

Transcript | The Career Mapping Toolkit

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00:00:15.910 --> 00:00:31.810

Amelia Paltridge: Hello! Hello, everyone. Welcome. It is so lovely to have you here today. Welcome to this Masterclass-style event, the Career Mapping Toolkit. My name is Amelia Paltridge, I'm a Community Manager here at Apolitical.

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00:00:32.420 --> 00:00:39.659

Victoria Pallois: And I'm Victoria Power, an event producer here at Apolitical. I'll be co-moderating this event with Amelia.

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00:00:40.260 --> 00:00:54.709

Amelia Paltridge: Wonderful. It would be really great to hear from you all as well, see who is in the room today, so do please post in the chat where you're joining us from, what organization you work for, what you do. Get those intros coming in the chat as we start today.

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00:00:54.710 --> 00:01:03.039

Amelia Paltridge: So today is all about taking control of your career by mapping a path that reflects your values, your strengths, and ambitions.

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00:01:03.040 --> 00:01:13.919

Amelia Paltridge: You'll hear from experienced civil servants on how to build a career toolkit that helps you plan with purpose, and how to navigate the public sector with clarity, confidence, and intention.

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00:01:14.060 --> 00:01:30.439

Amelia Paltridge: For those of you who may be joining us for the first time, welcome, it is so lovely to have you here. Apolitical is the world's largest community for government used by over a quarter of a million public servants and policy makers from more than 170 different countries around the world.

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00:01:30.450 --> 00:01:48.419

Amelia Paltridge: Our mission is to make government smarter, and we do this by equipping public servants like you with the knowledge and skills they need to lead that change. Wonderful to see some of those intros coming in the chat. Hello today from Wales, London, Canada.

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00:01:48.680 --> 00:01:54.090

Amelia Paltridge: quite a few Canadians coming in the chat today. It's great to have you here. Manchester...

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00:01:54.380 --> 00:01:58.259

Amelia Paltridge: Hello, hello. Keep those intros coming, everyone.

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00:01:58.290 --> 00:02:00.379

Amelia Paltridge: Hello, we've got a...

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00:02:00.380 --> 00:02:25.069

Amelia Paltridge: bit of a range as well from the speakers today, where they're calling in from. Keep those intros coming for those who have just joined. It's great for us to see who is in the room, with us today. And a special welcome to those of you who are already members of Apolitical's career development community. If you are not a member yet, then we're thrilled to extend an invitation to connect

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00:02:25.070 --> 00:02:29.390

Amelia Paltridge: with today's speakers and your peers across the global public service.

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00:02:29.390 --> 00:02:37.250

Amelia Paltridge: It's a space to share questions, ideas, success stories, practical advice about all aspects of life in government.

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00:02:37.250 --> 00:02:53.759

Amelia Paltridge: My colleague's going to post a link to that community in the chat, and we're going to be continuing some of the conversation that we start in today's event in the career development community, so please do click through and introduce yourself in there and join if you haven't already.

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00:02:53.910 --> 00:03:06.010

Amelia Paltridge: I'm gonna get a few technical notes out of the way before we start the really juicy part of today's conversation. So, this event is recorded for on-demand viewing on the apolitical website. We ask that you please don't record it yourself.

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00:03:06.010 --> 00:03:18.849

Amelia Paltridge: You can find the contact details of our Data Protection Officer at the footer of Apolitical's homepage for any privacy concerns, and closed captions are available and can be toggled on or off in your screen settings.

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00:03:19.300 --> 00:03:38.759

Amelia Paltridge: Before we introduce our speakers, we are going to run a few quick polls, just to get a sense of where you're coming from in today's discussion. So the poll is going to show up on your screen. If you're having issues seeing it, then don't worry, I'll read it out, and you can pop in the chat your answer.

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00:03:39.080 --> 00:03:45.750

Amelia Paltridge: So, poll number one. What best describes your current approach to career planning in government?

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00:03:45.940 --> 00:03:53.639

Amelia Paltridge: What best describes your current approach to career planning in government? And the options we've given you are, I follow a clear, planned path.

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00:03:53.750 --> 00:03:56.599

Amelia Paltridge: I make decisions as opportunities arrive.

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00:03:56.940 --> 00:04:02.179

Amelia Paltridge: I rely on guidance from colleagues and managers, or not confident.

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00:04:02.290 --> 00:04:06.099

Amelia Paltridge: And if there's anything else, as always, pop in the chat.

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00:04:09.820 --> 00:04:32.139

Amelia Paltridge: Wonderful. So, at 66% of you, you make decisions as opportunities arise. A few of you on the less confident side when it comes to career planning, which is wonderful to see, because hopefully by the end of today's session, you'll feel a bit more confident and feel a bit more equipped, with thinking about your career and how to plan it in government.

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00:04:32.140 --> 00:04:40.889

Amelia Paltridge: Thank you for answering that. I've got another poll for you as well. The question I would like to ask you next

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00:04:40.890 --> 00:04:46.669

Amelia Paltridge: Is how important do you consider communities and peer networks?

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00:04:46.690 --> 00:04:49.150

Amelia Paltridge: To be for career development.

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00:04:49.760 --> 00:05:04.069

Amelia Paltridge: How important do you consider communities and peer-to-peer networks to be for your career development? Some of the answers that we've given you are very important, somewhat important, neutral, and decision-making.

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00:05:04.700 --> 00:05:10.290

Amelia Paltridge: And I'll give you a moment just to think about that and pop your answers in.

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00:05:19.350 --> 00:05:42.369

Amelia Paltridge: Wonderful. So we've got about half of you saying that they are very important to you in career development, and somewhat important coming in close second there, so that is really great to see. This event is one way of getting those, kind of, peer-to-peer networks, in a community sense. So thank you for taking the time today to do that for yourself and your career.

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00:05:42.490 --> 00:05:56.460

Amelia Paltridge: Wonderful. Thank you, everyone, for taking the time to answer those polls. It's great for us and for our speakers today, just to get a sense of how you're feeling about career progression, so that we can make sure you get the most out of today's conversation.

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00:05:56.470 --> 00:06:06.299

Amelia Paltridge: Now I'm going to introduce our speakers. We are super fortunate to have two brilliant guests, Emily Martin and Ella Dorfman, joining us today.

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00:06:06.320 --> 00:06:20.350

Amelia Paltridge: A career management advisor with Public Services and Procurement Canada's Career Management Services, Emily has been working in the federal public service for almost 20 years and is a certified career development practitioner.

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00:06:20.350 --> 00:06:29.959

Amelia Paltridge: She holds a Master of Education, which led her to look at how to demystify public service jobs through access to labour market information in the federal government.

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00:06:30.340 --> 00:06:36.269

Amelia Paltridge: Ella is a senior service designer working in digital delivery at the Home Office UK.

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00:06:36.380 --> 00:06:45.529

Amelia Paltridge: She previously worked at the Government Digital Service, where she collaborated with multiple departments across Whitehall to advance user-centered policy and service design.

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00:06:45.730 --> 00:06:53.790

Amelia Paltridge: She's passionate about improving the experience of work in the public sector, with the aim of supporting everyone to reach their full potential.

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00:06:53.790 --> 00:07:06.550

Amelia Paltridge: You can read the full bios for our speakers today by visiting the Resources tab at the bottom of your Zoom screen and heading to the Speakers section. Welcome, it is lovely to have you both here with us today.

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00:07:06.550 --> 00:07:11.770

Amelia Paltridge: So I'm going to start with a bit of an icebreaker, just to kick things off.

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00:07:11.960 --> 00:07:22.369

Amelia Paltridge: You'll each have 30 seconds to share your responses, and we would also love to hear the answers of everyone else in the room here today in the chat. So feel free to pop those in, everyone.

