



CAREER ENGAGEMENT:

Re-Aligning Challenge and Capacity
in Chaotic Times



Big Ideas

- **COVID CONTEXT**
- **CAREER ENGAGEMENT MODEL**
- **TIPS & STRATEGIES**

Mentimeter

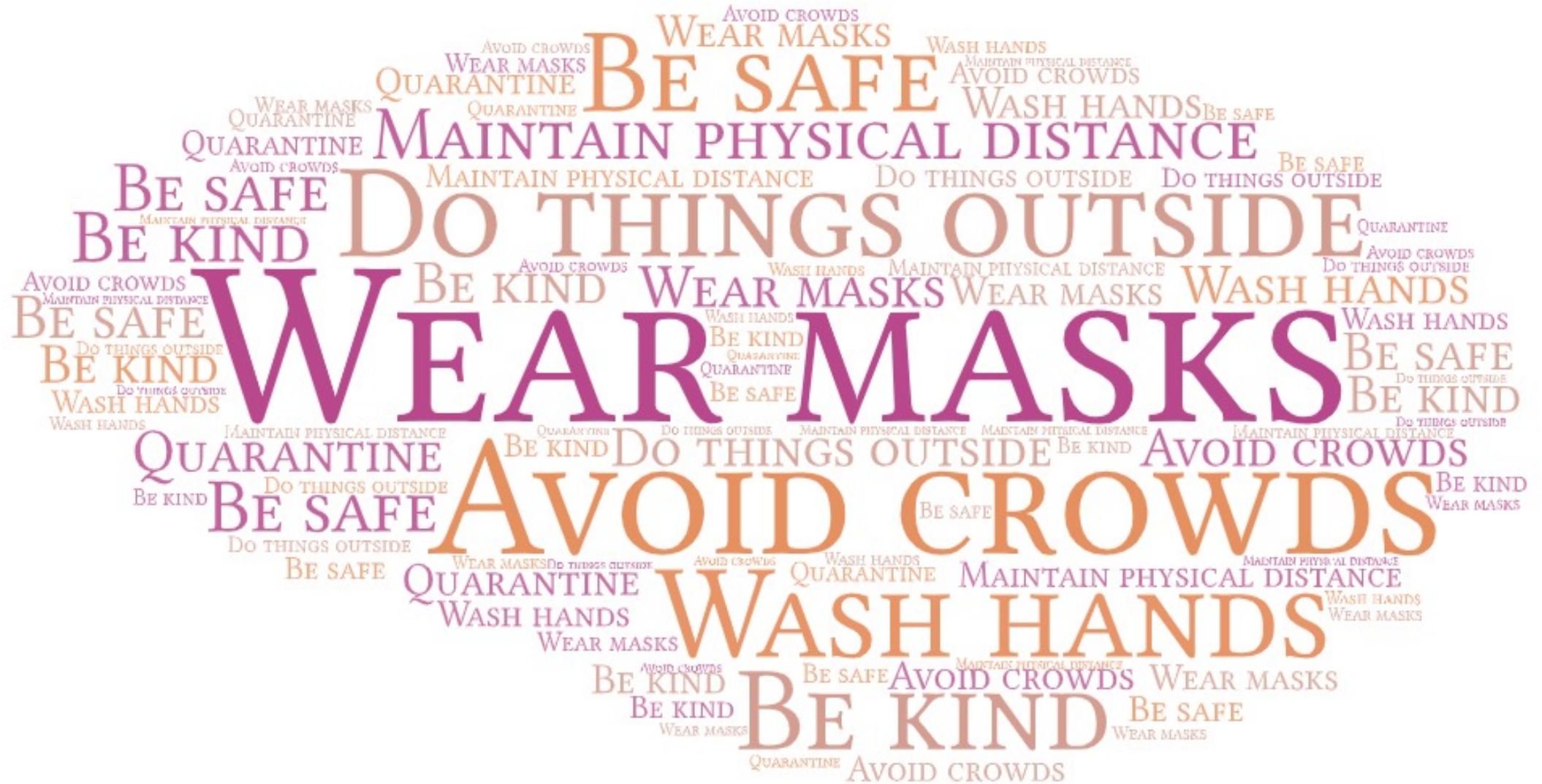
- As you think about your own career engagement in the current context, what one word describes how you are feeling? (word cloud)



