

CareerSmart

Honour your background - Imagine your future

Whakahonoretia to papamuri - Whakaarohia to heke mai.



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Date: 26/10/2022

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Welcome to your CareerSmart report. Your reflections on what matters to you about the future and the evaluation of your interests and skills will provide insights for making informed career decisions.

Based on your self-assessment, this report will help you to reflect on:

The kind of future you want to live and work in

The contribution you could make in the future

The focus and learning you will need to make your unique contribution

How your background and influences can support you.

Introduction to your report

We believe that our world can be a good place to live and work in, and that our choices can steer us towards making a contribution that will enable us to flourish. To achieve this requires self-awareness and thoughtful action.

In completing the assessment, you took the time to think about the future you want and to evaluate your interests, motivations and skills. So, this summary report should:

- Be an accurate reflection of how you see yourself and how you think about your future
- Help you to get clearer about how you want your future to be
- Make good study or transition to work decisions

Your report provides rich information and insights for you and your coach to work with. Although it doesn't give you all the answers to your questions about the future, it will help you to take steps toward a satisfying working life. Career development is a journey and you are embarking on this journey equipped with natural talents and interests. Your job now is to develop the skills you need to make the contribution you have the potential to make.



Section One - Where you are now

Your experiences and influences will already be informing and shaping the choices you make about your future. These are the responses you made to the 3 questions about your background;

Your cultural and family background and how this background has shaped you:

To have as little stress as possible and a balanced life.

The experiences and achievements you are most proud of so far:

Completing the bronze Duke of Edinburg award, 6 months of volunteering at the Delta Ave hospice shop, getting a part time job, getting my restricted drivers licence.

The ideas you already have about your career:

Studying and career in the field of psychology. Working in the police force.



Section Two - Things that matter, and how you want to experience the future

Things that matter to you

What matters to you is unique to you and related to your personal beliefs, the influences from the important people and experiences in your life so far. In these two exercises, '**Things that matter**' and '**the experiences you want**' you have thought about what is important to you and the type of experiences you want in your future.

These are the things that matter or are important to you and how you could imagine a future where this is a reality.

The things that matter most	How you imagine a future would be like if it is aligned with this
1. Hauora	Having good Hauora for myself is important to me because I want to be living healthy as much as I can. I also aspire to help others to work towards their own Hauora so that they can become more peaceful, purposeful, and positive so that our communities can be better.
2. Abundance	Abundance is something everybody wants, whether that be money or experiences or connection. I want abundance of all of the above for myself, but I also want to help people see their abundance and gain it too.
3. Just	Being just is important to me, especially because we have so much deeply-rooted and generation unjust behaviours and attitudes in our world that need to change. As a woman, fairness is important, especially because I am also aware of other minorities that need justice and acceptance. Being "Just" is something I want to be.

Work experiences you want in your future

Choosing a career that fulfils the experiences you want will provide the 'guiding' criteria for career decisions. The following three experiences matter most for how you want to work in the future. Identifying these will help ensure that the study or work you do will potentially give you this experience and help you to make the contribution you could make in the way that would feel natural to you.

These are the 3 experiences you want in your future work.

Experiences you want in your career	How this might be experienced
1. Creating positive change	I would like to make positive change to people's lives by helping them personally or on a general level. Making a positive difference is rewarding to both the thing changed while giving meaningful purpose to me at the same time.
2. Helping and supporting others	This could be done through career paths like psychology, holistic wellbeing, and in the police force. All fields I'm interested in follow this because I just want to help people - there's so much worth in positivity and care.
3. Ensuring justice and fairness	Justice and fairness could be implemented in my life via a career in the police force, or even in psychology (therapy). This topic is highly important because the mistreatment of others is large.

