



FLOUR POWER

This week is a Your Job takeover! Each page in this Teacher's Guide is a sample of the resources provided on the Your Job platform. You can explore all the free resources at timeforkids.com/your-hot-job/in-schools.

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Lesson Plan

This excerpt from the Career Exploration Unit of Study will have students thinking about their dream careers and their career motivations.

"On Motivation" Worksheet

Students will consider their own motivations after hearing from others.

"Looking to the Future" Worksheet

This worksheet can be used to take note of what students are learning throughout their career-exploration process.

"Motivation Matters" Family Letter

This activity can be used by families or community members to extend career conversations outside the classroom.

Mini-Lesson

Students will learn about what it takes to run a bakery.

Your Job Ad

Learn about new Power Skills courses at ti.me/skills.

TFK PUBLISHING SCHEDULE

OCTOBER


SUN	MON	TUE	WED	THU	FRI	SAT
1	2	3	4	5	6	7
	BREAK					
8	9	10	11	12	13	14
15	16	17	18	19	20	21
22	23	24	25	26	27	28
29	30	31	1	2	3	4
	BREAK					
5	6	7	8	9	10	11

Current issue
date

Future issue
dates



LESSON 1: MOTIVATION MATTERS

In this excerpt from lesson 1 of the Career Exploration Unit of Study from Your  Job, students will think about their dream careers and how these have changed over time. They'll then assess their motivations and how these might relate to their career goals. You can find the full unit plan at timeforkids.com/your-hot-job/in-schools.

INSTRUCTIONAL PLAN

Pre-Work

- Before engaging with the lesson plans, please complete the teacher pre-survey and have your students complete the student pre-survey. Printable copies of each can be found at ti.me/YHJpresurvey. When these are complete, please share responses with us at surveymonkey.com/r/YHJcurriculum. You'll have to compile student responses before submitting.

Introduction

- Ask students to think of the first time they were asked what they wanted to be when they grow up. What was their response? Has it changed? Ask them to take out a blank sheet of paper and make a list of the career ideas they've had and where those ideas originated. Have volunteers share some of their notes and whether their career ideas have changed or remained the same over time.

Whole Group/Small Group

- Provide students with the worksheet "On Motivation," on page 3 of this guide. Have them watch the video at ti.me/motivation and take notes about each speaker while they watch.
- Ask volunteers to share their worksheet notes. Then ask them to name some other possible motivators. List these on the board. They might include making money, learning something new, and helping others.
- Ask "What gets you out of bed in the morning?" and explain that this question helps people assess their motivations. Have students think about why they get out of bed and go to school each day. Is it to make themselves proud? Is it to see their friends? To prepare for their future? Have them consider whether this will be a lifelong motivator and what else might motivate them in the future. At the bottom of the "On Motivation" worksheet, have them add the things that motivate them.
- Group students based on their top motivation. Have them discuss why this factor is important to them and have them discuss jobs that might be good for them.
 - Modification: List several professions on the board, such as doctor, athlete, chef, teacher, author. Have groups discuss which jobs fit best with each motivation, and which motivation might not be a factor. (For example: A teacher might be motivated by helping people, but is probably not highly motivated by making money.)

Closing

- Provide students with the worksheet "Looking to the Future," on page 4 of this guide and have them use the first box to list factors that are most and least likely to motivate them.
- Have students return to their career list from the beginning of the lesson. Have them note or put a star next to some of the career ideas they feel best match their motivations. Then have students consider why those that don't fit as well are on the list.
 - Modification: Conference with students who need extra support to help them align some of their career ideas with what motivates them.

ON MOTIVATION

In the video *On Motivation*, you hear from Taika Waititi, Mindy Kaling, and Katalin Karikó about what motivates them. Note down what each person says. Then consider the things that motivate you.



MIKE MARSLAND—WIREIMAGE/GETTY IMAGES

TAIKA WAITITI



STEVE GRANITZ—FILMMAGIC/GETTY IMAGES

MINDY KALING



DIMITRIOS KAMBOURIS—TIME/GETTY IMAGES

KATALIN KARIKÓ

WHAT MOTIVATES YOU?