COVID CONTEXT



A GLOBAL COMMUNITY IN ACTION



CANADIAN CONTEXT

158,758
confirmed cases



9,297
deaths
Source: World Health Organization

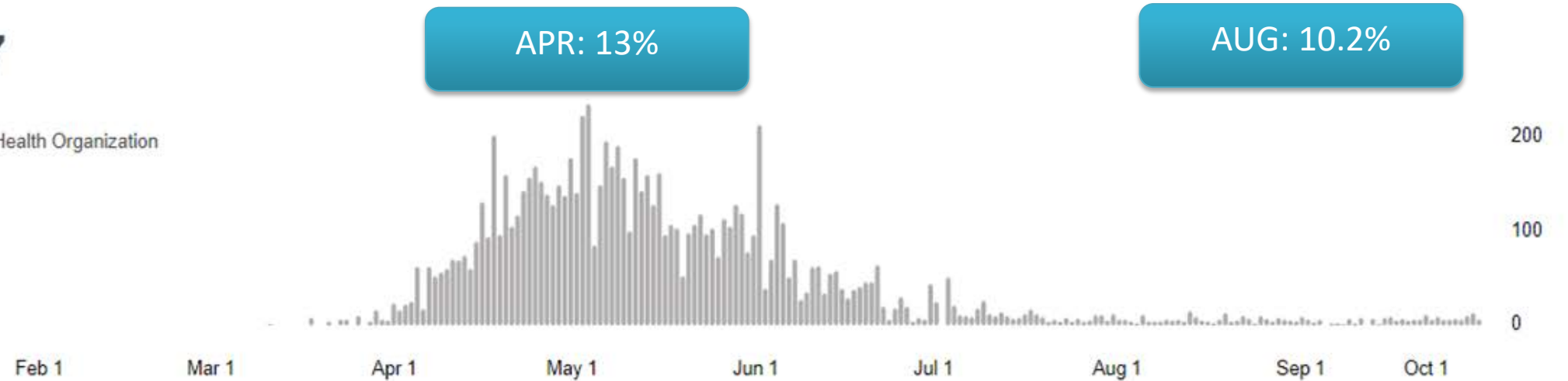


image source: <https://covid19.who.int/region/amro/country/ca> (as of October 2, 2020)

INDUSTRIES HIT THE HARDEST

Hotels

Sports &
Performing Arts

Furniture & Home
Furnishings Stores

Restaurants &
Bars

Motion Picture &
Sound Recording

Dental

Laundry & Other
Professional
Services

Clothing Stores

Amusement Parts
& Casinos

Scenic
Transportation

We are drenched by the same crashing waves,
but in different boats.

~ Bikram Vohra/Dubai

Source: <https://www.khaleejtimes.com/coronavirus-pandemic/coronavirus-not-in-the-same-boat-just-the-same-storm>



Mentimeter

- The biggest challenges I've experienced over the last several months are . . . (select all that apply)
 - Wearing masks
 - Using hand sanitizer
 - Avoiding family and friends
 - Working from home
 - Homeschooling my children
 - Adjusting recreational activities