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00:07:22.730 --> 00:07:30.979

Amelia Paltridge: So, I would like to come to you first, Emily. If you could try any role in government for a week, what would it be?

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00:07:31.380 --> 00:07:38.280

Amelia Paltridge: And while you think on your answers, I'll invite our audience to share some examples in the chat. Emily, coming to you first.

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00:07:39.150 --> 00:07:47.000

Emilie Martin: Thank you, Amelia. Would it be really cheesy if I said that my dream role right now would be what I'm doing right now?

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00:07:48.200 --> 00:07:51.500

Amelia Paltridge: Not cheesy at all. I think aspirational would be the word that I.

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00:07:51.500 --> 00:08:09.359

Emilie Martin: Yes. Well, I'll say a bit more about my career path so far, but I think right now I'm in a position where I love and I've been looking for years, because I get to do all the things that I like to do on a weekly basis, and I think that's very rare.

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00:08:09.490 --> 00:08:11.589

Emilie Martin: So, I hope that...

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00:08:12.140 --> 00:08:19.009

Emilie Martin: everyone can have a similar job, and also, I didn't know that this job existed before. So, you know.

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00:08:19.640 --> 00:08:21.740

Emilie Martin: There's so many jobs that we don't know exist.

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00:08:24.280 --> 00:08:28.320

Amelia Paltridge: Wonderful, thank you so much for that answer.

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00:08:28.380 --> 00:08:46.350

Amelia Paltridge: And yeah, I think definitely finding out... finding out those areas, can open... open a whole new world and door to you, which it seems to have done for you, so we can get into that a little bit later on how to find those sorts of things out. Ella, over to you. What would be any role in government for a week you'd like to try?

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00:08:47.310 --> 00:09:09.080

Ella Dorfman: Thanks, Amelia, and hi, everyone. Really great to be here on this call with you all, and just to say, Emily, it is definitely something we can all aspire to, you know, to be fully, happy and content in our roles, and I think probably something that speaks to is having the right mindset as well, and being able to appreciate the benefits of the role that you currently have.

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00:09:09.320 --> 00:09:23.760

Ella Dorfman: I was going to say I would be really interested in working in private office, which is something we have in UK government, and I'm sure replicated around the world, where you are working really closely with the politicians, the elected

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00:09:23.760 --> 00:09:30.640

Ella Dorfman: Officials, and it's very high-paced, you know, lots of excitement and different things moving, and also.

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00:09:30.750 --> 00:09:47.800

Ella Dorfman: I work in digital services, so my day-to-day is pretty technical. I am focused on replacing legacy IT and fixing broken spreadsheets and things like that. So, although I might not choose a kind of more political route longer term, if I was to just try it out, I think I'd find it... I'd find it interesting.

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00:09:47.960 --> 00:09:53.470

Ella Dorfman: Perhaps... at home office, maybe, maybe a different... maybe a different department with different policy.

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00:09:54.630 --> 00:10:18.760

Amelia Paltridge: Amazing, I love that. Thank you, thank you so much. And would be so interesting to hear as well on, sort of, transferable skills from moving into something a bit different, how to think about your skill sets and stuff. We can maybe get into that a bit later. Thank you so much, both of you, for your answers. I'm excited to hear a bit more from you all and less from me, so I'm going to hand over to Victoria, for the masterclass presentations.

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00:10:19.760 --> 00:10:30.699

Victoria Pallois: Thanks, Amelia. Now, to get right into things, Emily and Ella have prepared both a masterclass presentation drawing on some of their hard-earned career lessons.

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00:10:30.710 --> 00:10:44.340

Victoria Pallois: So, as always, before we begin, you always have the option of posting your question in the Q&A tab at the bottom of your Zoom screen. So, while during the presentations, please don't hesitate to submit your question.

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00:10:44.380 --> 00:10:51.249

Victoria Pallois: First, though, we're gonna start with you, Emily. You will have 15 minutes for a brilliant presentation.

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00:10:52.910 --> 00:11:00.950

Emilie Martin: Perfect. Thank you very much, and hopefully... I successfully share my... Presentation.

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00:11:01.100 --> 00:11:02.339

Emilie Martin: Is it there?

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00:11:02.340 --> 00:11:03.340

Victoria Pallois: Yes.

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00:11:03.870 --> 00:11:05.500

Emilie Martin: Perfect. Okay.

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00:11:05.590 --> 00:11:15.510

Emilie Martin: So, hello everyone. My name is Emily Martin, and I live in Ottawa, which is the unceded territory of the Algonquin Anishinaabeg.

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00:11:15.570 --> 00:11:22.599

Emilie Martin: And in Canada, we like to say this because we are aware that we are... that we reside on unceded territories.

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00:11:22.640 --> 00:11:41.439

Emilie Martin: It's more of... it helps with our... our approach to things, that we are not the holder of the information, but we just learn throughout our careers, our lives, to respect one another and respect the rhythm of everyone, meaning that

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00:11:41.670 --> 00:11:46.109

Emilie Martin: Some people's career are their priorities, some people don't have...

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00:11:46.270 --> 00:11:55.669

Emilie Martin: that as a priority. Some people's rhythm are slower, some people are more advanced, so whatever you're comfortable with in your career.

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00:11:55.770 --> 00:11:57.930

Emilie Martin: That is the best thing for you.

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00:11:59.360 --> 00:12:02.569

Emilie Martin: So, a little bit about me. I work for the Government of Canada.

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00:12:02.850 --> 00:12:10.189

Emilie Martin: My department is Public Service and Procurement, which is one of the biggest departments in

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00:12:10.350 --> 00:12:15.370

Emilie Martin: the Government of Canada. I'm also a member of the Community of Practice for Career Management.

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00:12:15.650 --> 00:12:24.470

Emilie Martin: within the government of Canada, which is kind of, like, apolitical, but it's just a group of people who

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00:12:24.720 --> 00:12:31.990

Emilie Martin: Care about career management in the public service. And we meet up and we discuss, kind of, what is career management?

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00:12:32.860 --> 00:12:51.740

Emilie Martin: So, yes, my job title is Career Management Advisor, but this job title is very rare in the Canadian Public Service. There's only a couple departments who have official career services, so I saw that there's a lot of people here from Canada. It's great.

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00:12:52.110 --> 00:12:55.099

Emilie Martin: But most departments don't have

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00:12:55.190 --> 00:13:00.600

Emilie Martin: that service for their employees, which is too bad. So, one of the... one of the...

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00:13:00.670 --> 00:13:16.340

Emilie Martin: projects for the community of practice, which assembles people from different departments, is to eventually have a program where all public servants in Canada can have access to, trained professionals in careers.

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00:13:17.220 --> 00:13:20.150

Emilie Martin: So in my everyday job.

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00:13:20.360 --> 00:13:31.809

Emilie Martin: what I do is I support employees with their career exploration, but also sometimes we write resumes or prepare them for interviews. My very niche

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00:13:32.140 --> 00:13:42.570

Emilie Martin: expertise is in labor market information in the Canadian Public Service, and I'll get to a bit more about what is labor market information a bit later.

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00:13:42.840 --> 00:13:47.300

Emilie Martin: But this is a new field for me. I've...

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00:13:47.640 --> 00:13:54.589

Emilie Martin: I've only been in this role for a year. I've been in the HR... Recruitment.

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00:13:54.850 --> 00:13:58.470

Emilie Martin: Talent for 3 years, or 4 years.

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00:13:58.690 --> 00:14:04.410

Emilie Martin: But before that, I had a whole 15 years of other career stuff where I did a whole

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00:14:05.080 --> 00:14:14.640

Emilie Martin: bunch of different things that led me to discover strengths that I... I didn't know I had, and interests that I didn't even know that existed.

