



Career Circle Program: 6-Week Mentorship Journey

The **Career Circle Program** is a comprehensive 6-week mentorship program designed specifically for college juniors navigating the job search process. Each week focuses on a different aspect of career development, providing students with practical tools and strategies to succeed in landing their first job.

Throughout the program, mentors provide personalized guidance, share valuable experiences, and help students grow both personally and professionally. The curriculum builds progressively, taking students from self-assessment to job offer negotiation.

 **by Avi Sujeeth**

Week 1: Self-Assessment

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Introductions and Icebreaker

Get to know peers and mentors in a supportive environment



Build Your Coat of Arms

Reflect on personal and professional journey through creative exercise



Vulnerability and Trust

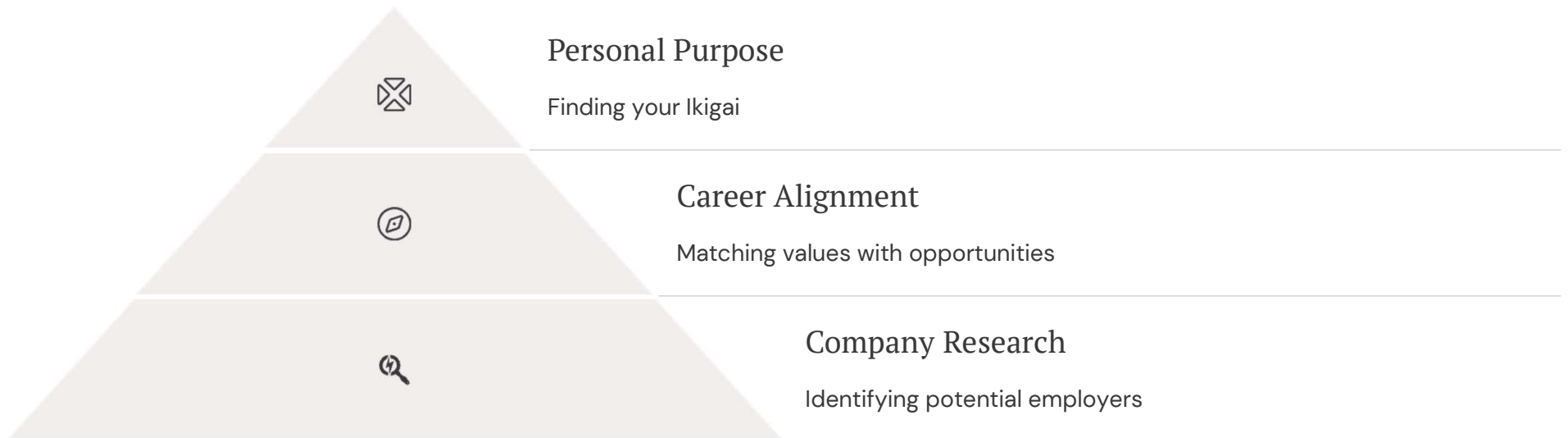
Explore Brené Brown's concepts to build authentic connections

Week 1 focuses on building trust within the group and helping students craft personal narratives that connect their goals with their past experiences. This addresses the common challenge of poorly differentiated resumes due to limited work history. Facilitators model vulnerability, encourage reflection, and create a non-judgmental space for sharing.



Week 2: Research & Exploration

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Week 2 helps students understand that their target job should align with their individual interests, creating a unique fit they can articulate in conversations and later use in crafting their resume. The concept of Ikigai is introduced to help define personal purpose by exploring the intersection of passion, skill, market demand, and societal need.

Students engage in a ChatGPT exercise to encourage exploration and learn about networking through LinkedIn Learning videos focused on connecting with hiring managers. This prepares them to identify and engage with key individuals who can help them access job opportunities.

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Week 3: Resume & LinkedIn Preparation

Create Base Resume

Develop a comprehensive record of all experiences as a foundation

Personalize for Target Roles

Tailor resume content to match specific job requirements

Optimize LinkedIn Profile

Align online presence with professional goals and resume content

Week 3 guides students in personalizing their resumes to better match target positions. Simon Sinek's "The Origin of Why" is introduced to emphasize that employers hire based on what they believe a candidate can contribute. The concept of a Base Resume helps students maintain a comprehensive record of experiences, making it easier to create tailored applications.

The week concludes with LinkedIn profile optimization, ensuring students present themselves effectively online and create consistency across all professional materials.

Week 4: Networking Strategies

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Working Out Loud
Share work and progress openly

Engage Authentically
Create meaningful interactions

Build Relationships
Connect with industry professionals

Identify Leaders
Find thought leaders in target fields



Week 4 encourages students to start networking actively using John Stepper's "Work Out Loud" concept as a foundation for building professional relationships. By sharing their work and progress openly, students can attract opportunities and connections that align with their goals.

A ChatGPT exercise helps identify potential thought leaders and professionals who can help students network into target companies. The week concludes with social media best practices for maintaining an effective online presence for professional networking.

Week 5: Job Applications & Interviews

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Application Strategy

Balance quality vs. quantity



STAR Framework

Structure compelling stories



Lean Startup Approach

Treat each application as an experiment

Week 5 focuses on job application and interview best practices. Students reflect on whether to personalize each application or take a mass application approach, a concept explored in the "How Many Jobs" podcast. The STAR framework (Situation, Task, Action, Result) helps students craft compelling stories to communicate their experiences effectively during interviews.

The Lean Startup approach encourages students to view each job application and interview as an experiment, promoting learning from each experience and improving strategies over time to enhance future success.



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Week 6: Follow-up & Negotiation

Authentic Relationships

Focus on meaningful connections rather than transactional interactions for long-term career success.

The Power of Regret

Understand how foundation, boldness, moral, and connection regrets shape professional decision-making.

Learning from Setbacks

Transform mistakes and regrets into valuable learning opportunities that guide better future decisions.

The final week emphasizes cultivating authentic relationships for long-term career success. Daniel Pink's "The Power of Regret" introduces four types of regret—foundation, boldness, moral, and connection—and how they influence decision-making. By reflecting on relationship regrets, students can make more intentional choices in their professional interactions.

While job searches often aim to avoid mistakes, setbacks and regrets serve as valuable learning opportunities, guiding students toward better decisions and stronger professional relationships.