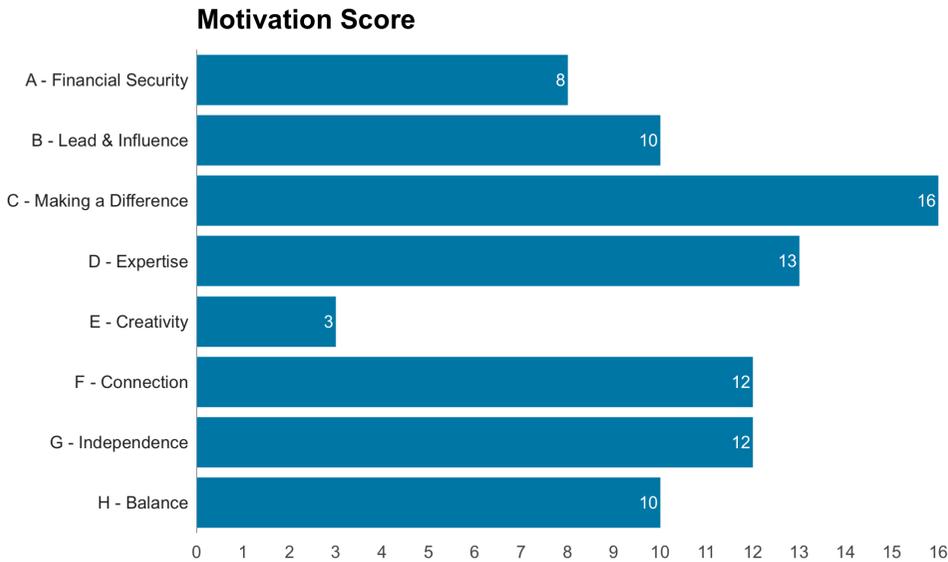


Notes to self: What is it about the things that matter and the experiences you want, and how might they work together for you in your career?:



Section Three - Your Career Motivators

Your career motivators need to be fulfilled in the work or study you choose to do. If they are you are likely to be interested, engaged in what you are doing and motivated. It is important to take personal responsibility for making sure these motivators are present in the conditions and focus of your study or work. It's about identifying what you need from your career in order to do your best work or to enjoy your study.



Career Motivators definitions

Financial Security

Rewards such as money and quality lifestyle are important. People who score high with this motivator take an interest in the financial aspects of life such as income, taxation and bonuses. Their career decisions are based on whether a career or work role will give them the financial reward they want.

Lead and Influence

Having influence on how people and resources are utilised gives people who score highly with this motivator great satisfaction. They tend to want a career that they can make the changes they see are needed. They are proactive, appear self-confident and like to influence situations and groups.

Making a difference

Contributing to something greater than themselves is a key motivator for these people. They want to work for a cause that provides meaningful work. This can be in areas with environmental, social and community development or protection or social sciences. The central concern for these people is making a contribution.

Expertise

Specialist knowledge, competence and skill are highly important to people with this motivator. They work to develop their levels of knowledge and experience to build on their expertise. This can be in a wide variety of areas where specialists are required. They set high expectations of themselves and like to be constantly learning.

Creativity

Being innovative and creative in their work gives these people much enjoyment. Being original and generating ideas is what they like to do and be known for. They are stimulated by the new, different and original and love looking at new ways of doing things in areas of science, literature, art, architecture and entrepreneurial fields

Connection

Enjoying the relationships that develop from working together make these people feel good about their work. They value loyalty and the rights and values of working together. Their commitment is to people and connection, rather than the task. Having colleagues as alliances is critical to job success and becoming friend outside of work is common.

Independence

Having the freedom to make their own choices in life is a key motivator for these people. They like to take responsibility for their own work, the way they work and for achieving their objectives. They like to have control over their lives and resist organisational constraints. They have a high need for independence and will sacrifice a role with status for self-direction and autonomy