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00:14:16.070 --> 00:14:29.239

Emilie Martin: So, a very brief overview of what I did in those first 15 years when I didn't have a plan for my career. First of all, I studied translation in university, only because I was bilingual.

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00:14:29.400 --> 00:14:34.469

Emilie Martin: And I thought, well, I can do this, therefore I'll...

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00:14:35.310 --> 00:14:37.980

Emilie Martin: I'll go to school for it.

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00:14:38.460 --> 00:14:42.730

Emilie Martin: I... I didn't really think about... what the...

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00:14:43.500 --> 00:14:48.670

Emilie Martin: could do, because I thought of translating, translator.

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00:14:48.780 --> 00:14:54.449

Emilie Martin: So I saw a direct correlation between the studies and the job title.

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00:14:54.810 --> 00:14:57.729

Emilie Martin: I think I would have loved to do something like sociology.

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00:14:58.240 --> 00:15:03.059

Emilie Martin: But I was like, well, what does this sociologist do, right? So I couldn't really...

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00:15:03.240 --> 00:15:06.840

Emilie Martin: Map the education and the job title.

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00:15:08.200 --> 00:15:13.620

Emilie Martin: Which, all this, you know, is food for thought further in my career?

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00:15:14.070 --> 00:15:19.439

Emilie Martin: Thankfully, I got into government through a job as a translator for a job website.

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00:15:21.710 --> 00:15:35.360

Emilie Martin: And that, you know, was the start of my... my government career. I did leave the public service once I graduated. I left it for 2 years, and I worked for a company that did web and car.

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00:15:35.640 --> 00:15:38.169

Emilie Martin: I didn't know anything about Karis,

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00:15:38.980 --> 00:15:41.870

Emilie Martin: But, I discovered that I really liked web.

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00:15:42.310 --> 00:15:48.090

Emilie Martin: So when I went back to government, because I didn't like the private sector,

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00:15:48.380 --> 00:16:05.319

Emilie Martin: I tried to get out of translation, because I discovered I did not like translation. It was very much too much of me and my documents. Some people loved that, it wasn't for me. I really needed something that was more creative, that let me talk to people, that let me do project management.

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00:16:06.390 --> 00:16:09.919

Emilie Martin: Thankfully, I was in a really great team that

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00:16:10.080 --> 00:16:16.270

Emilie Martin: Help me kind of grow into more operational and project management things.

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00:16:16.630 --> 00:16:32.220

Emilie Martin: And that's really where I touched on data and stakeholder relations and UX design and communications. So, those, those, like, 4 years were really good for my development within the small team.

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00:16:35.120 --> 00:16:43.940

Emilie Martin: I also had 2 babies within that time, I divorced, so there was a really hard time where I was like, I just need to focus on having

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00:16:44.470 --> 00:16:48.990

Emilie Martin: an area of my life where I'm very happy, where I feel... Good.

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00:16:49.640 --> 00:16:58.280

Emilie Martin: So I had that great job for 4 years, and then it was, 4 years of going everywhere. Also, pandemic hit.

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00:16:58.430 --> 00:17:01.180

Emilie Martin: I was really not in a good place.

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00:17:02.850 --> 00:17:13.379

Emilie Martin: Thankfully, I was at the department that I am in now, which has career services for their employees. So I went to see a career service, career counselor, and she kind of...

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00:17:13.710 --> 00:17:18.839

Emilie Martin: made me realize that I'm in charge of my career, I take the decision, and I have to plan it.

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00:17:19.180 --> 00:17:23.320

Emilie Martin: So what happened since 2021, since I went to see that career counselor?

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00:17:24.190 --> 00:17:25.010

Emilie Martin: Ubo.

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00:17:25.119 --> 00:17:29.669

Emilie Martin: The career counselor asked me a really interesting question, and she said, what is your dream job?

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00:17:29.930 --> 00:17:33.070

Emilie Martin: And I said, I want to be a career counselor in high school.

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00:17:33.550 --> 00:17:47.459

Emilie Martin: And she's like, well, this is government, so there's no high school, but I am a career counselor, you can become what I am. And I was like, yes, that's what I want to do. So she's like, okay, well now you have to do your research of how to become a career counselor.

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00:17:47.780 --> 00:17:51.489

Emilie Martin: She could have given me the... the answers.

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00:17:51.620 --> 00:17:54.319

Emilie Martin: But she wanted me to do the research.

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00:17:54.970 --> 00:17:57.869

Emilie Martin: So, how did I plan my next moves?

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00:17:58.640 --> 00:18:01.259

Emilie Martin: My goal was to become a career advisor.

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00:18:01.840 --> 00:18:04.769

Emilie Martin: I'm just gonna chase because right now, it's similar to the screen.

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00:18:06.290 --> 00:18:14.280

Emilie Martin: So the first thing I did is I researched LMI, and LMI is Labor Market Information, and it's things like job titles, salaries.

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00:18:14.390 --> 00:18:20.059

Emilie Martin: Skills requirements, education requirements, where those jobs are.

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00:18:20.510 --> 00:18:21.979

Emilie Martin: So I did all of that.

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00:18:24.330 --> 00:18:27.010

Emilie Martin: I discovered that I needed a master's program.

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00:18:28.220 --> 00:18:32.510

Emilie Martin: So, I registered to a master's program, so I had researched which ones I should do.

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00:18:33.690 --> 00:18:39.239

Emilie Martin: I also got a job in HR recruitment, which I had never done HR before,

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00:18:39.320 --> 00:18:48.260

Emilie Martin: But I contacted a whole bunch of people, and I was like, hey, I have no experience, but I really like HR and recruitment and career, can you give me a chance? And someone did.

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00:18:48.310 --> 00:18:59.429

Emilie Martin: And that became one of the turning points, because I excelled in that job, and I had the freedom to kind of explore what I wanted to do within the realm of career.

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00:19:00.170 --> 00:19:07.940

Emilie Martin: I joined different networks, such as the Federal Youth Network, but also the Career Management Career practice?

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00:19:09.440 --> 00:19:12.730

Emilie Martin: I created the career exploration Tool, which is...

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00:19:12.850 --> 00:19:26.569

Emilie Martin: Probably the highlight so far of my career, which is a tool that is based on HR data and allows employees in the Federal Public Service, well, right now, just my department, to see

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00:19:27.000 --> 00:19:37.459

Emilie Martin: what the job titles are, in their departments, so they can kind of start planning what they want to do. Because if you don't know that there's a job title that exists.

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00:19:37.650 --> 00:19:39.840

Emilie Martin: You don't know that you can go for it.

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00:19:40.140 --> 00:19:45.370

Emilie Martin: So, if I didn't know that career counselor was a thing in public service, I would have never...

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00:19:45.560 --> 00:19:48.440

Emilie Martin: Taken the steps to become one.

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00:19:49.030 --> 00:19:55.460

Emilie Martin: Okay, so it's really important in your career decisions to kind of explore the labor market and see what exists.

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00:19:56.770 --> 00:20:07.209

Emilie Martin: I continued to network, to do some learning. I went to seminars about careers, even though I wasn't a career advisor yet. Just to get

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00:20:07.620 --> 00:20:11.680

Emilie Martin: The training and the learning And the jargon.

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00:20:12.240 --> 00:20:14.100

Emilie Martin: And that was in 2023.

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00:20:15.290 --> 00:20:20.089

Emilie Martin: I graduated from my master's program, in 2024.

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00:20:21.090 --> 00:20:26.189

Emilie Martin: And right after that summer, I got a job as a career advisor.

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00:20:26.370 --> 00:20:33.560

Emilie Martin: So I reached my goal, by mapping my career with all the things that I needed to get there.

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00:20:34.100 --> 00:20:38.960

Emilie Martin: Which was very cool for me to get the actual... Job title.

