

A QUICK + SIMPLE GUIDE FOR CAREERS ADVISORS

**“Why Students Struggle
To Find Passion Filled
Career Pathways”**

**5 FACTORS THAT HOLD STUDENTS BACK
AND HOW YOU CAN
HELP THEM FIND SUCCESS**

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PERSONAL DEVELOPMENT FOR PASSION FILLED CAREER PATHWAYS

In reality some people spend a lifetime trying to find the right career for them and what's worse is that some never make it.

Fortunately for me at an early age I followed my passion for helping people (students in particular) and now I have the joy of travelling around Australia engaging, inspiring and coaching thousands of young people every year in careers, learning and personal development.

Research confirms in response to the question "What career are you planning to do?", numerous students replied with the answer "I haven't got a clue and what's worse is I don't know where to begin."

When I was at school the full extent of my career counselling experience was:

Teacher:

"Here's a careers guide, have a look and see if there are any jobs you think might interest you."

Me:

"Thanks!"

(Goes and finds the career which earns the most money).

The facts are:

- Most secondary students are confused on their career choice.
- Many have no clue what-so-ever and no idea how to get there.
- 30% of 1st year university students change courses, change universities, or drop out.
- 50% of professionals hold a tertiary qualification that they are not using in their job.
- Some careers will provide you with more financial security and freedom than others.
- The best way to select a career path is to follow your interests, passions and personality.
- 25% + Year 12 graduates remain unemployed.

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Given that students spend a large percentage of their time at school, and they are in the phase of their life where they are developing the skills, attitudes and knowledge which will serve them later on in their careers journey, we must do all that we can to support them in that journey.

In my keynote presentation 'Decide Your Own Destiny' which I present in schools all over Australia, I define 'Real Success' this way:

1. Knowing who you are;
2. Work every day to be the BEST YOU that you can be;
3. Living your life to make the world a better place

Through my own personal journey I have discovered that we can be distracted by an unrealistic picture of what success really is. Media and advertising bombards our minds with images of beauty, fashion, excessive wealth, setting ideals which are unrealistic and unachievable.

Success is possible for every young person in Australia if we will only help them understand the true meaning of success.

So here are, what I believe, 5 factors that hold students back from passion filled career pathways and how you can help them find success.

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1. UNDERSTANDING OF SELF

The key to a passion filled career and a passion filled life is understanding yourself.

There are a number of elements in understanding yourself and given that I want to keep this informative but quick and simple i'll list them here:

- Self Concept
- Self Belief and Self Esteem
- Personality Type
- Learning Style
- Passion and Interests
- Strengths

Developing an understanding of self helps a young person identify career pathways which they will be best suited to.

One of the primary reasons so many adult workers dont find satisfaction in their chosen career or job is because they're not naturally suited to the type of work they're doing.

There are a number of simple assessment tools which we use with students which identify their Personality Type, Interests, Passions and how they relate to potential career options.

One very important element of developing a positive self concept is self awareness. When young people understand themselves better (ie personality type, learning style, passions, interests etc) and know that different isn't bad, it's just different, they can be empowered to be the best they can be, and find a career path which suits them.

The more self discovery activities you can do with students, which directly relate to potential careers the more likely they will find one which they connect with and will develop a real passion for.

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2. DISCONNECTION WITH LEARNING

Students naturally develop a negative perception of learning because it is connected with 'going to school' which causes a disconnection with a passion and desire learning.

It is important for students to develop a positive attitude towards life long learning as this is a key for career management and continuous career development and improvement.

Here are a few tips for encouraging lifelong learning in students:

- Link passions with learning
- Identify student learning styles and align learning with personal styles
- Encourage projects which involve learning AND teaching as well as team learning
- Develop goal setting skills and set learning goals
- Encourage self directed learning and reflection
- Involve students in learning outside of the classroom

Lifelong learning promotes 4 key outcomes:

- A highly skilled workforce
- Democracy and inclusivity
- Personally rewarding life
- Personal responsibility

A student who develops a passion for learning will never find themselves stuck in a rut or without work. With the access we have to information via the internet you can learn almost any skill you want (I learnt how to fold a fitted sheet the other day on YouTube.com).

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Anthony J. D'Angelo said:

**“Develop a passion for learning.
If you do, you will never cease to grow.”**

In my view, passion for learning and growth comes when the learning is aligned with a person's interests and their styles (learning style, communication style and personality).

When we have a good understanding of ourselves, our passions, our interests and our styles it's much easier to find career pathways and learning pathways which suit us. When we're 'in our groove' learning comes more naturally and is less of a strain.