CAREER ENGAGEMENT MODEL

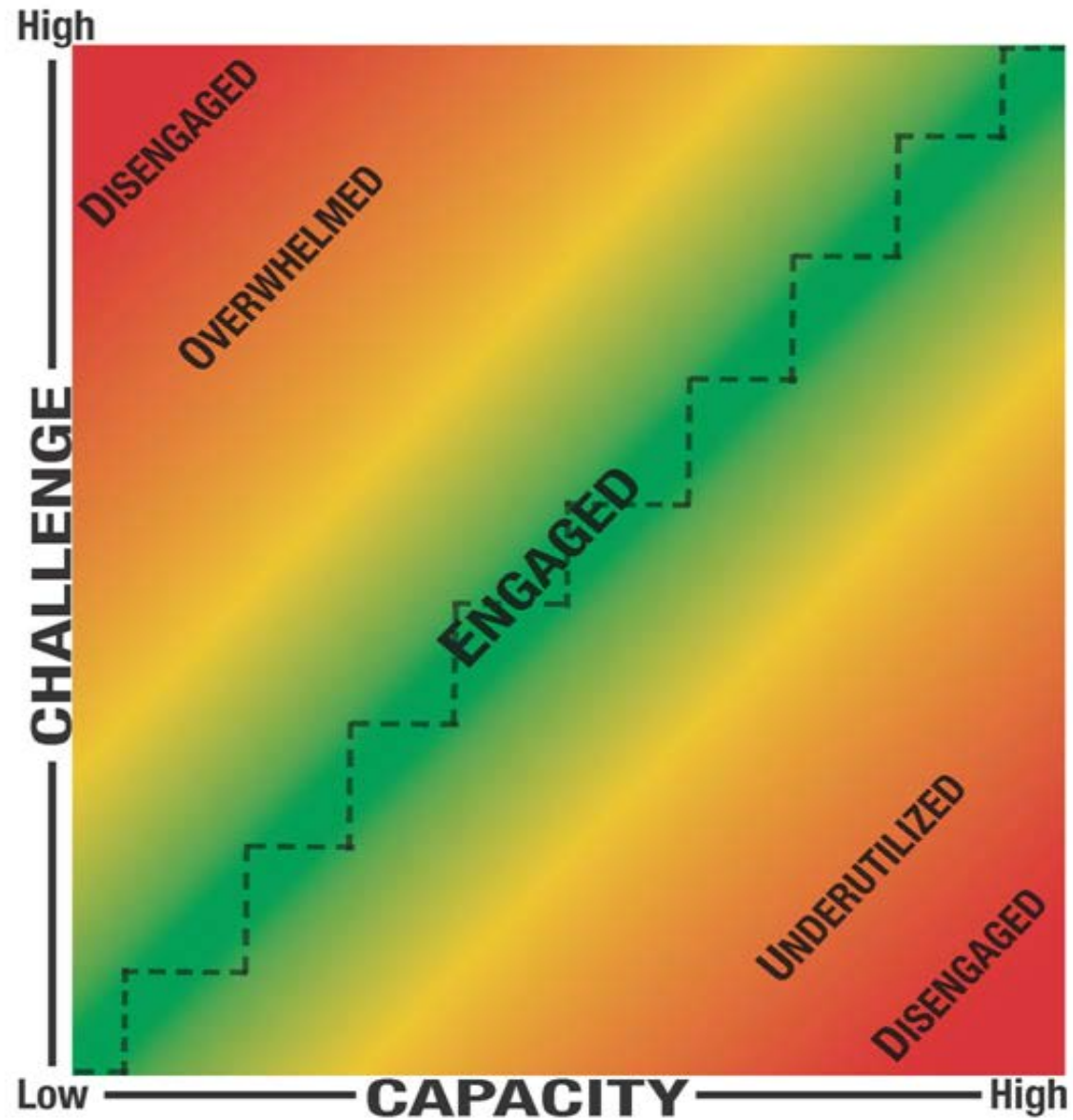
THE “CAREER” IN CAREER ENGAGEMENT

“The interaction of work roles and other life roles over a person’s lifespan, including how they balance paid and unpaid work, and their involvement in learning and education”

The European Lifelong Guidance Partnership Network (ELGPN) Glossary, 2012



CAREER ENGAGEMENT



~ Neault & Pickerell, 2011

A CONCURRENT EXPERIENCE



THE FACTORS

Challenge

Motivating Work

Meaningful
Opportunities

Capacity

Resources

Relationships

Workload

Wellbeing

Fit

Mentimeter

- In considering your current state of challenge and capacity, where do you most often find yourself?
 - Disengaged through Overwhelmed
 - Overwhelmed
 - Slightly Overwhelmed
 - Engaged
 - Slightly Underutilized
 - Underutilized
 - Disengaged through Underutilized

“CHALLENGE” IN THE COVID-19 ERA

Social/physical distancing restrictions

Travel restrictions

Forced closure of workplaces

Implementation of cleaning protocols

Access to personal protective equipment

Set-up of new technologies

Access to files/documents

The loss of anticipated experiences

*It's not so much
that we're afraid of change
or so in love with the old ways,
but it's that place in between
that we fear. . .*

It's like being between trapezes.

*It's Linus,
when his blanket is in the dryer.
There's nothing to hold onto.*

~Marilyn Ferguson, Futurist



“CAPACITY” IN THE COVID-19 ERA

Struggling with isolation, mental/physical health, or wellness

Balancing childcare / eldercare responsibilities

Engaging with social network (e.g., friends, family, co-workers)

Transitioning to virtual work/learning environments

Building new skills

Arranging required supplies/equipment



Our capacity to rise to the challenges life often presents is directly related to our ability to access individual and organizational supports.