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00:20:39.580 --> 00:20:46.970

Emilie Martin: I continued to train and gain work experience by meeting clients. I had my first clients where I got to

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00:20:47.240 --> 00:20:49.979

Emilie Martin: You know, help them with their career, and that was super cool.

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00:20:50.130 --> 00:20:51.980

Emilie Martin: And...

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00:20:52.400 --> 00:21:05.270

Emilie Martin: I received my CCDP designation, which is a Canadian Career Development Practitioner. So now I can actually say that I am an expert in career development, so I'm pretty proud of that, too.

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00:21:06.690 --> 00:21:19.280

Emilie Martin: speaker at Political on career mapping was not something that I would have dreamed of 5 years ago, but here I am, and that is definitely one of the proud milestones of my career so far.

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00:21:19.560 --> 00:21:22.539

Emilie Martin: And what 2026...

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00:21:23.070 --> 00:21:33.759

Emilie Martin: you know, leads me is I'm exploring new goals. I'm very happy in my career right now, but it's always nice to kind of think what's going to happen next for me, because then I can start planning for what is next.

151

00:21:36.100 --> 00:21:52.960

Emilie Martin: So, a little bit about how do you get there? So, first of all, you have to know yourself very well. You have to do that reflection, because when you take charge of your career, that means that you know why you do certain things. So, what are your values? What are your skills?

152

00:21:53.170 --> 00:22:02.019

Emilie Martin: What is the experience that you want to bring forward? When I meet with clients, I say, what are 3 tasks that you would like to bring forward in your next career?

153

00:22:02.910 --> 00:22:05.020

Emilie Martin: A lot of people say, well, I just want any job.

154

00:22:06.050 --> 00:22:13.940

Emilie Martin: Well, okay, if you want any job right now, that's fine, but maybe in 3 years, what kind of job do you want? And let's plan for that job.

155

00:22:15.310 --> 00:22:21.299

Emilie Martin: So, look at your interests, your preferences. Your interests and your preferences will change throughout your life.

156

00:22:21.460 --> 00:22:26.820

Emilie Martin: So make sure that you always keep kind of exploring what is out there.

157

00:22:29.940 --> 00:22:38.460

Emilie Martin: So you need to explore yourself, but also the job market. So in the government, so for example, in Canada, we have 300,000 jobs.

158

00:22:38.600 --> 00:22:44.130

Emilie Martin: What are those jobs? Which jobs are in which departments? Where are they in Canada?

159

00:22:44.430 --> 00:22:47.340

Emilie Martin: What are the job duties of this job?

160

00:22:48.180 --> 00:22:51.369

Emilie Martin: What kind of educations do they need? What kind of skills?

161

00:22:51.520 --> 00:22:54.279

Emilie Martin: Okay, so you write, like, all of that in a piece of paper.

162

00:22:54.470 --> 00:23:02.770

Emilie Martin: It's basically like project management, but for your career. So when you're doing project management, think of all the things that you have to think before you start.

163

00:23:03.040 --> 00:23:13.870

Emilie Martin: Right? So, like, who's gonna help you? What are the resources that you have right now that you know of? Which resources do you need to be aware of? Things like that.

164

00:23:16.290 --> 00:23:22.159

Emilie Martin: Once you have that... oh, and exploring labor market also includes talking to people, because

165

00:23:22.380 --> 00:23:32.500

Emilie Martin: There are written information that is great, but there's also lived experiences that will give you the most rich information for your career.

166

00:23:32.680 --> 00:23:38.400

Emilie Martin: Because a career is not linear, and therefore it's not an A to Z for everyone.

167

00:23:38.780 --> 00:23:42.890

Emilie Martin: You need to figure out what other people have done that may work for you.

168

00:23:43.650 --> 00:23:46.019

Emilie Martin: So, create options for yourself.

169

00:23:46.530 --> 00:23:55.510

Emilie Martin: And then you can start mapping. So, do the timeline. Sometimes you don't have a timeline. So, start taking action right away, and your timeline will eventually

170

00:23:55.890 --> 00:24:02.689

Emilie Martin: figure itself out. And while you're on your timeline, or while you're on your path, you may discover new avenues that you didn't know.

171

00:24:03.920 --> 00:24:15.510

Emilie Martin: Make sure that you always have your priorities. For example, I would love to be a manager, but right now, I have kids at home. I don't have the mental space to manage employees while I'm managing kids.

172

00:24:16.800 --> 00:24:20.550

Victoria Pallois: Emily, just, I'm giving you a 2-minute time check.

173

00:24:20.550 --> 00:24:21.900

Emilie Martin: Perfect, thank you.

174

00:24:22.210 --> 00:24:35.849

Emilie Martin: Make yourself short, medium, and long goals. So, you know, maybe next year as a short goal, and then 3 years, and then 5 years. Where do you want to be? One thing that helped me in when I was doing my master's is,

175

00:24:36.470 --> 00:24:38.720

Emilie Martin: Someone asked me, do you want to be...

176

00:24:39.430 --> 00:24:49.540

Emilie Martin: 40 without... or with a master's degree, or do you want to be 40 without a master's degree? I was like, I want to be 40 with a master's degree, and I was like, okay, that's it.

177

00:24:50.340 --> 00:24:55.809

Emilie Martin: And then you can start taking actions. So volunteer for every project, and continue exploring.

178

00:24:57.520 --> 00:24:59.689

Emilie Martin: So first, set your goal.

179

00:24:59.950 --> 00:25:02.950

Emilie Martin: For example, mine was Become a Career Advisor.

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00:25:03.480 --> 00:25:06.430

Emilie Martin: Then check the requirements that it takes for you to get there.

181

00:25:07.230 --> 00:25:10.450

Emilie Martin: I needed a master's... Experience.

182

00:25:11.110 --> 00:25:16.880

Emilie Martin: And then identify the gaps. So I didn't have a master's, I didn't have experience, so I needed to go get those.

183

00:25:17.090 --> 00:25:19.009

Emilie Martin: And how do you get those?

184

00:25:19.530 --> 00:25:23.369

Emilie Martin: Will you research the skills that you need through documents and people?

185

00:25:23.510 --> 00:25:24.749

Emilie Martin: You write them down.

186

00:25:25.180 --> 00:25:36.100

Emilie Martin: You write learning activities, so if you go on, ChatGPT and say, what are learning activities to become blah blah blah blah, it'll help you figure stuff out.

187

00:25:37.210 --> 00:25:39.150

Emilie Martin: Creative functional type resume.

188

00:25:39.720 --> 00:25:44.149

Emilie Martin: Means that you focus on the skills that you want to show off.

189

00:25:44.310 --> 00:25:54.689

Emilie Martin: not necessarily your experience, because I have experience in translation. Never will I put it again on my resume, because I don't want people to think of me as a translator.

190

00:25:56.220 --> 00:26:04.889

Emilie Martin: So, networking is huge, because that's how you get to know people in this field. Put your hand up for absolutely everything that comes

191

00:26:05.110 --> 00:26:07.959

Emilie Martin: In front, you don't know what type of experience it's going to give you.

192

00:26:08.140 --> 00:26:14.690

Emilie Martin: take initiative. I created the career exploration tool, and it skyrocketed what

193

00:26:15.070 --> 00:26:18.330

Emilie Martin: I am today. And collaborate with other teams. Get...

194

00:26:18.770 --> 00:26:20.559

Emilie Martin: People need to know who you are.

195

00:26:21.130 --> 00:26:25.139

Emilie Martin: So, collaborate with as many teams As you can.

196

00:26:26.480 --> 00:26:31.179

Emilie Martin: So... Mapping your career, you can take a screenshot of that. It's a step-by-step.

