



### **Starting with you! Career Exploration Exercises**

**What do I have, what do I want and what am I willing to do to get there?**

**As you complete the career exploration exercises think about:**

- Work situations when you felt energized and motivated – what were you doing?
- Times when you set goals and accomplished them – what did it take?
- Situations when you received positive feedback on something you did – what were the hurdles and results?
- Your personal criteria for work and career

<b>1 - Transferability Criteria: Technical Transferability</b>	
<p><b>Elements of <u>technical transferability</u></b></p> <p>Core qualifications</p> <ul style="list-style-type: none"> <li>- Certifications</li> <li>- Technical knowledge and skills</li> <li>- Business or operational processes</li> <li>- Use of equipment and technology</li> <li>- Knowledge of regulatory environment</li> <li>- Dealing with customers/stakeholders</li> </ul>	<p><b>Things to think about:</b></p> <ul style="list-style-type: none"> <li>- How you use your skills or knowledge that indicate what you're good at such as: <ul style="list-style-type: none"> <li>o Data, information or ideas – gathering or creating it; managing it; storing or retrieving it; putting it to use</li> <li>o People – with individuals one at a time; with groups</li> <li>o Things – your body, materials, objects, equipment or machinery, buildings</li> </ul> </li> </ul>
<p><b>I am a person who in my work -</b></p> <ul style="list-style-type: none"> <li>- is skilled at doing:</li> <li>- knows a lot about:</li> <li>- has had these experiences:</li> <li>- has credentials including:</li> <li>- is interested in doing:</li> </ul>	<p><b>Jot down sentences or phrases to describe your <u>technical transferability</u>:</b></p>

<b>2 - Transferability Criteria: Nature of Work</b>	
<p><b>Elements of <u>nature of work</u> transferability:</b></p> <ul style="list-style-type: none"> <li>- Work arrangements: contractor; employee; rotational/mobile including camps; hours of work; travel requirements</li> <li>- Work environment: indoors/outdoors; small/large company; unionized/non-unionized</li> <li>- Workplace culture: nature of relationships; more structured/less structured; flexible approach to work/defined approach to work; higher risk/lower risk</li> </ul>	<p><b>Things to think about:</b></p> <ul style="list-style-type: none"> <li>- The kind of place you'd like to work: <ul style="list-style-type: none"> <li>○ Work arrangements</li> <li>○ Work environment</li> <li>○ Nature of relationships with colleagues and leaders</li> <li>○ Level of structure</li> <li>○ Predictability of work</li> <li>○ Tolerance for risk</li> </ul> </li> </ul>
<p>I will consider work or contractual arrangements such as:</p> <ul style="list-style-type: none"> <li>- freelancing <ul style="list-style-type: none"> <li>○ project work/contract</li> </ul> </li> <li>- employment contract</li> <li>- long and varied hours</li> <li>- standard hours</li> <li>- rotational/mobile including camps</li> <li>- travel required</li> <li>- no or minimal travel required</li> <li>- shift work</li> <li>- regular day shifts</li> </ul> <p>I want this type of work environment:</p> <ul style="list-style-type: none"> <li>- large company-</li> <li>- small company</li> <li>- outdoor work</li> <li>- indoor work</li> <li>- unionized</li> <li>- non-unionized</li> </ul>	<p><b>Jot down sentences or phrases to describe the <u>nature of work</u> suited to you:</b></p>

I like a work culture that is:

- more structured
- less structured
- has few policies and documented practices
- has formalized policies and practices
- professional approach to work relationships
- casual approach to work relationships
- flexible approach to work
- defined approach to work
- higher risk tolerance
- lower risk tolerance