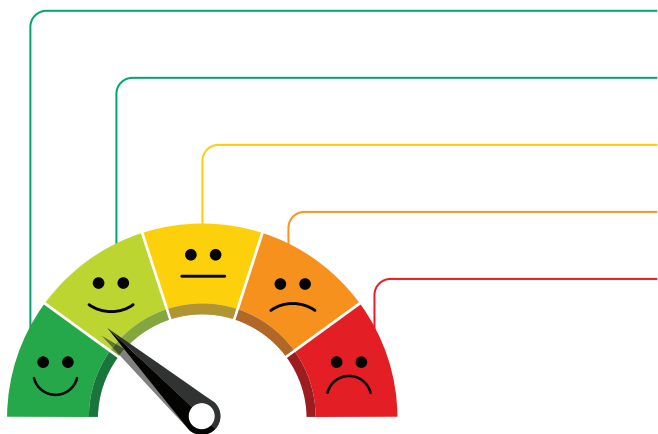


LOOKING TO THE FUTURE

As you explore different career paths and start to think more about what your future could be, it's important to get it down on paper. Answer the questions below while taking your journey of career exploration to reflect on what you have learned.

WHAT MOTIVATES ME?

Use the scale to list the factors that motivate you.



DZYUBA—GETTY IMAGES

WHERE DO I SEE MYSELF?

Which industries make the most sense for me?

1. _____

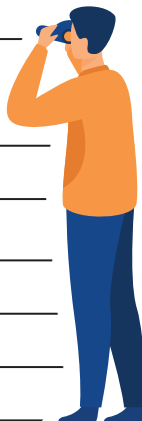
Examples: _____

2. _____

Examples: _____

3. _____

Examples: _____



SURFUPVECTOR/GETTY IMAGES

WHO AM I?

What are your top three strengths from the **Skills Explorer?**

- ☐ Realistic
- ☐ Social
- ☐ Enterprising
- ☐ Conventional
- ☐ Artistic
- ☐ Investigative



NICOLETA IONESCU—GETTY IMAGES

WHAT ARE MY STRENGTHS?

List your best attributes below.

- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____
- ☐ _____

HOW WILL I GET THERE?

What are some steps I can take now to reach my goal in the future?



IRKUS/GETTY IMAGES

MOTIVATION MATTERS



Dear Families and Community Members,

What gets you out of bed in the morning? (We aren't talking about your alarm clock.) The things that motivate you to get going each day might not be something you actively think about. But being in touch with your "why" helps you stay focused on your goals and keeps you going when times get tough.

Getting kids to understand what motivates them can help them get to know themselves better and set them up for success in pursuing their dreams. Watch the video On Motivation at ti.me/motivation with your child. Then try the activities below.

TALK ABOUT IT

As a trusted adult with more life experience, you've got valuable knowledge to share with a child. To begin, share your responses to the following:

- When you were a little kid, what job did you see yourself doing in the future?
- What has changed since then?
- Are there any changes you'd like to make?

Then let your child take the lead:

- What did you first think you wanted to be when you grew up? Has that changed?
- Where did these career dreams come from?
- Which aspects of your dream job are most important to you?

TRY IT OUT

Share the story of your job path. Talk through what motivates you to do the job you are doing and what has motivated you in past jobs. You might have been motivated to get your first job so you could have money to hang out with your friends. How have your motivations changed? Draw your career path in chalk on the sidewalk or in markers on a piece of paper.

Then let your child do the same. Point out that the world has changed since you were their age. That can lead to a great conversation about leaving room for possibilities that don't exist yet.

Times change, and people do too. But there are some things about us that stay the same. Have kids note some things that motivate them about their path. These can be things like family, helping others, and financial security. These motivators can help keep them going in the right direction, whatever that may be.

