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Careers Stage Series

Career Changers: Motivation to Change

Liz Wilkinson
Senior Careers Consultant
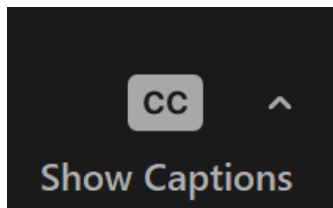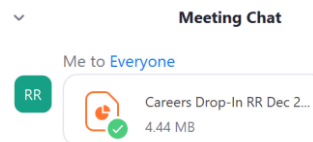University of London Careers Service

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Our accessible and inclusive learning environment

Our support is here for you whatever subject you are studying, whichever stage you are at in your career and wherever you are in the world.
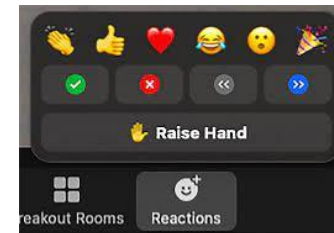
Together we will be supportive, collaborative and respectful, in sessions it may help you to:

Enable closed captions.

Download a copy of the slides from the chat box.

Use the 'reactions' to signal to the presenter to speed up, slow down or speak louder.

Email careers@london.ac.uk to tell us about an issues or ideas to improve the accessibility and inclusivity of our teaching.

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Mixed cohort in this global classroom

Your qualifications will offer you a range of relevant professional skills, particular knowledge sets, enhanced competencies and attributes

This webinar will be helpful to you, whatever you are studying, wherever you maybe based and whatever your career stage: Career Starter, Career Developer or Career Changer

Please type what you are studying, and where you are based today in the chatbox

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Quick introductions

- Senior Careers Consultant and former Director of Careers & Employability, 32 years in HE Careers and Graduate Recruitment

- Developer on award-winning *Enhance Your Careers and Employability Skills* MOOC, 89,000 global active learners

- MA Classics, University of Oxford, PG Cert Career Guidance, PG Cert Learning and Teaching in HE

- National Award for Best Preparation for Graduate Workplace

- Experienced in careers coaching, CV/resume reviews, practice interviews, professional development and career management webinars, employability and enterprise programmes

- 4 Major career pivots/changes

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What we will cover today

- Why people change career direction

- How you can clarify your personal motivations for change

- How you can check out whether your proposed career change will give you what you want

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How confident do you feel about this careers topic?

Score 1-4 (1 very unconfident to 4 very confident)

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Changing Careers in the 2020s

Why People Change Careers

Changing careers is a personal decision and there are many reasons why people choose to do this. Top reasons include:

- Better Pay: 47%

- Too Stressful: 39%

- Better Work-Life Balance: 37%

- Wanted a New Challenge: 25%

- No Longer Passionate About Field: 23%

Source: Joblist Midlife Career Change Survey 2020

The Benefits of a Career Change

The 2020 Joblist survey reports that most people were happier after they made the change:

- Happier: 77%

- More satisfied: 75%

- More fulfilled: 69%

- Less stressed: 65%

Plus… the people surveyed who had changed careers were making more money compared to their previous positions.

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Many types of career change journey

Which phrase describes you best?

- Want to change

- Need to change

- Have the opportunity to change

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ACTIVITY

What is the main driver behind you wanting to make a career change at this time?

Type your thoughts into the chat box

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Your motivations for change

Running away?

Running towards?

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Motivation: have you considered…

- Which aspects of your current job/career **do** and **don't** you like?

- Are there any **themes**? E.g. are your satisfactions/dissatisfactions related to:
  - › the nature of your work?
  - › the skills you are/aren't using?
  - › your company culture?
  - › the people with whom you work?
  - › something else?

- Would a new employer, team, boss, project be enough of a change?

- Would you like to try that level of change first?

- What will your new career offer you which your current one doesn't?

Have you given yourself enough time to really reflect on these questions?

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Exploring your motivation further

Values	Interests	Strengths
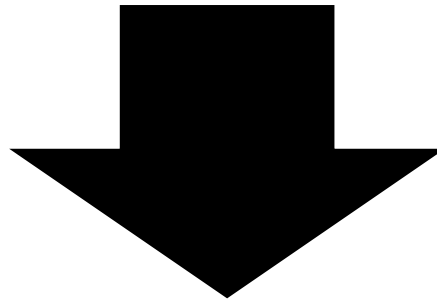
Plus practical factors – e.g. location, money

Self-awareness, informed career decision making, and ability to articulate your motivation

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ACTIVITY: What do you want out of your work life?

Do you want MORE..

1. Variety
2. Autonomy
3. Scope to help others
4. Flexibility
5. Status
6. Money
7. Scope for progression
8. Fast-paced work
9. Competitive environment
10. Responsibility

Do you want LESS/FEWER..