Balance

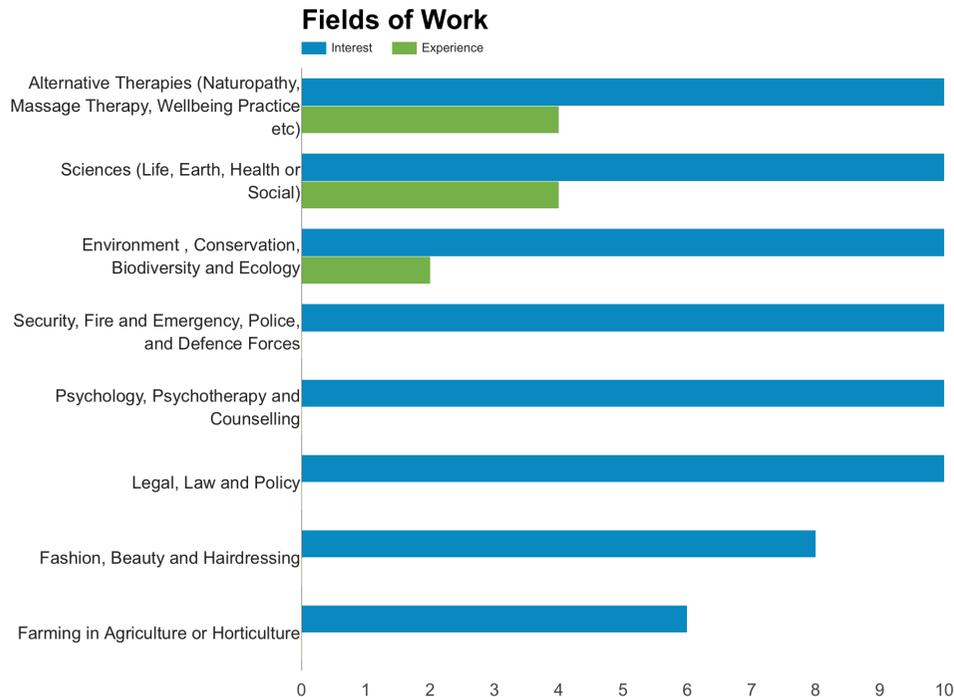
A strong score indicates a desire to integrate a 'whole-of-life' approach. This is about how they are in their family, friends and broader networks and interests. This requires a career that gives flexibility to pursue broader interests and activities outside of work. Health and wellbeing are often key priorities.



Section Four - Your Career interests

This section reports on the Fields of Work you are attracted to.

Job satisfaction and positive study engagement happens when your interests are aligned to the industry or sector you are studying or working in. In this exercise you have evaluated your interest and any experience you have had in each field. All experience is valuable, regardless of the level of responsibility and satisfaction you had.



Some career options in your 3 top Fields of Work:

Alternative therapies

- Naturopathy
- Massage Therapy
- Osteopathy
- Wellbeing Practice
- Plant Medicine Practice; e.g., Rōngoa, Indigenous medicines
- Spiritual Healing
- Chinese medicine and acupuncture

Sciences (i.e. Earth, Life, Health and Social sciences)

- Earth Sciences; e.g., geology, meteorology, oceanography and astronomy
- Life Sciences; e.g., cell biology, genetics, molecular biology, botany, microbiology, zoology, evolution, ecology, and physiology
- Health Sciences; e.g., psychology, political science, economics, and sociology
- Social Sciences; e.g., anthropology, archaeology, economics, human geography, linguistics, management science, political science and psychology

Environment, conservation, biodiversity and ecology

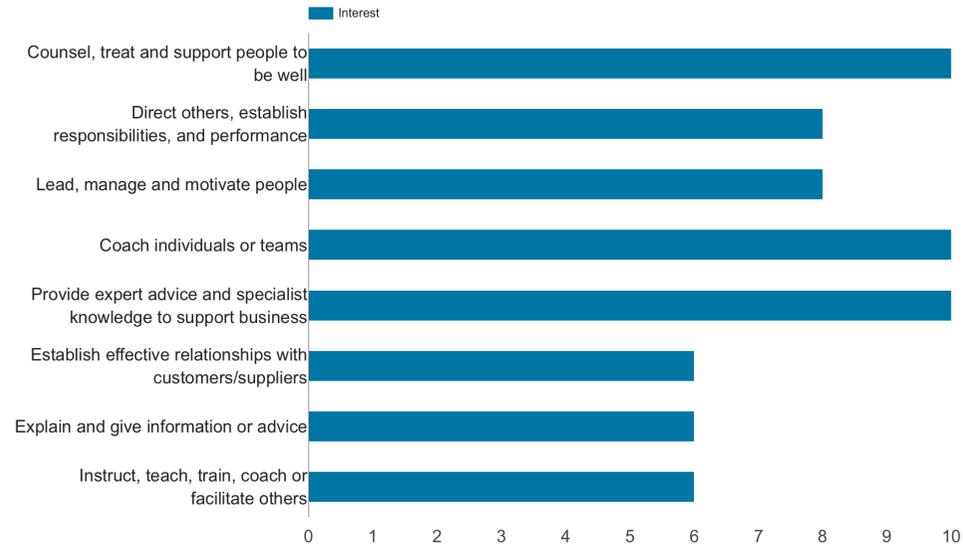
- Environmental Science and Research
- Climate Change Science
- Biodiversity Management
- Environmental Management; e.g., waste, flood and sea level rise mitigation
- Sustainability Management; e.g., in business, parks and reserves, land use, energy etc
- Environmental Health and Protection (to mitigate pollution etc)
- Environmental Analysis
- Urban Design for Sustainable Communities
- Renewable Energy
- Resource Management and Planning (urban, transport, residential or infrastructure)
- Environmental Landscaping and Forest Regeneration