[illegible]

CCSS.ELA-LITERACY.CCRA.RI.1
CCSS.ELA-LITERACY.CCRA.RI.2
CCSS.ELA-LITERACY.CCRA.SL.1
CCSS.ELA-LITERACY.CCRA.SL.2

“Counter Culture” article; access to Kahoot! quiz;
Internet access for research (optional)

Start the lesson with the Kahoot! quiz about pastries at [ti.me/pastryKahoot](https://www.kahoot.it/join/60897d3c-3e3f-4000-a000-000000000000). Ask volunteers what their favorite pastry is, and to describe it, if necessary. Then tell students they'll be reading about a pastry chef who owns a string of bakeries. Ask them what skills it would take to run a bakery. Have them add what other staff would be important to keeping a bakery running. Would students be interested in any of these jobs?

- How did Joanne Chang become a business owner?
- What are Chang's current responsibilities in her role?
- What does the headline mean? What could be another headline for this article?
- According to Chang, how can kids get working toward a career in food?

Put students in groups and have them come up with a business plan for their own bakery. They propose a name and a menu. Before they design their menus, they can do “market research” by asking their peers or schoolmates what their favorite pastries are. To extend this lesson, assign students roles such as the following: purchasing manager, interior designer, pastry chef, promoter. The purchasing manager will research the cost of ingredients that will be needed for the menu. The interior designer can draw out a blueprint of how the storefront be laid out and/or research furniture and lighting costs for the store. The pastry chef will find recipes for the menu and work closely with the purchasing manager. And the promoter will come up with marketing ideas for getting people into the bakery.



Unlock students' potential with **FREE** Power Skills courses.

your  job

GET THEM
STARTED AT
[TI.ME/SKILLS](https://ti.me/skills)



timeforkids.com/your-hot-job



TIM *for* KIDS

Joanne Chang is an entrepreneur, author, and award-winning pastry chef.



your  job


FLOUR POWER

**Experts share their recipes for career success.
Meet a pastry chef, a puppeteer, and more.**



DEAR READERS,

I love my job. It suits me perfectly. But when I was your age, I had no idea what I wanted to do when I grew up. It took years to figure it out—and that's okay! You don't need to know now, either.

But it's never too soon to start dreaming, and exploring the options out there. Your  Job, made possible by the PwC Charitable Foundation, is here

to help. This year, you've seen a story each week about cool careers, and this special issue is devoted to the topic. Let's dive in! Where will your strengths, passions, and interests take you?



Andrea Delbanco

EDITOR IN CHIEF



INNER STRENGTH When things feel hard, be brave. Rely on your strengths, and keep your goals in mind.



KLAUS VEDFELT—GETTY IMAGES

you from being brilliant. And three, despite life's obstacles, persevere to create the future you want.

What happens when you prefer a career path that others don't understand or support? You do get to make your own career choices, but you're also likely to experience outside pressure. This pressure is real, and it can cause you to doubt yourself.

That doesn't happen only when you're a kid. Even after you begin your first jobs as an adult, you can still feel pressure. I know I did.

Early in my career, I was teaching a workshop, when a person in the audience yelled out to me. He told me I had made a good career choice. He also said I had a bright future. This positive feedback came at just the right time, because, while the audience didn't know it, I was dealing with self-doubt.

Even now, I remind myself that I have a bright future. That's what I tell myself when I'm experiencing both success and failure. That's what I tell myself when I'm up against a wall—and after I've broken through one.

You have a bright future ahead. Think about this every single day as you begin your career journey. Remind yourself of your talents, skills, and interests. Explore the careers that fascinate you, persevere and have courage—and above all else, believe in yourself.

BELIEVE IN YOURSELF

Career development expert Terina Allen shares words of wisdom about self-confidence.

You'll find them everywhere: well-intentioned people with an opinion about your career path. Some will cheer you on as you find your way. Others will try to steer you onto a path that doesn't interest you.

Your biggest challenge will be to believe in yourself. Let your talents, skills, and interests lead the way, no matter how much pressure you encounter from other people.

Even when you believe in yourself, your goals will sometimes seem

out of reach. When that happens, grab hold of the people who believe in you and your goals—your support system—and don't let go!