A. Interruptions & diversions
B. Structure & Rigidity
C. Boring tasks
D. Unpaid overtime
E. Responsibility
F. Competitive Environment
G. Micro-management
H. Stress
I. Client contact

**Write down your top 3 values
Any 'deal breakers'?**

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Our Career Planning Micro-Module

❸ Effective Career Planning and Decision Making ✎

How you can improve your career planning by deploying the best career planning and decision-making techniques.

Edit ▾

Introductory video
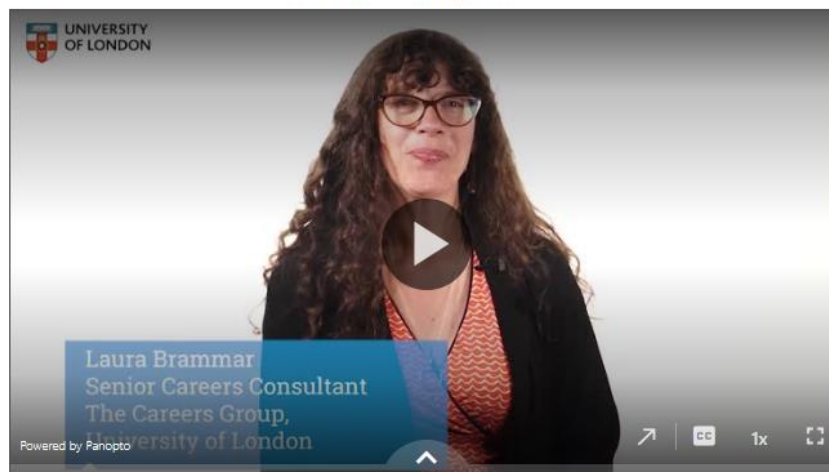
✛ 📄 Introductory Video for Effective Career Planning and Decision Making ✎   Edit ▾ 🛒
    Hidden from students
✛ 📄 Introductory Text for Effective Career Planning and Decision Making ✎   Edit ▾ 🛒
✛ **SECTION A: DEVELOP YOUR CAREER THINKING**   Edit ▾ 🛒
✛   📄 ESSENTIAL QUICK WATCH: Why constructing a careers plan matters ✎   Edit ▾ 🛒
      Mark as done

        Hidden from students
✛   📄 ESSENTIAL QUICK WATCH: why constructing a careers plan matters ✎   Edit ▾ 🛒
      Mark as done

✛   📄 QUICK SELF-EVALUATION: What am I like? ✎   Edit ▾ 🛒

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Motivation: skills vs strengths

- **Skills:** things we are good at

- **Strengths:** things we are good at AND feel 'energised' by

- *Consider:*

  > Which skills have you acquired?

  > Which do you most enjoy using (strengths)?

  > Are there strengths you have that you don't get much opportunity to use in your current role?
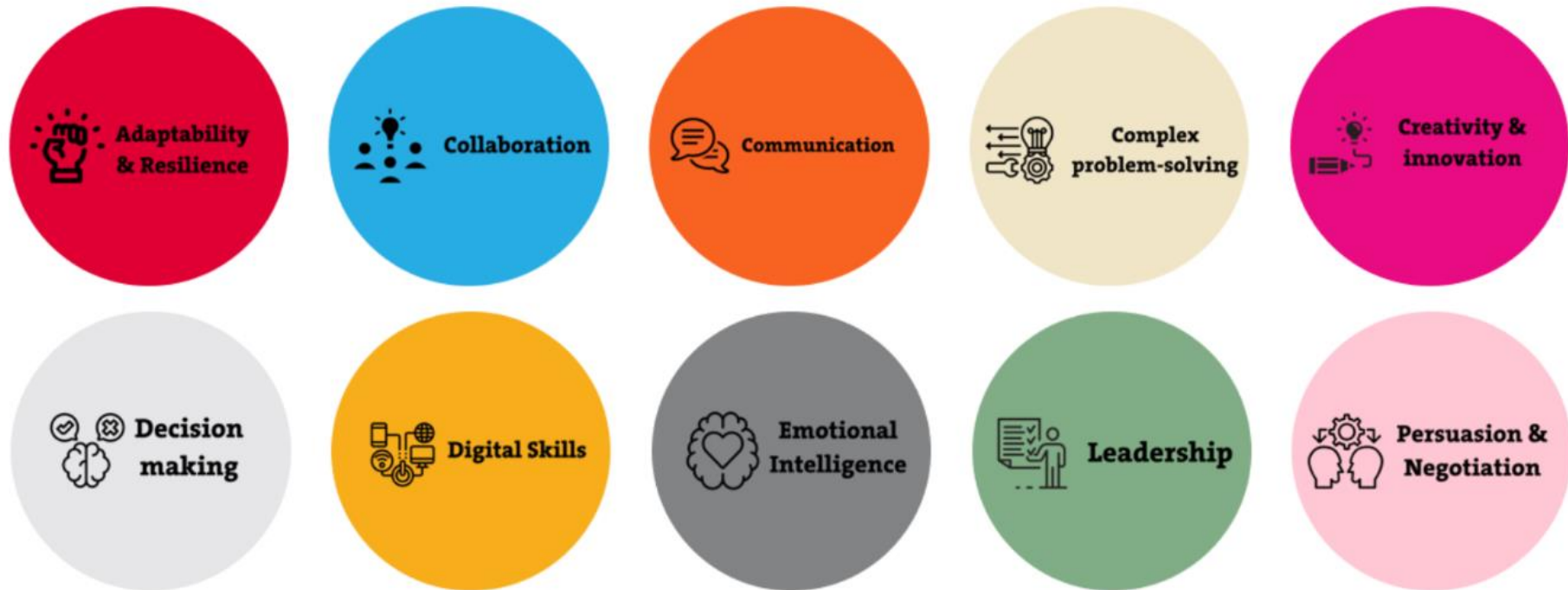
  > Can you use your strengths in your new career?