197

00:26:33.630 --> 00:26:40.480

Emilie Martin: it's helpful for a first step. If you type in career mapping in Google, you'll find a whole bunch of templates as well.

198

00:26:43.210 --> 00:26:54.029

Emilie Martin: So, that's it. Make sure that you know who you are, what exists, what you need to get there, and do the stuff that you need to get there. It sounds super easy, but you need to actually think about it.

199

00:26:55.400 --> 00:26:56.320

Emilie Martin: And that's it.

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00:26:57.230 --> 00:27:08.480

Victoria Pallois: Well, thank you so much, Emily. It does sound easy when you share it like that, but I think people in the chat have all agreed that there is definitely some hard work behind

201

00:27:08.560 --> 00:27:11.459

Victoria Pallois: landing your dream job.

202

00:27:11.460 --> 00:27:34.530

Victoria Pallois: Ella, I'll hand over to you in a second. I can see that we already have lots of questions coming in. This is great, so I encourage you just to send more questions in. As you've seen, we've got two experts on the topic today, so please don't hold back. There is no such thing as a bad question. I've taken notes myself. So, Ella, over to you now for the next 15 minutes.

203

00:27:34.920 --> 00:27:55.879

Ella Dorfman: Thank you, Victoria, and yes, please do think of questions, because I do really like answering questions that can kind of get that conversation going. The first thing I would say is something I'm going to do after this call is get those slides off Emily, get that exploring and planning slide, and print it off, and stick it on my wall, because I think that's fantastic, and it just covers off

204

00:27:55.880 --> 00:27:58.250

Ella Dorfman: Like, the key things that you need to think about.

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00:27:59.100 --> 00:28:06.329

Ella Dorfman: I've got, kind of, 10 minutes now to talk to you. What I want to get across, if there's one thing I get across, is

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00:28:07.630 --> 00:28:13.939

Ella Dorfman: your career, people know on the call, don't always go the way that you want it to go. But...

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00:28:13.940 --> 00:28:32.059

Ella Dorfman: That doesn't mean you shouldn't plan, so I think I was interested in those polling results at the beginning there, because it might not be that you end up where you planned, but that you planned in the first place, and you did that strategic thinking up front, it will lead you in all sorts of directions that you might not know.

208

00:28:32.170 --> 00:28:49.240

Ella Dorfman: And yes, you might, you know, have an A to B, plan that gets you to where you're expected, you know, or you might not. Lots of people these days, you know, don't have that kind of A to B, approach, and that's interesting. And so that's...

209

00:28:49.240 --> 00:28:59.689

Ella Dorfman: what I'm gonna say today is it's okay if you have to reroute, and I'm going to talk to you about my experience recently of having to reroute my career plan.

210

00:28:59.940 --> 00:29:07.440

Ella Dorfman: Because a few months ago, I got an automated email, to say that I didn't get the promotion that I applied for.

211

00:29:07.570 --> 00:29:21.760

Ella Dorfman: And at that point, my heart sank. You know, this is something that I'd been working towards for a long time, I really, I really wanted it. I felt like I had earned, earned it, but I... I didn't hit the mark at that point. And to be honest with you, I thought.

212

00:29:21.760 --> 00:29:38.060

Ella Dorfman: oh my goodness, I'm speaking to quite a few international public servants in a few months. What on earth am I going to say to them about mapping my career? I don't... I don't know. I'm obviously failing at this.

213

00:29:39.140 --> 00:29:55.310

Ella Dorfman: So, it took some time to reflect on that situation, and I thought, hang on, maybe I can turn this around. Maybe I can actually make this a learning opportunity for me and for the people on the call here today, you know, if I am brave enough to talk about it, because

214

00:29:55.310 --> 00:30:11.789

Ella Dorfman: you know, the best stories are filled with adversity. You know, that... that's... that is the intrigue, and that's the excitement. So... so number one, I guess, is lean... lean into failure when you... when... if and when, unfortunately, you might come across it, and see what you can... and learn from it.

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00:30:12.620 --> 00:30:17.809

Ella Dorfman: I've got, kind of, 3 more things, really. So, the first one is...

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00:30:17.810 --> 00:30:41.700

Ella Dorfman: ask for help. Be assertive and ask for help, so it's actually a brave thing to do, to do this. You're not on your own. I mean, it's fantastic. We've got here career development advisors in Canada. I absolutely think we should have that in the UK government, especially with the fact that, you know, skills are changing and we are going to need to transition. But, you know, the help is all around, so...

217

00:30:41.700 --> 00:30:49.010

Ella Dorfman: if you're lucky, like me, you have a really supportive line manager who can help, so, you know, I went to my line manager, I said, please, can I have

218

00:30:49.010 --> 00:31:06.920

Ella Dorfman: more regular one-to-ones? Can we do a kind of formal goal-setting, thing? And, you know, next year, I want exposure. What projects can you give me that will help me develop my capability and evidence, you know, that I can get to the next level?

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00:31:07.150 --> 00:31:20.569

Ella Dorfman: You know, but if you are... if you're looking outside, you're looking at a different job, you know, there will be people in your family and friends or wider social network that you could turn to and get their opinion. It's always worth speaking to someone else and not doing this stuff on your own.

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00:31:21.110 --> 00:31:28.509

Ella Dorfman: So... The, second one, is about being honest with yourself. So,

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00:31:28.680 --> 00:31:50.539

Ella Dorfman: this is tough, right? So you do have to, when you face a setback, look in the mirror and do some reflection, and think, you know, what are my strengths, what are my weaknesses? Which ones of these am I gonna address, and how? And that's how, you know, you can start to use the career mapping tools that are available online to do that.

222

00:31:50.840 --> 00:32:15.369

Ella Dorfman: And that's tough, but it's important, and it means that you can learn. So, you know, for me, recently, I sort of realized, actually, it's not my technical skills, I think I've got those, but it's almost, you know, how was I showing up at work? How was I presenting? Was I, you know, leading in certain areas? Was I setting direction?

223

00:32:15.370 --> 00:32:17.890

Ella Dorfman: That kind of thing needed... needed to change.

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00:32:18.880 --> 00:32:27.900

Ella Dorfman: And then, kind of finally, it's about thinking broader than just money and job title. So,

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00:32:28.310 --> 00:32:49.899

Ella Dorfman: we are quite conditioned, I think, to say, you know, it's your pay packet, the number of your salary, and the name, like, the job title that you have, and, you know, that's what brings the worth, that's what brings, credibility. But it's important in these moments to think a bit broader than that, so...

226

00:32:50.280 --> 00:33:06.449

Ella Dorfman: you know, what else, do you have? You know, what networks are you building? What skills are you learning? What change are you making in the world? And also, really, you know, are you... are you having fun? Are you enjoying the work that you do? So...

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00:33:07.260 --> 00:33:12.099

Ella Dorfman: For me, I think it was really, to think, hang on a second.

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00:33:12.920 --> 00:33:26.149

Ella Dorfman: I can be proud of where I am and all of the things I'm achieving. I have things that are happening in work and also volunteering as well. And that's so, so important.

229

00:33:26.260 --> 00:33:39.779

Ella Dorfman: So to be able to have that... to take that step back and think, you know, what's motivating me and what's driving me, and that feeling of self-worth that comes from within, and it's not something that comes externally.

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00:33:40.780 --> 00:34:00.229

Ella Dorfman: So, in the end, I think that that's what's really important. There's kind of three things that you should do. So, make sure that you do ask for help, make sure that you are honest with yourself and you take this opportunity to, to think about your strengths and weaknesses, and where you want to go.

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00:34:01.090 --> 00:34:20.709

Ella Dorfman: And then finally, thinking a bit broader about what it is, what success means to you, and how you achieve that. So, I mean, I have written a political blog, which just sort of summarizes some of this stuff, but, you know, in that, I kind of reference a few resources as well, so...

