

What is Passion & How do we find it?

- Passion denotes strong and intractable or barely controllable emotion or inclination with respect to a particular person or thing.
- Passion brings motivation and motivation brings success.
- Elements to consider:
 - What makes you excited in your work? What drives you?
 - What gives you a sense of reward and purpose?
 - What factors at work are most aligned with your vision?
 - What do you want your story to be at the end of your career?



***Reflection exercise:** *What type of work comes naturally to you? What work type of work are you most driven by?*



Understanding Your Personality, Strengths & Skills

- When searching for your passion, it's important to learn more about yourself to determine what your next career move could look like.
- Personality assessments can be valuable tools in guiding your career in various ways:
 - Self-awareness
 - Career fit
 - Team dynamics
 - Professional development
 - Career transitions

***Challenge!:** Set some time aside to do a personality test as part of your learning plan (i.e. Myers-Briggs, MMPI, DISC, Insights Discovery etc.).



Understanding Your Personality, Strengths & Skills

- Suggestions for how to assess strengths and skills:
 - Self-Reflection Exercises
 - Strengths Assessments (i.e. CliftonStrengths (formerly StrengthsFinder), VIA Character Strengths Survey)
 - Skills Inventory
 - Accomplishment Journaling
 - Values Alignment
 - Peer and Supervisor Feedback (i.e. PMAs)
 - Role Models and Inspirations (i.e. mentors, etc)



Myers-Briggs Personality Types Examples

Type	CHARACTERISTICS	INCLINED TO DO THESES THINGS
ESFP ESTP	Responders (Act & Adapt)	• Prefer/best at activities that focus on direct observation and action • Very observant • Take practical actions • Enjoy improvising, changing, and maneuvering
ENFP ENTP	Explorers (Innovate & Initiate)	• Prefer and are drawn to activities that provide them with the opportunity to find and use patterns to create new possibilities • Link ideas together and see connections • Focus on what "could be" rather than what "is" • Anticipate the future and create new ideas
ISFJ ISTJ	Assimilators (Specialize & Stabilize)	• Strongly focused on collecting and organizing facts and experiences • Like to take in detailed information and then spend time integrating that information with past experiences and knowledge • Able to draw on this rich accumulation of facts and experiences to make decisions and take action • Able to list extensive details about something
INFJ INTJ	Visionaries (Interpret & Implement)	• Take time to think about and find meaning in data, ideas, and experiences • Create and revise rich mental models that help them understand and interpret their experiences • Future oriented • Look at possibilities and often make complex plans for changing systems or improving processes



Applying That to Career Paths

Using Alexa as an example:

Personality Characteristics ENFJ

- Prefer and are best at activities that allow them to actively communicate and cooperate with others
- Focus on personal relationships, values, opinions, and interactions
- Especially interested in organizing and coordinating events, processes, and activities that meet the needs of everyone concerned
- Naturally appreciate others and want to be appreciated themselves for their uniqueness and their effort



Strengths, Weaknesses, and Skills

- Strengths:
 - Team work / cooperative
 - Love of learning / fast learner
 - Innovative / ability to see options
- Weaknesses:
 - Takes criticisms personally
 - May not finish everything she starts
 - Low tolerance for detailed work / procedures
- Skills:
 - Presenting and facilitating
 - Project Management
 - Social Media



Values and Wants (or don't wants)

- Values:
 - Connectedness / Social
 - Honesty / Integrity
 - Open-minded
- Wants:
 - Flexibility / balance
 - Work with purpose
 - Opportunity for development
- Don't wants
 - Autocracy
 - Non-collaborative work
 - Poor work-life balance



Clarifying Career Goals & Values

***Reflection exercise:** *Does the job you aspire to do align well with your top values?*

- Values & Ethics are important driving factors when choosing our next career move.
 - What we do needs to align with our values or we won't feel a sense of balance and purpose.
- When searching for your future position, ensure you focus on what weighs the most for you and your life:
 - What matters the most for you in the role you choose?
 - How important is work life balance for you at this point in your career?
 - How important are team dynamics and management for you?
 - Consider whether opportunities for learning and development are readily available to you, and whether management is supportive of such.



Career Planning Strategies

**Reflection exercise!: What makes you feel secure, thrive, and brings you purpose?*

- Know the hiring landscape
 - Stay in the know about what the hiring landscape is like and where funding is being spent.
 - Stay connected on which job opportunities are available by remaining engaged through LinkedIn and Facebook groups.
- Learn from those that inspire you
 - Take advantage of Mentorship opportunities & relationships to learn about experiences from those in leadership positions that interest you/align with your goals & values.
- Step outside your comfort zone
 - Volunteer opportunities (gain experience you need for your dream job).
 - Micro assignments, assignments, secondments (FYN, regional networks, DEI groups, GCWCC etc.).



Career Development Toolkit

**Challenge: Set aside time each week for your career development and for your career aspirations.*

Career tools: [Federal Youth Network/Home ENG/Resources - wiki \(gccollab.ca\)](#)

Mentorship: [Mentorship Resources - wiki \(gccollab.ca\)](#)

GC Communities: [GC Communities - wiki \(gccollab.ca\)](#)

GC Facebook pages: [Federal Youth Network/List of GC Facebook Groups - Liste des groupes Facebook du GC - wiki \(gccollab.ca\)](#)

LinkedIn opportunities: [GC Job Opportunities page on LinkedIn](#)





THANK YOU