~Deirdre Pickerell



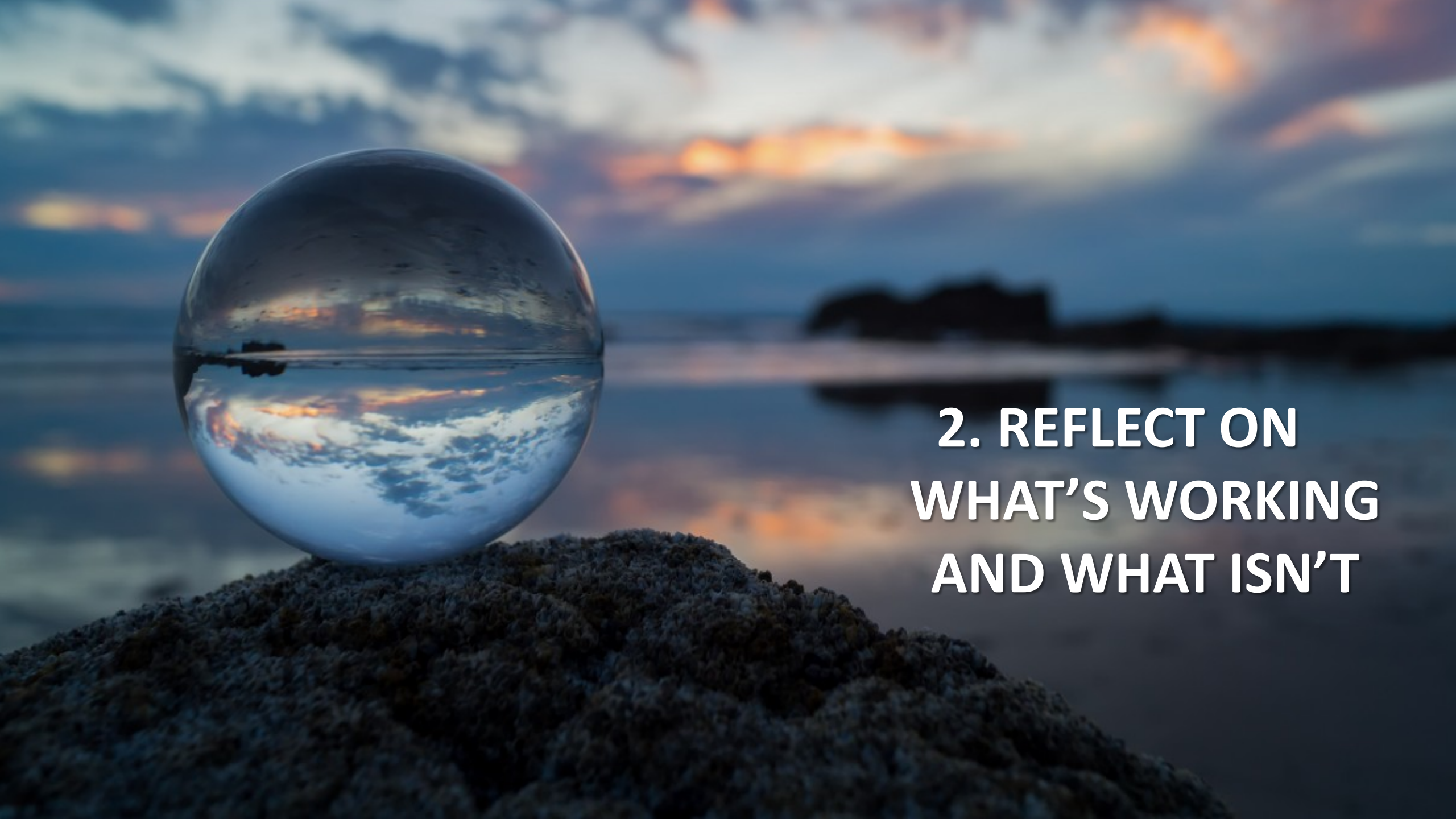


TIPS & STRATEGIES





**1. MONITOR YOUR
CAREER ENGAGEMENT**



**2. REFLECT ON
WHAT'S WORKING
AND WHAT ISN'T**

3. CONSIDER ALL YOUR LIFE ROLES





4. KNOW YOURSELF

5. EXPLORE OPPORTUNITIES



**6. DECIDE HOW MUCH
OR LITTLE TO SHIFT**



7. IDENTIFY INDIVIDUAL AND ORGANIZATIONAL CAPACITY



8. TAKE ON AN APPROPRIATE LEVEL OF CHALLENGE





**9. SET SHORT AND
LONG TERM
SMART GOALS**

10. AVOID DISENGAGEMENT



Final Thoughts

- Fuel Optimism
 - Actively Reframe
 - Come Together as Communities
 - Contribute What You Can
 - Innovate
 - Communicate Effectively
 - Take Care of Your Own
 - Be Kind
 - Choose Wisely
 - Be Patient . . . Perfect Isn't Possible
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Source: <http://lifestrategies.ca/docs/10-Tips-for-Maximizing-Engagement-in-Chaotic-Times.pdf>