Career Interests also include the skills and work functions you are interested in.

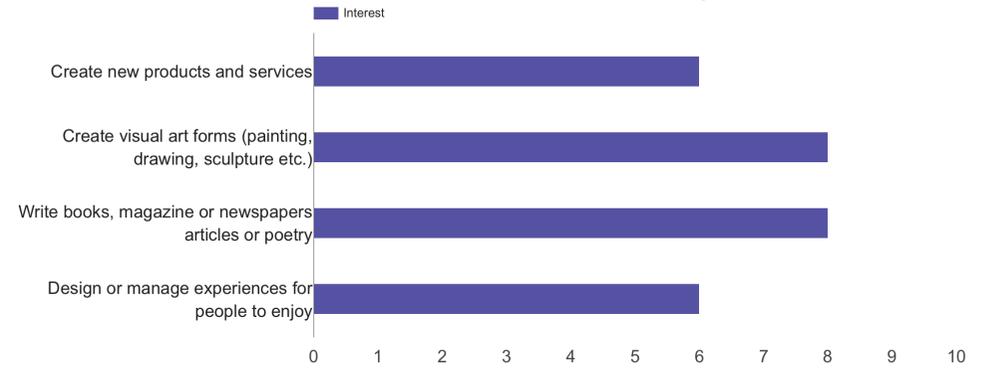
These are categorised into 4 areas: Working with People, Working with ideas, Working with data and information and Working with Things.

These are the skills and work functions you have shown most interest in developing.

