

SUGGESTED ACTIVITIES FOR PERSONAL CAREER GUIDANCE / COACHING

In personal career guidance, why not use the cards:

- To help clients to tell their story so far
- To support clients to identify and consider new models of work, learning, and exploration beyond those they have already considered
- To challenge perceptions of 'career' as a one-way linear trajectory
- To address clients' limiting beliefs and assumptions e.g., what counts as 'career' and/or 'work'
- To help clients identify how the shape of their career and the activities within it change on different days of the week e.g., on weekends
- To support clients in reflecting on their current and desired work-life balance
- To support action planning by helping clients to identify potential stepping stones and pathways that can lead to a longer-term goal

SUGGESTED ACTIVITIES FOR CAREERS EDUCATION, PSHE, OR CITIZENSHIP LESSONS

In careers education, PSHE, or Citizenship lessons, why not use Shape of Career cards:

- As a conversation starter about the changing and evolving nature of work in the fourth industrial revolution
- As a conversation starter about which models of work provide 'decent work'
- As a conversation starter about the opportunities and challenges of different models of career exploration, learning and development, and work

The next few pages detail suggested activities for personal career guidance/coaching, PSHE or citizenship lessons and career learning and development (CLD) groupwork.

These are just suggestions, I'd love to learn from you! If you find a new way to use the cards, please let me know on LinkedIn or email me at lis@sunrisecareerguidance.co.uk

ACTIVITY 1: FOR USE IN PERSONAL CAREER GUIDANCE SESSIONS

- Lay out the Yes, No, Maybe cards on the table.
- Separate the cards into the 5 categories and place them in piles (text side down) so that just the category name is visible:
 - Paid Work
 - Unpaid Work
 - Work, Learn, & Develop
 - Explore & Test Ideas, Create Opportunities
 - Learn & Develop
- Ask the client to pick up the category or categories of career opportunities that appeal to them. Explain that not all cards may be relevant to them, but some may be.
- Invite the client to turn over and consider each card within the category – whether it is something they would consider and place it on the relevant ‘yes’, ‘no’, ‘maybe’ card.
- Support the client (drawing on the supporting guide as required) by providing information about each option if required.
- Once the client has sorted all cards, invite them to talk through their selection.

ACTIVITY 2: FOR USE IN CAREER COACHING SESSIONS

In a career coaching session, why not use the cards to help clients reflect on their current lives and the range of roles they currently undertake:

- Separate the cards into the 5 categories and place them in piles (text side down) so that just the category name is visible:
 - Paid Work
 - Unpaid Work
 - Work, Learn, & Develop
 - Explore & Test Ideas, Create Opportunities
 - Learn & Develop
- Ask the client to pick up the category or categories of career opportunities that best reflect the activities they are currently undertaking as part of their career. Explain that not all cards may be relevant to them, but some may be.
- Invite the client to turn over and consider whether each card within the category is something they currently do. If it is, invite them to set it aside.
- Support the client (drawing on the supporting guide as required) by providing information about each option if required.
- Once the client has sorted all cards, invite them to talk through their selection and ask them to draw a wheel and allocate segments that represent how much time and energy they are currently allocating to each area.
- Help them to explore how they feel about their wheel and whether they would like anything to change – for example reallocating time and energy in different places.

ACTIVITY 3: FOR USE IN PSHE OR CITIZENSHIP LESSONS

- Introduce the concept of decent work as “productive work for women and men in conditions of freedom, equity, security, and human dignity” (source: https://ec.europa.eu/international-partnerships/topics/employment-and-decent-work_en)
- Explain decent work is a basic requirement we can all expect in our working lives
- Show the ILO’s 1.5 minute video if appropriate:
<https://www.youtube.com/watch?v=mZpyJwevPqc>
- Select two models of paid work from the Paid Work category
- Introduce each model to the group and ask participants to put their hands up if (a) they’ve heard of each model (b) they know someone who has used this model (c) they would consider this model in future
- Split the group into two teams and ask one team to find and articulate as many arguments as they can in favour of the first model and the other team to find and articulate arguments against it
- Repeat for the second card, reversing the roles so that each team has a chance to argue for and against a model of work
- Summarise and ask the group what they will take away from the session