When I was younger, I struggled because of some personal stuff, and things felt so hard. I had dreams of becoming a teacher and a business administrator. I knew I needed a college degree, but I had stopped believing in myself. Then someone on my school's staff cheered me on.

He told me three things. One, if you don't believe in yourself, it will be hard to get anyone else to believe in you. Two, never let other people's inability to see your brilliance stop

COVER: KRISTIN TEIG



GET MORE ONLINE

Love sports? Excited about space? Passionate about programming? Check out the Your  Job site, at timeforkids.com/your-hot-job. Uncover

potential career paths with videos, articles, interviews, and more. Here are a few of the cool careers you'll find. Which interests you most?

DINO EXPERT

Myria Perez is a fossil preparator and educator at the Smithsonian National Museum of Natural History, in Washington, D.C. "In my friend group, I was the only dinosaur kid," she says. "My friends were interested in other things, but they were all super supportive of my love for fossils."



COURTESY IF/THEN COLLECTION

HIGH FLYER

Missy Cummings was one of the United States Navy's first female fighter pilots. Now she's director of the Mason Autonomy and Robotics Center, at George Mason University, in Virginia. She studies how people and machines relate. "Always take the harder path," she says. "It will pay off."



COURTESY MISSY CUMMINGS

RICE RAISER

Nursery research supervisor Jean-Phillippe Bergmann works at Lundberg Family Farms, in California. He develops new varieties of rice that are suited for organic farming. "I love the way plants and animals interact," Bergmann says. "Everything's part of a bigger system."



LUNDBERG FAMILY FARMS

SOCCER STAR

Bukayo Saka plays soccer for Arsenal and England's national team. "I want young people to realize that I was just like them," he says, "with a dream." Saka says that some days feel harder than others, but that kids should "keep going, keep dreaming, and keep believing."



STUART MACFARLANE—ARSENAL FC/GETTY IMAGES



What Job Interests You?

The world of careers is always changing. New kinds of jobs are popping up every day. When journalists want to learn more about something new, they go straight to the source: They interview an expert.

Junior Journalists, we want to know: What job interests you? What career do you want to learn more about? Interview someone who has that job. Tell us how it went! Ask a teacher, parent, or guardian to send us your submission at timeforkids.com/tfkpressclub or tfkpressclub@time.com.

NEWS STORIES MAY INCLUDE REPORTING FROM THE ASSOCIATED PRESS.



REPORTING FOR DUTY Harper and Chang pose for a picture during their interview, on October 3.



TEAM FLOUR Chang's staff keeps the bakeries running smoothly. "Everything is teamwork," she says.



SWEET CHEF Chang presents a plate of the bakery's famous sticky buns, which are topped with pecans.



YUM! Flour sells sweet and savory goods. (Harper's favorite is the brown butter rice crispy treat.)

CLOCKWISE FROM TOP LEFT: BRONWEN CARROLL; KRISTIN TEIG; BRIAN SAMUELS; KRISTIN TEIG



COUNTER CULTURE

TFK Kid Reporter Harper Carroll asks pastry chef Joanne Chang about starting and running a successful string of bakeries.

Joanne Chang opened the first Flour bakery in 2000. Now there are nine locations, all in and around Boston, Massachusetts. TFK Kid Reporter Harper Carroll, who lives there, met Chang at Flour's original location to discuss the pastry chef's career.

Tell us about your career pathway.

I studied math and economics at Harvard, then spent two years as a management consultant. I was baking and bringing stuff into the office, and I thought, "I wonder if there's a way I could work in food?" So I got a job in a restaurant. It was busy, it was hectic, it was intense. It was fulfilling: fun, stressful, but also rewarding. I continued to work in a restaurant, then a bakery. Eventually, I decided to open my own place.

How do you balance being a business owner and a chef?

I have a pastry team that does the **nuts and bolts** of the pastry cheffing, so to speak. The balance is in trying to give them direction and guidance, then letting them show me what they can produce for the bakeries. The business part outweighs the pastry chef part, at this point.

What's a typical workday like?

I try to get to two bakeries a day if possible, sometimes three. When I go in, I look at the counter. I talk to the staff, and ask the managers if there are any issues. I like to sit in the dining room and watch the team as I get caught up on work.