232

00:34:22.340 --> 00:34:47.059

Ella Dorfman: Carla Harris, check her out, her TED talk, she talks about, finding a sponsor, and I think this is a brilliant concept, which is, you know, a mentor is great, a mentor kind of guides you and shows you the way and talks from their perspective, but a sponsor is someone who is really going to speak up for you when it counts, they're going to have your back, and they're going to advocate for your progress within any organization.

233

00:34:47.650 --> 00:34:54.410

Ella Dorfman: Carla Harris says, the way to gain power is to give it away, so it's in people's interest to sponsor you.

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00:34:54.460 --> 00:35:19.289

Ella Dorfman: And, you know, the way that you find a sponsor is through your performance and your relationship currency. So, by delivering and performing well at work, but also in the, kind of, your behaviors and how you approach people and the relationships you bring, you will, shine wherever you are, in whatever position you are, and hopefully you will attract a sponsor. But, you know, you can check out her video, because she also talks about how

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00:35:19.290 --> 00:35:24.939

Ella Dorfman: How, if you aren't able to attract a sponsor, you can approach people and ask for that.

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00:35:25.540 --> 00:35:49.110

Ella Dorfman: The other, person that I'd really recommend checking out, if you haven't heard before, is, Ginny Clark. So, Ginny Clark seems to be the absolute superstar of career mapping, so you should check out her YouTube channel and all of the resources that she has online. It's, I mean, her confidence when she speaks is just outstanding and incredible, and she's...

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00:35:49.110 --> 00:36:04.770

Ella Dorfman: She's much calmer than me, slower than me, that kind of thing, and she, you know, she fills you with confidence. My sister, she said... my sister said she went down an

absolute rabbit hole looking at Jeannie Clark after I sent her my post. She thought she was really cool.

238

00:36:04.850 --> 00:36:16.199

Ella Dorfman: And then, finally, Dan Pink, or it might be Daniel Pink, so he's got a good talk... TED talk about motivation. So, in terms of

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00:36:16.800 --> 00:36:26.470

Ella Dorfman: the kind of top line of what he says, it's all about autonomy, mastery, and purpose. So, autonomy is kind of having that control over what you're doing.

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00:36:26.830 --> 00:36:38.959

Ella Dorfman: you know, being able to set your own direction, and set your own objectives and goals. Mastery is that, you know, that great feeling when you're learning, and you kind of get good at something, and you can do it, and you can show other people how to do it as well.

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00:36:38.960 --> 00:36:47.469

Ella Dorfman: And then purpose is about feeling like you're part of a wider whole. You know, knowing that what you're doing is...

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00:36:47.520 --> 00:37:11.730

Ella Dorfman: not in isolation, but it is contributing to making change happen. And so, you know, when we talk about career mapping, it might be worth having a think, autonomy, mastery, purpose. You won't always have all three of those in every single position and every single job. It might be that you take one job as a stepping stone into another place, and you kind of, oh.

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00:37:11.730 --> 00:37:15.630

Ella Dorfman: Oh, aware of certain sacrifices that you might be making short-term.

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00:37:15.630 --> 00:37:23.349

Ella Dorfman: And I think that's, okay. So yeah, those are the three, kind of, career mapping resources that I would...

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00:37:23.350 --> 00:37:44.420

Ella Dorfman: recommend, but yes, sometimes rerouting is... is necessary, and it will always be for the best, and it will lead you to somewhere, somewhere new, but... but still recommend to do that career mapping up front, and to do that strategic thinking.

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00:37:46.560 --> 00:38:09.219

Victoria Pallois: Well, that was brilliant, Ella. Thank you for being so honest. I think Korea bumps are part of the Korea, and from what I can see in the chat, it resonated with a number of people, and myself included, really. I can see that we have many questions. We'll come up... we'll come to these questions very shortly, so, please don't hesitate to submit your question.

247

00:38:09.220 --> 00:38:25.759

Victoria Pallois: Just before that, we wanted to share that we've curated an excellent follow-on resource to today's topic that we think you'll find very useful. It's a goal-setting worksheet to help you build on the tips you've learned today and unlock your full career potential in government.

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00:38:25.760 --> 00:38:35.269

Victoria Pallois: So, to receive this link, go to the Career Development Community after the event, and leave a comment on the post pin at the top of your page.

249

00:38:35.270 --> 00:38:47.569

Victoria Pallois: And we'll send the resource by email, later. And my colleague has also, thank you, Callie, posted a link to the thread in the chat. And now, I'm going to hand over to Amelia for the Q&A.

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00:38:48.570 --> 00:38:50.449

Amelia Paltridge: Thanks so much, Victoria.

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00:38:50.460 --> 00:39:07.069

Amelia Paltridge: And thank you to our speakers as well for those opening thoughts and just hearing a bit about your expertise. It got a lot of people thinking, we've got some wonderful questions, that I will try and get through as many as possible in the time we have left in today's

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00:39:07.070 --> 00:39:10.740

Amelia Paltridge: session. So thank you for that.

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00:39:10.740 --> 00:39:26.270

Amelia Paltridge: Emily, I'd like to come to you first, with a sort of Canadian-specific question, but I think it could be applicable to a more general sense of if there are kind of external forces at play which aren't necessarily in your control that might shift

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00:39:26.350 --> 00:39:41.470

Amelia Paltridge: your career, it could be team changes, organization changes, how you can kind of adapt and go with that. And the question was, as you know, the workforce readjustment process in the federal government will derail thousands of people's career plans.

255

00:39:41.470 --> 00:39:56.860

Amelia Paltridge: Many of them might not be able to find another opportunity in the Government of Canada. What's your advice to those people, and what should they do to make sure they land on their feet? Maybe you could give some thoughts on how to, kind of, reassess your career plans when you're hit with something unexpected like that.

256

00:39:57.860 --> 00:40:04.970

Emilie Martin: That's... that's a great question, something that we get a lot, in my... in my career service.

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00:40:05.370 --> 00:40:12.410

Emilie Martin: First, if anything happens, you have to make sure that you are... Well, mentally.

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00:40:13.070 --> 00:40:23.020

Emilie Martin: Because you can't start thinking about your career if your emotions are still too strong regarding whatever happened. So.

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00:40:23.190 --> 00:40:41.240

Emilie Martin: In our service, we get people who say, well, I need career service. Let's say they're losing their job, or their contract comes to an end. If they haven't dealt with the emotions of losing that contract or that job, we refer them to employee support.

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00:40:41.290 --> 00:40:52.659

Emilie Martin: Because in our service, we can only deal with, okay, now that you have dealt with those emotions, now we can start with a career plan and a career project.

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00:40:53.050 --> 00:41:02.390

Emilie Martin: I... Good thing would be to... Start... planning, meaning...

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00:41:02.570 --> 00:41:12.540

Emilie Martin: Take the time to research the types of jobs that you would want, so that you can take that time to position yourself

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00:41:13.650 --> 00:41:33.089

Emilie Martin: to be in a position where you will be skilled, and you will be able to demonstrate that you have the skills for that. So maybe you want to do a career transition, maybe not, but just make sure that you take the time to see what type of skills you need, and you use that time

264

00:41:33.570 --> 00:41:43.049

Emilie Martin: to get those skills. And then, in the meantime, try to find ways, if, you know, if you get a job that's not, like.

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00:41:43.690 --> 00:41:52.520

Emilie Martin: a great job. Try to find fulfillment in whatever you can. We are a multi-dimensional people,

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00:41:52.700 --> 00:42:04.759

Emilie Martin: Find fulfillment maybe in your... in your private life, or try to maybe join a community of practice for a topic that you like, just so you can find, like, little pleasures throughout the...

