

- **Transforming Career Drivers into Educational Orientations**

Traditional career anchors were designed for adults weighing job roles and long-term career paths. We reframed these drivers as “educational orientations,” like preferring hands-on labs or structured coursework, and paired each with planning tools—stream selection guides, project templates, and mentoring checklists—that translate student motivations into clear subject and early-career choices.

7. Conclusion

The PAM Framework delivers a practical, student-centred approach to understanding motivations and guiding academic choices. By translating broad insights on human values and career drivers into 11 clear, adolescence-focused dimensions, it offers concise, actionable guidance that directly informs subject selection, project planning, and early-career exploration.

This framework empowers students to align their core motivators with real-world options—whether picking a stream, designing an extracurricular project, or pursuing an internship—so that every decision reflects what truly drives them. The result is deeper self-awareness, stronger engagement, and a personalized roadmap toward both academic success and long-term career readiness.