This can feed into the **how** as well as the **why**…

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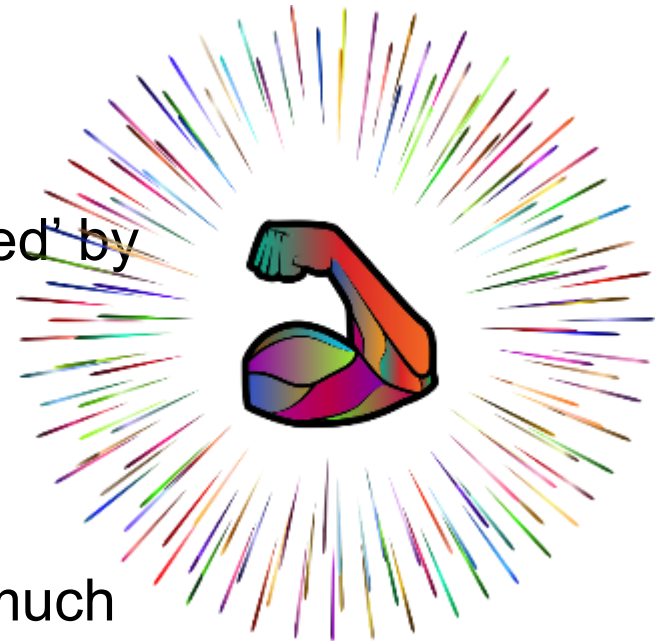
How do you want to change the balance of the skills you use in your job?

Checking your motivation against your new career/job

Visualise your career change success:

- What is your job title? What are you doing in your role?

- How is success measured?

- Where are you working? What sort of people are you working with?

- What is the work culture or environment like?

- How well does your new role/organisation fit with your values, interests and strengths?

How informed or confident are you about the answers these questions? How could you find out more?

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Useful resources

The **Market Aware Professional** micro-module content, including:

> Global Future Trends in the Legal, IT and Finance Sector

> Remote working in the Legal, Finance and Management Consultancy sectors

> Reflections from industry leaders on how work will change in the 2020s

Access through the Student Portal

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Articulating your motivation for your career change…

Which is more effective (1 OR 2) and why?

EXAMPLE 1: I am moving away from a career in Law as I no longer find the work fulfilling and am looking for a new challenge. Although I like working with clients, I don't feel the work is as creative as I want and the long hours make it difficult to always achieve my best work. I am therefore seeking a career change and would be excited to work in the tech sector.

EXAMPLE 2: I am seeking a role in technology as I am excited by the fast pace and innovation that the sector has to offer. I am particularly interested in creating and developing new products that have a meaningful impact on user's lives, as I enjoy applying my creativity and analytical skills to solving problems and finding new solutions.

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ACTIVITY

What activities could you do to help you **check out** your motivation for your new career?

Type your ideas into the chat box

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Ways to reality check your motivation

(also good ways to evidence your commitment, build your skills and knowledge, and grow your network!)

- Work experience and volunteering. Virtual or in-person internships

- Work shadowing (i.e. observing someone doing their job)

- Use and grow your networks (including each other!) - talk to people, arrange informational interviews

- Short online (often free) courses

- Find a mentor

- Attending (virtual?) events

- Reading, research, watching videos (e.g. TED Talks)

- Freelancing alongside your current role

- Follow and engage with companies on social media

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Using Careers Conversations to clarify your priorities and reality check your options

Useful career conversations can take place in a number of ways:

• Informal networking with family or friends.