267

00:42:05.310 --> 00:42:07.969

Emilie Martin: Throughout the day, throughout the week.

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00:42:08.320 --> 00:42:16.179

Emilie Martin: Yeah, it can be a very hard time, so just do as much as you can to be ready when those jobs appear.

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00:42:19.210 --> 00:42:25.269

Amelia Paltridge: Thank you, Emily. The next question I'd like to ask Ella,

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00:42:25.450 --> 00:42:41.719

Amelia Paltridge: is, a lot of us are generalists where we work, and therefore to move sector or industry can become a little difficult, as they might be looking for specialism, or wanting us to specialize. How do we overcome that?

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00:42:43.630 --> 00:43:08.189

Ella Dorfman: Great question, thank you, and I mean, I'd be interested in the chat as well, the types of specialisms that people are particularly interested in, because I know that, depending on that, there are sometimes, development routes more formally set up. It's quite tricky, because it does depend on where you are in your life and your other priorities, in terms of, you know, have you got bills to pay?

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00:43:08.190 --> 00:43:28.600

Ella Dorfman: pay? Have you got dependents people to care for? And it is true that sometimes if you want to make a big switch, that might have to come with a pay reduction. So you do want to pause for a minute at that point and see if it's going to be worth it for you and going to work for you.

273

00:43:28.820 --> 00:43:41.849

Ella Dorfman: So I think, I really liked what Emily had to say about the question of, well, did I want to reach a certain age and either have or have not done something? I think absolutely ask yourself that question.

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00:43:41.850 --> 00:43:52.719

Ella Dorfman: I think as well, you can be kind of strategic in terms of how you gather certain experience, so could you start to...

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00:43:52.720 --> 00:44:17.389

Ella Dorfman: start to get a bit of your career, a bit of your role that you shape, and you actually sort of start doing stuff or gaining experience in things that you want to do, even if it would just be sort of 10-15% of your time. I think, you know, do test that out. You know, sometimes if you don't ask, you don't get, in terms of speaking to senior management, etc.

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00:44:17.390 --> 00:44:21.159

Ella Dorfman: About, you know, what the flexibility is within your own role.

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00:44:21.380 --> 00:44:32.930

Ella Dorfman: And then also, I'm a big advocate of volunteering, so, you know, have a think about whether there is anything that you could do in your personal private life that would extend the skills that you need.

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00:44:32.930 --> 00:44:43.770

Ella Dorfman: To do, and, you know, bring value at the same time, if, you know, helping a local charity, or even a national one, or even just kind of helping out at local...

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00:44:43.980 --> 00:44:52.209

Ella Dorfman: Community center or church, you know, say... say you were interested in website design, for example, and you could kind of give it a go in that kind of environment.

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00:44:54.060 --> 00:44:56.209

Amelia Paltridge: Wonderful, thank you so much.

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00:44:56.380 --> 00:45:06.790

Amelia Paltridge: Yeah, I think, that, that kind of forward thinking of your future self as well, and looking... I always love to, love to say past self, looking after future self.

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00:45:06.920 --> 00:45:20.310

Amelia Paltridge: When thinking about things, things like that, so thank you. Off the back of that, just a bit of a kind of follow-up question I might also pose to Emily, because earlier you were talking a bit about

283

00:45:20.710 --> 00:45:25.880

Amelia Paltridge: How, once you moved away from wanting to be a translator, you...

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00:45:26.030 --> 00:45:38.809

Amelia Paltridge: would focus more on your skills versus your experience, when going up for jobs. And maybe when it comes to going from a generalized area to a specialized area, figuring out how to

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00:45:38.840 --> 00:45:49.819

Amelia Paltridge: apply your skills that you have onto a different area. What are some tips and tricks you have for that? And how have you focused on the skills and made them work in different scenarios?

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00:45:51.050 --> 00:45:55.760

Emilie Martin: And that trick, I... I... I'm always...

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00:45:55.930 --> 00:46:02.260

Emilie Martin: amazed at how well it works, because when a manager sees a resume.

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00:46:02.980 --> 00:46:10.459

Emilie Martin: If you write a chronological resume, which is the... you lay this job first, and you describe what you did in that job.

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00:46:10.870 --> 00:46:22.810

Emilie Martin: it doesn't mean that that's the type of job that you want to do. So when you get a resume in front of a manager, so, like, through networking, you want them to know what you want to do.

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00:46:23.320 --> 00:46:32.709

Emilie Martin: So having a little professional profile at the top that says, I am this, I have skills in this, and this is what I want to do, helps them.

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00:46:32.960 --> 00:46:35.849

Emilie Martin: And then you can have a skill summary.

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00:46:36.120 --> 00:46:40.899

Emilie Martin: And... Think of, like, 3 tasks that you

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00:46:41.100 --> 00:46:45.370

Emilie Martin: Really like to do? And what is your experience within those tasks?

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00:46:45.510 --> 00:46:58.529

Emilie Martin: So, you know, if it's, like, financial auditing, that could be one header, and then you can put, like, three to five bullets as to what is your experience with that. So, for example.

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00:46:59.100 --> 00:47:02.289

Emilie Martin: I have 20 years of experience washing dishes.

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00:47:02.740 --> 00:47:07.819

Emilie Martin: I would never put that in my resume, because I don't want to do that.

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00:47:08.760 --> 00:47:14.949

Emilie Martin: I am... I don't like... or sorry, I love dancing, but I'm not good at it.

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00:47:15.170 --> 00:47:24.719

Emilie Martin: But I would put in my resume, if it was something that, you know, a job that I would be applying for, that, you know, I've taken courses. I...

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00:47:25.210 --> 00:47:28.279

Emilie Martin: dance in my kitchen, things like that. So...

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00:47:28.470 --> 00:47:30.800

Emilie Martin: I don't have to have the best experience.

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00:47:31.260 --> 00:47:38.889

Emilie Martin: But it's showing that I'm continuously learning about the stuff that I'm interested in, and I'm proactively

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00:47:39.070 --> 00:47:49.180

Emilie Martin: doing things to improve myself. So, be thoughtful about what you want to show people in your networking resume.

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00:47:49.540 --> 00:47:50.090

Amelia Paltridge: Yeah.

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00:47:50.380 --> 00:48:11.270

Amelia Paltridge: I love that, thank you. And the next question I might pose to both of you, I'll come to Ella first, but we had a couple that were asking similar-ish things, about maybe not having a dream job, or, for example, Emily, when you were working towards your dream job, it was because you knew what the title was.

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00:48:11.270 --> 00:48:13.900

Amelia Paltridge: If you don't have a dream job, if you...

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00:48:14.060 --> 00:48:23.929

Amelia Paltridge: Don't quite know what that is, and you're kind of at a place where maybe you want something, as some people have said, decent, enjoyable job, where you're rewarded for what you do.

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00:48:24.030 --> 00:48:34.680

Amelia Paltridge: that would kind of make you happy. What do you advise for when you're in that situation, and you don't have that kind of dream thing you're working towards? You just want something that makes your life

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00:48:35.750 --> 00:48:39.959

Amelia Paltridge: enjoyable on the everyday. Ella, I'll come to you first.

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00:48:40.740 --> 00:48:48.289

Ella Dorfman: Thank you. So, I think... Firstly, it's a... it's tough.

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00:48:48.290 --> 00:49:11.089

Ella Dorfman: Today, because we live in a world where the job market is massively commercialized through LinkedIn and other platforms, so, you know, certainly where I live, you see, kind of, big advertisements saying, you know, love Mondays, and, you know, if it's not all going absolutely wonderful, and, you know, you're not gonna be...

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00:49:11.090 --> 00:49:17.579

Ella Dorfman: on the next cover of Times Magazine in the coming years, then, you know, you're not succeeding, so...