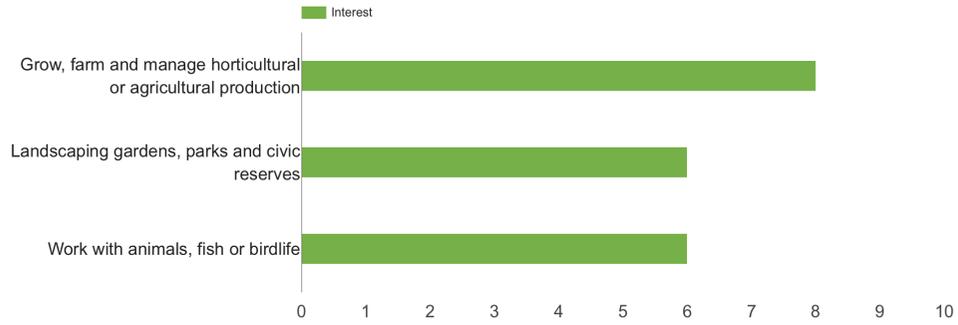
Skills With People and Customers



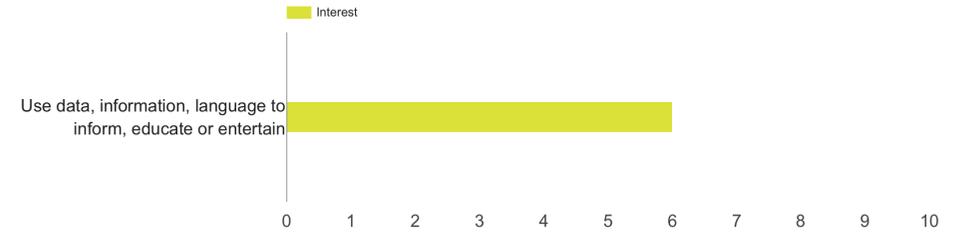
Skills With Ideas and Creativity



Skills With Hands/Practical/Outdoors

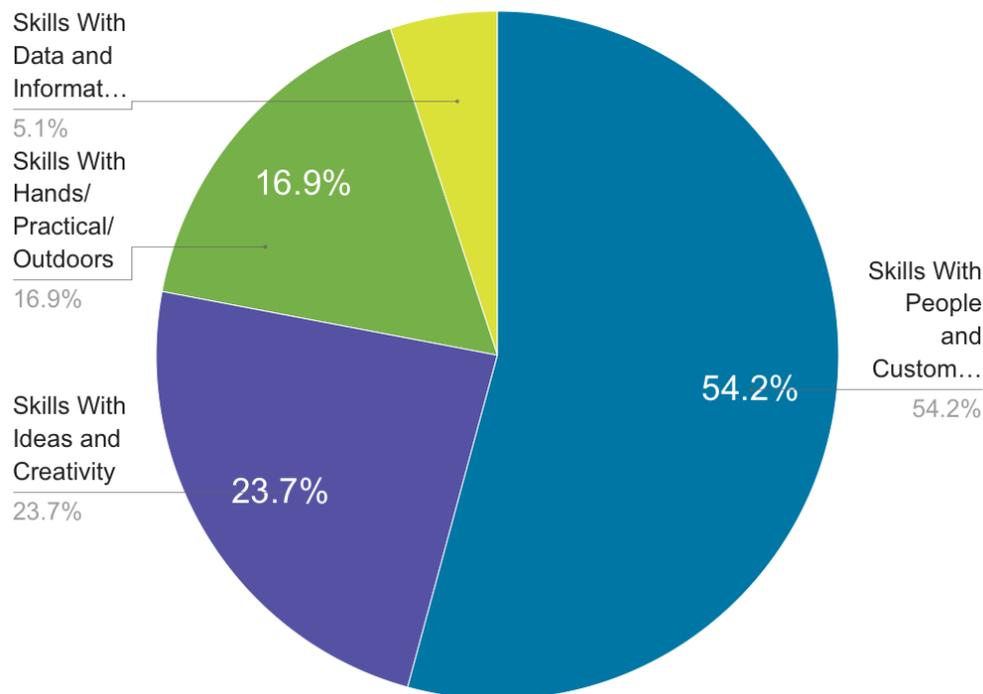


Skills With Data and Information



The Focus You Would Prefer To Have In Each Skill Or Work Function Area

This pie chart represents the combination of skills and work functions you are most interested in. It demonstrates where your work or study could be focused in order for you to enjoy your study, work or career.



Notes to self: Write here how your career interests could be expressed in a career or work that could be satisfying:

Strengths in Each Functional Area

Skills With People and Customers

- Coach individuals or teams
- Counsel, treat and support people to be well
- Provide expert advice and specialist knowledge to support business
- Direct others, establish responsibilities, and performance
- Lead, manage and motivate people
- Explain and give information or advice
- Establish effective relationships with customers/suppliers
- Instruct, teach, train, coach or facilitate others

Skills With Ideas and Creativity

- Create visual art forms (painting, drawing, sculpture etc.)
- Write books, magazine or newspapers articles or poetry
- Create new products and services
- Design or manage experiences for people to enjoy

Skills With Hands/Practical/Outdoors

- Grow, farm and manage horticultural or agricultural production
- Landscaping gardens, parks and civic reserves
- Work with animals, fish or birdlife

Skills With Data and Information

- Use data, information, language to inform, educate or entertain



Section Five - The strengths you bring to your career development

Self-awareness is key to knowing how you can grow and develop the skills needed to manage your life, study and career in the future.

We all have areas that we are better at and other areas we need to consciously develop.