3. WORK RELATED SKILLS

The skills required to be a productive employee come under 4 main categories:

- Basic Skills
- Thinking Skills
- People Skills
- Personal Qualities

BASIC SKILLS

There are 5 basic skills which are needed for most career pathways:

- Reading
- Writing
- Mathematics
- Speaking / Communication
- Listening / Following Instructions

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THINKING SKILLS

There are 4 thinking skills which are needed for most career pathways:

- Creative Thinking
- Problem Solving
- Decision Making
- Visualisation

PEOPLE SKILLS

There are 5 people skills which are needed for most career pathways:

- Social Skills
- Negotiation Skills
- Leadership Skills
- Teamwork
- Cultural Diversity and Acceptance

PERSONAL QUALITIES

There are 3 personal qualities which are needed for most career pathways:

- Self Esteem
- Self Management
- Personal Responsibility

I could easiliy break each of those skills down and go into more detail but for the sake of time I'll leave it there. If you're looking for activities to work on with your students to help develop any of those skills there are some great resources online - or drop me an email I'd be happy to assist.

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4. DECISION MAKING

Because decision making is such a crucial skill to have in career development and career management I have included it as one of the 5 key factors.

Choosing subjects, deciding on a career path, working out which university to go to and which course to study are all crucial decisions which students have to make.

Scientific studies show that there are four essential steps you will want to follow. They are abbreviated ACIP, like taking “a sip” of a drink.

A = Alternatives - Look at all of your alternative options

C = Consequences - Write a list of pros and cons for each Alternative

I = Information - Search for new information on each Alternative

P = Plans - Develop a plan (a) how to carry out your decision (b) what to do if one of the negative consequences happens

If we can help student develop smart decision making skills, we might be able to save them from years of trial and error working in jobs they aren't passionate about.

By establishing strong foundations for decision making, generate good alternatives, evaluate these alternatives rigorously, and then check your decision-making process, you will improve the quality of your decisions.

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5. VALUE ORIENTATION

One common thing I see in young people who I work with is a lack of appreciation for value.

One of the first questions I hear young people ask in relation to a potential career pathway or job opportunity is:

“How much will I get paid?”

One of the most important lessons I learnt from a mentor of mine was that you will get paid according to the value you add to the company. You don't get paid for your time, or for the hour you work, you get paid for the value you bring to the hour.

So if you want to get paid more... learn to bring more value!

This is a key distinction in helping young people develop a passion for lifelong learning as well. If they learn to connect their wage with the value they bring, they will be more motivated to increase their own skills in order to add more value and earn more money.

So there you have it...

If young people can:

- Understand themselves better
- Develop a passion for lifelong learning and Personal Development
- Develop work related skills
- Learn how to make smart decisions AND
- Understand the importance of adding value

they'll be well on their way to a successful and passion filled career pathway!

Remember practice makes improvement!

Nathan

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ABOUT NATHAN HULLS

**“Real... Engaging... Inspiring... Interesting...
Dynamic... Funny... Empowering...
Uplifting... Motivating!”**

Nathan Hulls is a teen behavior expert, youth speaker, careers and success coach. With more than a decade of hands on real experience, Nathan has earned a reputation as a leading authority on teen behavior, personal development and motivation. Seen on the TODAY show (Channel 9) and a ‘Girlfriend Guru’ in Girlfriend Magazine, his inspiring personal stories and life changing message reaches thousands of teens every year.

Say ‘Hi’ at www.nathanhulls.com

TEACHER FEEDBACK

“Nathan addressed my Year 12 students at their study camp. The message is a simple one, but delivered with the calibre of many a stand up comic. To get such an empowering, uplifting, motivational message across with laughter and engagement was a real feat without any of the cliched cheese or “whoop”. The message is being revisited in my year level meetings, and my addresses to parents on information evenings. What is the message? Now that would be telling. But in my 16 years teaching I’ve taught all-comers; from the brightest to the most damaged and damaging. This message is a key to fulfillment for all. I’ll be rebooking Nathan.”

Justin Cooper, Bacchus Marsh Grammar, VCE Coordinator

“Nathan engaged the crowd with his fantastic unique style and gave the audience some great food for thought. The message he delivered to the students was powerful and has greatly motivated them to achieve their best during the exam period! Amazing performance!”

**Bethany Wakefield, LaTrobe University Bendigo
Residential Supervisor (Academic Development)**

STUDENT FEEDBACK

“Amazing! Loved him!”

“He told lots of jokes.”

“Engaging, not boring.”

“He was inspirational!”

“I liked how he gave everyone inspiration on what they can do.”

“I just like that he was real, he told his own story and that made it so good.”

“He was really funny!”

WWW.NATHANHULLS.COM