What do you look for in employees?

They have to be eager to work with

the team. They have to love pastry or great **hospitality** or creating a great environment.

Were you ever worried that Flour might not succeed?

The first year of Flour, I wasn't sure we'd be successful. We weren't losing money, but we weren't really making any money. It just felt like every day was a struggle, but, slowly, things started to click.

What is your proudest accomplishment?

That we are here in this bakery. It's 23 years old. The pastry counter is beautiful, and the guests are still getting a really warm greeting.

What advice would you give to kids who want a career in food?

Spend time in the kitchen at home. If you go out to eat, observe the jobs there are, not just in the kitchen. In hospitality, there are jobs in front service, in marketing, in accounting. There are many ways to be involved.

Do you prefer sweet or savory?

I definitely prefer sweet over savory, but I don't like things *too* sweet.

Power Words

hospitality *noun*: serving guests; making guests feel welcome

nuts and bolts *noun*: the basic tasks



— FIND YOUR FUTURE —

Think you have what it takes to start your own business? Visit timeforkids.com/your-hot-job to meet other entrepreneurs, such as . . .

ANTONY RANDALL, ADVOCATE
MICHELLE PHAN, YOUTUBER
MITU KHANDAKER, GAMER

THIS INTERVIEW HAS BEEN EDITED FOR LENGTH AND CLARITY.

GET IN CHARACTER

Puppeteer Megan Piphus Peace describes how she landed the part of Gabrielle on *Sesame Street*.

It took years of learning her craft for Megan Piphus Peace to land the role of Gabrielle on Sesame Street. The puppeteer met with kids at a Your Hot Job career event. Here's what she had to say.

I started **ventriloquism** and puppetry when I was 10. I'd watch other ventriloquists and puppeteers. When I saw them tell stories with their puppets and bring them to life, my imagination ran wild. I imagined myself being able to talk to puppet characters. I got VHS tapes from the library and taught myself how to talk without moving my lips.

I got a puppet and took it to school, and had my first performance. I was inspired by the spark in children's eyes. I learned that I could teach them anything with a puppet. That's why I always include a message in my performances, usually about character values, like **perseverance**, honesty, and respect. That became my passion.

A PUPPETEER'S PATH

I attended Vanderbilt University, in Tennessee, on a scholarship. Even while I was studying economics—I loved math—I never stopped performing with puppets. In my junior year, I auditioned for *America's Got Talent*. I made it all the way to the boot camp in Las Vegas, Nevada.

After that experience, I thought I would be able to go full-time in entertainment. But I had to work for several years in real estate. I kept practicing puppetry and never gave up. In 2017, I took a chance. I wrote

a letter to the Jim Henson Company, explaining why I love puppetry and ventriloquism. I included a reel of my performance.

In March 2020, I got an email from *Sesame Street*. They said that because of the pandemic, they had extra time to go through applications. They asked if I'd be willing to try out. So I trained in Muppet-style puppetry for a year. In September 2021, I became the first Black woman puppeteer on *Sesame Street*.

Until I made it to *Sesame Street*, I kept practicing. I kept dreaming, never knowing what the outcome would be. I always told myself,

"Tomorrow, I will be a better puppeteer. The day after tomorrow, I will be better than ever. Someday, I will be the best me that I can be." And now, I get to inspire young girls like me, when I was 10.

We all have unique gifts. Keep dreaming, and keep working hard. The right door will open for you, just like the door of *Sesame Street* opened for me.

Power Words

perseverance *noun*: the ability to keep going when things are hard

ventriloquism *noun*: the art of making a voice seem as if it is coming from somewhere else

your  job
— FIND YOUR FUTURE —

Did you like learning about what it takes to be a puppeteer? Visit ti.me/creators to discover other exciting careers in entertainment, such as . . .

**COSTUME DESIGNER
DIRECTOR
FILM AND VIDEO EDITOR**

THIS TRANSCRIPT HAS BEEN EDITED FOR LENGTH AND CLARITY.