• Informal networking with family of friends, friends of family

• Contacts that you meet through events

• Contacts that you meet through LinkedIn or other social media

• Recruitment and careers professionals

Our regular live Ask Your Careers Questions sessions provide opportunities for you to explore your career thinking with your peers and our careers consultants

Take a moment to consider who you might invite for a careers chat coffee in the next 4 weeks

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In summary

- Take some time to clarify what's prompting you to make a professional change

- Articulate your motivations to yourself so that you can confidently articulate your career change journey positively to future recruiters

- Seek conversations and experiences to check your assumptions about your proposed new sectors and job roles

- Check out our online careers resources for careers changers

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Our Careers VLE resources

Careers Webinars	Which Careers Stage Are You: Starter, Developer or Changer?	Career Starter Resources	Career Developer Resources
Postgraduate Laws	Undergraduate Psychology	Postgraduate Psychology	Computer Science and Data Science
Promoting your distance learning qualification to employers	CVs and Resumes	Interview Skills	eCareersGrad Interactive Resources on Interviews and Case Studies

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Activity: What's your next step?

Name **one specific thing** you will do as a result of this webinar **to clarify your career change motivation?**

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POLL 2

How confident do you feel about this careers topic?

Score 1-4 (1 very unconfident to 4 very confident)

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Careers Connect, our brand-new service

Enabling you to access our events and vacancies wherever you are in the world.

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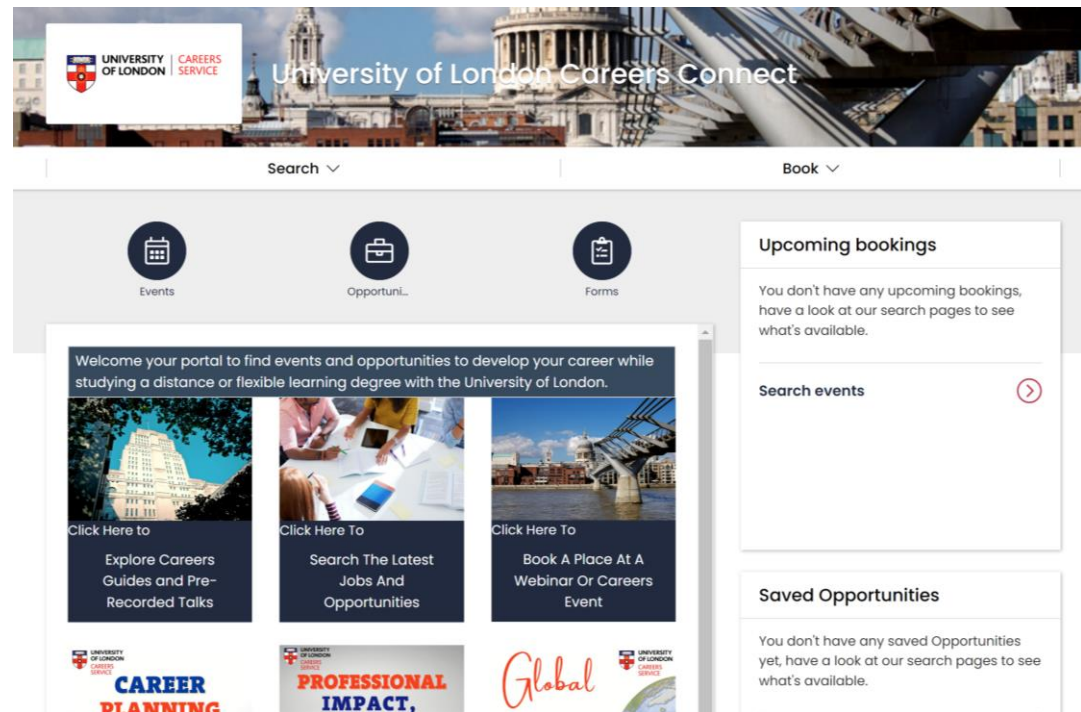
Your feedback makes your careers service stronger

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Upcoming Careers Webinars
(usually 10am and 3pm UK time)

- **10 May: Regional Job Hunting: Middle East & North Africa**
- **17 May: Careers Essentials: Postgraduate Studies**
- **18 May: Ask Your Careers Questions: Career Starters**
- **22 May: Regional Job Hunting: SubSaharan Africa**

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Thank you for attending today!

- We look forward to working with you again in the future!

  Please complete our brief feedback form to help us design our future careers and employability support

  To access further career resources:
  https://my.london.ac.uk/group/student/careers

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