with the law, substance abuse.

Author: Ken Gray, Getting Real, Helping Teens Find Their Future.
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Wake-Up Calls – Less Obvious

- Consider a Plan B if your student is:
 - Being evasive about postsecondary plans
 - Always doing as little as possible in high school
 - Avoids taking the college entrance test (SAT, ACT)
 - Never getting around to filling out college application
 - Not applying to a college that requires an essay
 - Having parents filling out applications and writing the essays.

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Importance of Career Coaching

■ Positively ADD

- "People with ADD wrestle with getting organized, being on time, making plans, following through to the end of tasks, keeping up with projects, taking care of details and prioritizing what needs to be done next." *
- Helps young people make the most of their special talents. "Promote their gifts and contain their problems."

* Positively ADD, p. 15 & 16

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What is Career Coaching?

- Career Coaching helps the student develop the "picture of their ideal job," identify his/her talents & skills, research possible career/ work options that fit his/her personality and choose a set of desirable options.

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Benefits of Coaching

- AD/HD Coaching Fosters Independence & Effectiveness
- Career Coaching Helps With Self-Understanding and Setting a Direction for the Future

Coaching can help a teen or young adult create a life that is less frustrating and more rewarding.

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Resources

Books

- Gray, Kenneth. *Getting Real, Helping Teens Find Their Future*. CA: Corwin Press, 2009.
- Hallowell, Edward M., Corman, Catherine. *Positively ADD, Real Success Stories to Inspire Your Dreams*. New York: Walker & Company, 2006.
- Bolles, Richard N., Christen, Carol. *What Color Is Your Parachute? For Teens*. CA: Berkeley, 2006.
- Covey, Sean. *The 7 Habits of Highly Effective Teens*. New York: Fireside, 1998.
- Mooney, Jonathan, Cole, David. *Learning Outside the Lines*. New York: Fireside, 2000.
- Newhall, Patricia W. *Study Skills: Research-Based Teaching Strategies*. MA: Landmark School, 2008.

Web Sites

- <http://www.bls.gov/OCO/>
- www.eureka.org
- www.careerzone.org
- http://www.martynenko.com/articles/case-against-one-size-fits-all-education_id1580
- www.parachute4teens.com and www.youthleadershipcareers.com
- www.greatschools.net

To Contact Robin call (978) 447-1496 or e-mail coachrobin@leadershipandcareers.com.

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Responsible.
 Plan ahead.
 Helpful.
 Own support
 network.
 reciprocal relationships
 make choices / have choices.
 Have a life worth talking about.
 Self advocacy.