SING OUT Piphus Peace plays Gabrielle on the set of a music video with singer Lizzo in January.

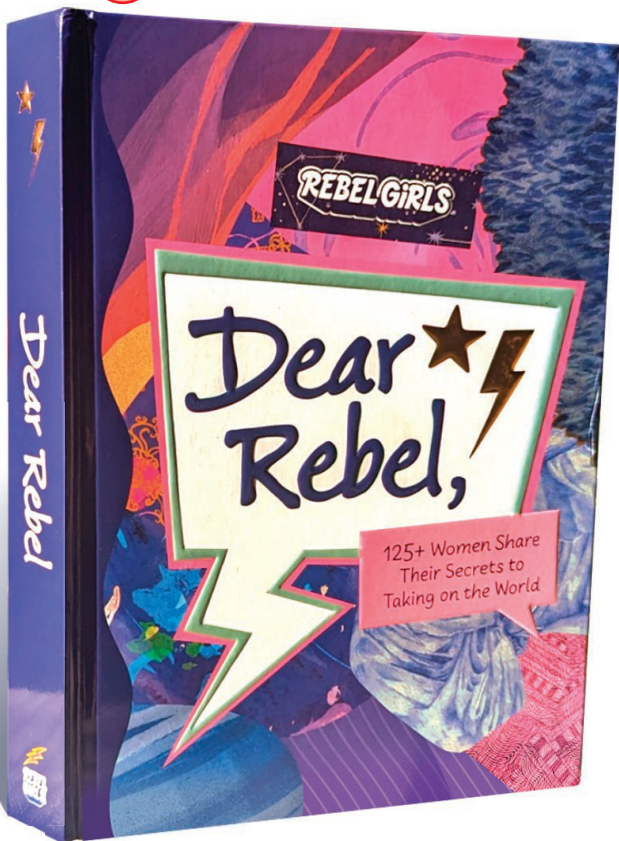


PUPPET PAL Piphus Peace poses Gabrielle for a picture with a girl in Harlem, in New York City, in October 2022.



ON SET Piphus Peace performs as Gabrielle with TV personality Al Roker on the set of *Sesame Street* this past February.

COURTESY MEGAN PIPHUS PEACE (3)



REBEL READING

Dear Rebel gathers advice from more than 145 women who've taken different paths to success. They share their stories and advice to inspire kids everywhere. Read excerpts of letters from journalist Friederike Fabritius, inventor Andini Makosinski, and guitarist Berta Rojas. What inspires you? —By Cristina Fernandez

EXPLORE YOUR INTERESTS

I'm an inventor, a writer, a speaker, and an aspiring filmmaker. I have interests in both the sciences and the arts, so you could call me a Renaissance Rebel. That means someone who decided to pursue all their different interests and talents. . . .

Many adults grow up and leave behind the interests they had when they were your age, believing that they were just playful, silly hobbies and nothing more. Personally, I think you should never give up on all your different interests! Growing all of them while you're young can result in some unique combinations and inventions when you're older. —By Andini Makosinski

GO WITH THE FLOW

When you put fun, fear, and focus together, something magical happens. You enter what's called the flow state. Think about a time when you got totally involved in one of your hobbies. Maybe you were out playing soccer for so long that you forgot it was time for dinner, or you got so absorbed in a book that it was dark outside when you finally looked up. These are examples of the flow state, an ideal situation for learning and achieving. In the flow state, you get so wrapped up in an activity that everything else falls away. You can accomplish anything you set your mind to.

—By Friederike Fabritius

BELIEVE IN YOUR SONG

While I was a guitar student, my family encouraged music and celebrated my achievements. . . . However, everything changed when I told my parents that I was going to take up the guitar full-time. The news did not make them happy. . . . It is here where being a Rebel Girl helps a lot. When you make a decision from a deep conviction, the doors open and a domino effect begins: Piece after piece of the fine web of life comes together to write your own story. I can't guarantee that it will be like that for you. I can only tell you that it was like that for me. The greatest gesture of rebellion was to listen to myself.

—By Berta Rojas

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