ACTIVITY 4: FOR USE IN CAREER LEARNING & DEVELOPMENT (CLD) GROUPWORK SESSIONS

Focus/Topic: How could you spend your time?	
Timing: 60 minutes	
Aim: To explore different ways you could spent your time in their career going forwards.	
<p>Objectives:</p> <p>Participants will have the opportunity to:</p> <ul style="list-style-type: none"> • Learn about different ways they can spend their time • Reflect on which might work for them 	
<p>Aids and materials:</p> <ul style="list-style-type: none"> • Room set up for group work • Shape of career sort cards (1 per participant) • 3 x sheets for each participant printed with YES on one, NO on another, and MAYBE on another – they can use these to sort their cards • Supporting guide for the facilitator / on the table for participants 	
Structure of Session (Activities and Timings):	
Stage One: Introduction	
Time	Activities and Resources
5 minutes	<ul style="list-style-type: none"> • Welcome to this session on how you might like to spend your time in future. • The aim of this session is to share with you some different ways you could spend your time in your career going forwards. • What are your hopes for this session?

<p>5 minutes</p>	<ul style="list-style-type: none"> • Career is no longer defined as just paid work or a linear ladder leading to a fixed destination. The ways we can spend our time and the reasons we spend our time in different ways has expanded – A LOT! • We are going to spend some time talking through the different ways you could spend your time going forwards. • We'll give a brief overview for each example, ask whether it's something you are already familiar with, and ask you to reflect on whether it's something you would consider for the future. <ul style="list-style-type: none"> ○ Some will be relevant to you, others won't. ○ Some you'll have heard of or tried already, others not! ○ Some may be totally new ideas – that's ok – the world around us is changing so much there are new opportunities emerging all the time.
<p>5 mins</p>	<ul style="list-style-type: none"> • I'm going to give each of you a pack of the options. • Keep the cards in the order they come to you in for now – this will help you to sort them into piles as we talk through them. • The possibilities are grouped into 5 categories as listed on the reverse of each card: <ul style="list-style-type: none"> ○ Paid Work ○ Unpaid Work ○ Work, Learn, & Develop ○ Explore & Test Ideas, Create Opportunities ○ Learn & Develop • Categorising the possibilities proved quite tricky because some things overlap and there are lots of definitions out there! You'll notice that some cards also fall into more than one category.

	<ul style="list-style-type: none"> • We are only sharing brief explanations today but will share the supporting guide with you so that you can investigate possibilities further. • Lay out your sheets with YES, NO, MAYBE in front of you. • As we talk through each option, think about whether it's something you might consider in future. • Once you've heard the explanation, place the card in the appropriate pile for you. • I'll hand out the cards now.
35 mins	<ul style="list-style-type: none"> • Let's start with paid work. This is where people exchange their time, skills, and experience for money. There are different types of paid work and different types of workers have different employment terms, conditions, and rights. Let's talk through each type.
	<ul style="list-style-type: none"> • Unpaid work is part of our expanded notion of work – work doesn't have to be paid to be called work. • The cards in this section include work people do, that has a value (to you or others), but which isn't paid. • It may be something that you could pay others to do or that someone could pay you to do, but you do it (on an unpaid basis) yourself.
	<ul style="list-style-type: none"> • The Work, Learn, & Develop category encompasses ways you can work and learn at the same time, gaining knowledge and insights while working too. Again, there are lots of types! I'll talk you through them.
	<ul style="list-style-type: none"> • Explore & Test Ideas, Create Opportunities – this category covers ways you can find out and trial ideas for how you might want to spend your time in future.

	<ul style="list-style-type: none">• Learn & Develop: This category includes ways that you can learn or develop, gaining knowledge and insights. Learning and development can take place inside and outside formal education settings.
10 mins	<ul style="list-style-type: none">• REFLECTION AS A GROUP:• Before we put the cards away, would you like to take a picture of the YES and MAYBE pile?• How did you find the activity?• What do your findings mean for you future?