<b>3 - Transferability Criteria: Value Proposition</b>	
<p><b>Elements of <u>value proposition</u> transferability:</b></p> <p>Likelihood of workers accepting an employment/contract offer based on:</p> <ul style="list-style-type: none"> <li>- Total compensation – salary, bonus</li> <li>- Career development opportunities</li> <li>- Organization values</li> <li>- Location of work</li> <li>- Role level</li> </ul>	<p><b>Things to think about:</b></p> <ul style="list-style-type: none"> <li>- Where do you want to do your work?</li> <li>- Primary career goals that organization allows you to have</li> <li>- Salary you need</li> <li>- Level in organization – individual contributor, team lead, supervisor, manager, director, executive</li> <li>- Companies that stand for what is important to you</li> </ul>
<p>I will take a compensation package that is:</p> <ul style="list-style-type: none"> <li>- lower than my usual level of compensation</li> <li>- same as my usual level of compensation</li> </ul> <p>Level I want to work at:</p> <ul style="list-style-type: none"> <li>- about the same level as usual</li> <li>- will start at a lower level than usual</li> </ul> <p>Will work in the following locations:</p> <p>How important is support for career growth/personal development?</p> <p>Want a company who shares my values, sense of purpose or standards:</p>	<p><b>Jot down sentences or phrases to describe the <u>value proposition</u> important to you:</b></p>

Note: adapted from *What Color is Your Parachute?* Richard Nelson Bolles

#### 4 - What are you willing to do to transition your career/obtain employment?

Thinking about what is realistic for you at this point in your job search, check each response that applies working down each column at a time. There are no right or wrong answers; however, keep in mind that you should only choose realistic options for you now.

Column 1	Column 2	Column 3
<input type="checkbox"/> Not interested in transitioning to new career or occupation at this time		
<input type="checkbox"/> Relocate	<input type="checkbox"/> Relocate	<input type="checkbox"/> Relocate
<input type="checkbox"/> Take a rotational work assignment (fly-in/fly-out; drive-in/drive-out)	<input type="checkbox"/> Take a rotational work assignment (fly-in/fly-out; drive-in/drive-out)	
<input type="checkbox"/> Unable or unwilling to take short-term or longer-term training	<input type="checkbox"/> Take short-term training (less than one year)	<input type="checkbox"/> Take longer-term training (1-2 years)
		<input type="checkbox"/> Complete a degree or diploma program
	<input type="checkbox"/> Do volunteer or unpaid work to gain experience	<input type="checkbox"/> Do volunteer or unpaid work to gain experience
<input type="checkbox"/> Unable or unwilling to take a reduction in salary	<input type="checkbox"/> Reduction in salary	<input type="checkbox"/> Reduction in salary
<input type="checkbox"/> <b>Total Checked for Direct</b>	<input type="checkbox"/> <b>Total Checked for Refocus</b>	<input type="checkbox"/> <b>Total Checked for Reboot</b>

The highest score indicates the type of transition you may want to initially focus on given what you are most able to commit to at this point in your job search. If your scores are the same for more than one column, you may need to give further thought to your current priorities. This can change over time as your circumstances change.

**5 - What sectors are you interested in?**

I want to consider working in the following sectors (check all that you think might apply):

<input type="checkbox"/>	Agriculture/Agri-business/Agri-foods
<input type="checkbox"/>	Supply Chain (procurement, transportation, warehousing and logistics)
<input type="checkbox"/>	Petrochemical Manufacturing
<input type="checkbox"/>	Liquefied Natural Gas (LNG)
<input type="checkbox"/>	High Tech/Information Communications Technology (ICT)
<input type="checkbox"/>	High Tech in Oil and Gas
<input type="checkbox"/>	Oil and Gas Exploration and Production
<input type="checkbox"/>	Oil and Gas Services (drilling, field services, geophysical)
<input type="checkbox"/>	Pipeline Transportation
<input type="checkbox"/>	Industrial Construction and Maintenance
<input type="checkbox"/>	Cleantech
<input type="checkbox"/>	Power Generation (wind, solar, geothermal)
<input type="checkbox"/>	Others: _____