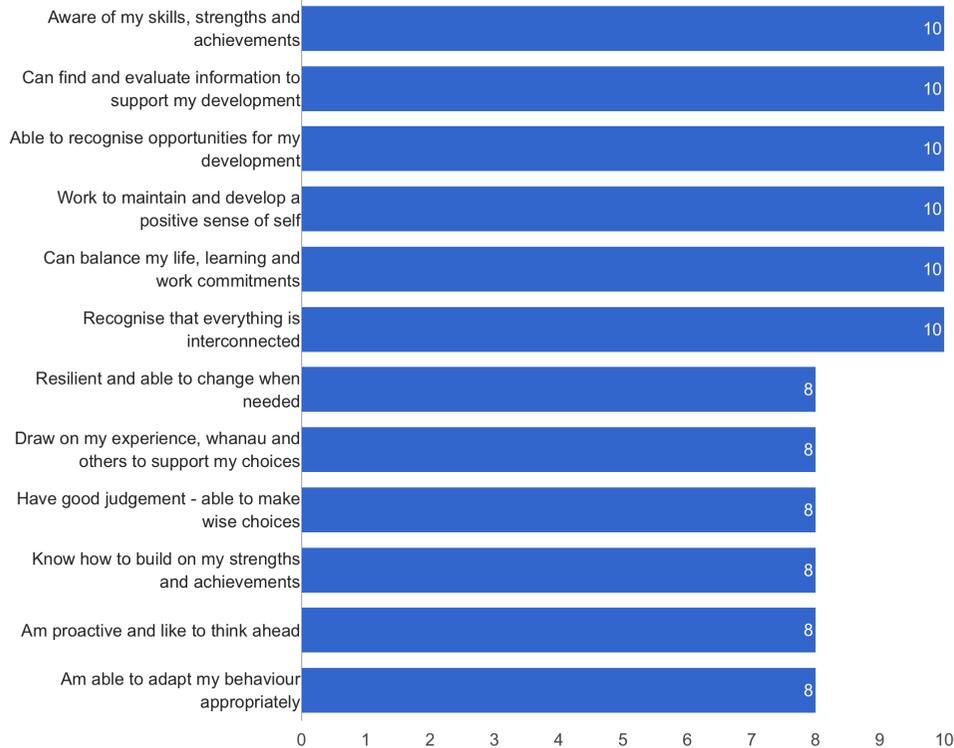
Knowing these will help you to prepare for work, or to make a greater commitment for further study.

Based on your own evaluation you have rated your career development skills:



Notes to self: Write here how your strengths can help your career decision-making and what skills you might need to improve:

Career Development Skills





Now, imagine the kind of future you want

Use your CareerSmart self-assessment results to imagine your future and to make study and career decisions.

If you can print off your report and reflect on each exercise you will be able to note down your thoughts on the report in the 'Notes to Self' sections.

Next, Summarise on this page, your reflections under each of the headings.

The kind of future you want to live and work in:

(Refer back to Section Two: Imagining a future where 'What matters' is linked with Career Motivators in Section Three).

The focus and learning you might need:

(Refer back to Section Four: Career Interests and Career Development Skills in Section Five)

The contribution you think you could make:

(Refer back to Section Two: Experiences you want and link this with Section Four, Career Interests, Fields of Work and Functions and Skills)

The whanau, cultural influences and support you can draw on:

(Refer back to Section One: My background and think about who else might support you)

Final Words

Thank you for taking the CareerSmart self - assessment. Your results will offer you a framework for study and career decision-making. Based on your own self-evaluation in this assessment, your results will help you to imagine:

- The kind of future you want to live and work in.
- The contribution you could make.
- The focus and learning you will need
- The family, cultural influences and support you can draw on.

Your career educator or coach will work with you and your CareerSMART results to set some career pathways and study decisions for your career development. Completing this self-assessment is an important step toward developing a satisfying career and creating the kind of future you want for yourself and the world. It is important work. Well done!



*If you can dream it
You can do it!*

Walt Disney

Next Steps

This space is for your careers adviser to write some notes and recommendations for you to do next. This could be to do some research about jobs and work roles, or courses to discuss, or an informational interview you might undertake to find out more from someone working in the career you are interested in.

Important information

This report has been generated from your self-assessment and is a reflection of the information and responses you have supplied. The report should be viewed as your own thoughts and ideas about you. The CareerSMART assessment is not a psychometric test.

Career educators and coaches will need to comply with the following standards and practices:

- a. The information will be applied only to career decision-making and be used as a framework of self-understanding from which career and development objectives can be identified.
- b. The report will be stored in safe custody or destroyed once its purpose has been fulfilled.
- c. The report will not be released to any third party without prior consultation with and the agreement with you, the assessment-taker.

The above practices are recommended for the following reasons.

- Self-evaluations have a limited 'life' and are generally carried out to meet a specific purpose.
- People change over time and can frequently redress deficiencies or change previously held motivations and skills.