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00:49:17.580 --> 00:49:32.839

Ella Dorfman: There's definitely something about, acknowledging what the kind of current trends are in society and what's expected, and just taking a step back from that, and really trying to focus in on what do you want and what's important to you.

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00:49:33.030 --> 00:49:51.349

Ella Dorfman: I think, you know, what do you enjoy doing, and, you know, the kind of people that you want to be working with, and the kind of projects, kind of goals that you want to be working towards is super important. So if you can get that kind of purpose in your role, that's great, and it doesn't, you know, it doesn't have to be kind of...

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00:49:51.440 --> 00:50:00.280

Ella Dorfman: Doing some, you know, the most wonderful thing in a donkey sanctuary or something for it to feel rewarding.

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00:50:00.740 --> 00:50:05.689

Ella Dorfman: Just, though, I would say

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00:50:06.210 --> 00:50:23.440

Ella Dorfman: interesting that you're asking this, but you're also coming to a career mapping workshop. So, you know, it might be that you do have some ambitions, and that, you know, you want to fulfill them, but you're just not sure what they are, and that's fine as well. So, I think it's a kind of...

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00:50:23.440 --> 00:50:46.889

Ella Dorfman: it's a mindset shift. It's, it's knowing that you're not going to turn up to work every single day and just have, like, a brilliant party of a time. You know, I love Friday, end of the day Friday, and I get to go home and put my laptop away for the weekend. So, I think there's a thing there around balance, but, you know, not being afraid.

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00:50:46.920 --> 00:50:58.759

Ella Dorfman: Failing, not being afraid of giving something a go, being kind of... being a bit bold and ambitious, but also flexible, willing to kind of see where things take you.

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00:50:59.740 --> 00:51:17.710

Amelia Paltridge: Thank you, Ella. And Emily, I'll come to you as well, just, I guess, with that framing of you knowing what the job title was, when you were going for it, and how do you start when you don't know what it is? Are there any resources where you can kind of match your interests or your skills, or figure those out?

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00:51:17.820 --> 00:51:21.890

Emilie Martin: Well, I will say that it took me 15 years to figure it out.

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00:51:22.320 --> 00:51:23.590

Amelia Paltridge: So...

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00:51:23.650 --> 00:51:28.620

Emilie Martin: I think... When you don't know exactly what you want to do.

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00:51:28.970 --> 00:51:37.620

Emilie Martin: That's okay, that you are in the majority. You don't need to know what your dream job is, because then you get to continue exploring.

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00:51:37.760 --> 00:51:44.390

Emilie Martin: And being curious. And that is super fun, because it's important to know what you want, but it's also very important to know what you don't want.

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00:51:44.690 --> 00:51:50.910

Emilie Martin: And... So, continue being curious, you know, search different things.

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00:51:52.050 --> 00:52:02.390

Emilie Martin: look at the stuff that you like to do outside of work. So, for example, I like to watch National Geographic, documentaries. I figured out that I really like Geomatics.

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00:52:02.760 --> 00:52:06.380

Emilie Martin: So I'm like, huh, maybe that could be a possibility to explore, you know.

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00:52:06.820 --> 00:52:09.099

Emilie Martin: In the future.

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00:52:09.500 --> 00:52:23.289

Emilie Martin: when you don't know exactly what you want to do, and you are curious, and you try different things, that means that you're going to get skills in a whole bunch of different fields. And that's great, because then someone will pick you up, because they need exactly those skills.

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00:52:23.290 --> 00:52:36.140

Emilie Martin: Maybe you need, you know, you may be, like, the best HR person in a data team, or maybe you'll be the best data person in an HR team, because you're going to have so many different skills, someone's going to pick you up.

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00:52:36.560 --> 00:52:43.759

Emilie Martin: Make sure that you have career conversations with your manager, because they will know different things.

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00:52:43.930 --> 00:52:50.960

Emilie Martin: About what is going on in your government, and where you could fit in different projects.

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00:52:52.430 --> 00:52:58.439

Amelia Paltridge: Amazing, thank you. Just on that last point as well, do you have any kind of quick

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00:52:58.590 --> 00:53:10.310

Amelia Paltridge: advice on how you navigate those conversations with managers on, I don't know, training courses, or maybe going in a different direction? What would you advise someone to bring that up with their manager?

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00:53:10.590 --> 00:53:18.489

Emilie Martin: So, I don't know about the other governments, but we have a website, which is GC Jobs, where all the jobs that are posted are there.

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00:53:19.120 --> 00:53:24.200

Emilie Martin: Look at the top... look at the type of job that you want. You can put, like, a keyword.

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00:53:24.370 --> 00:53:28.869

Emilie Martin: Usually in the search. And then look at the experience that they ask for.

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00:53:29.870 --> 00:53:36.499

Emilie Martin: Go to your manager and say, I would like experience in this particular thing this year.

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00:53:36.640 --> 00:53:49.690

Emilie Martin: How can you help me to develop this experience? And that you can put that in your learning plan. So, that is a start to planning your career, because you see, okay, if I want to be this, this is the experience that I need to get.

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00:53:49.730 --> 00:54:06.119

Emilie Martin: manager, this is the experience that I want to do for, you know, I want to get experiences, how can you help me? As managers, they do have a responsibility to help you develop. The good managers will do it. If not, figure out ways on your own to develop those skills.

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00:54:06.690 --> 00:54:14.969

Amelia Paltridge: Nice. Thank you so much, Emily. And I think we have time for one final question. So I'll come to you, Ella.

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00:54:14.970 --> 00:54:30.830

Amelia Paltridge: I was wondering if you have any tips or tricks, for anyone feeling stuck in a role, and they maybe aren't being challenged in or lacking opportunity, and how to deal with when you're in that area, and also maybe if you also have any from your personal experience.

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00:54:30.880 --> 00:54:37.430

Amelia Paltridge: That kind of rejection is redirection, figuring out how to use that to your advantage and work with it.

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00:54:39.120 --> 00:54:39.910

Ella Dorfman: Yes.

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00:54:39.910 --> 00:55:02.359

Ella Dorfman: That is a great question, that is a tough one, and firstly, I can really relate, you know, when you do feel frustrated at work, and you want to bang your head against the wall, and, you know, it makes it hard, motivation, coming into work can be hard, you know, focus, prioritization, all that kind of thing. So firstly, be reassured that

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00:55:02.360 --> 00:55:14.919

Ella Dorfman: everyone goes through these phases, you might not hear about it, but it absolutely does happen. You know, even your boss has days like that, but they might just not want to burden you with that, so you're not... you're not alone.

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00:55:14.980 --> 00:55:38.750

Ella Dorfman: I think, probably, it might not be a tip or a trick, but I think diagnosis is super important, so, and what Emily said about making sure you're all right, you know, you're okay, you know, your mental health's in a good position as well, because there are lots of things that can influence you, your external factors and things that are going on outside of work. So really try and spend that time diagnosing

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00:55:38.750 --> 00:55:41.970

Ella Dorfman: and just really understanding, so I... so I think,

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00:55:41.970 --> 00:55:50.940

Ella Dorfman: Morning Pages is a really great, one. I would say that as a tip or a technique. So, it's from, a book called The Artist's Way.

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00:55:51.170 --> 00:56:15.229

Ella Dorfman: which is kind of a program, definitely check it out. Amelia's nodding. But the kind of core... core suggestion in the artist's way is morning pages. First thing you do when you wake up, three pages, write three pages, like, a bit like journaling, but it's meant to be no thought. So you just go, write whatever, even if you say, I don't know what to write, I don't know what to write, I don't know what to write, you just do that three pages.

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00:56:15.300 --> 00:56:32.990

Ella Dorfman: And you can be completely honest, and you, at the end, you don't look back at those pages, or you could even rip them up and put them in the bin, but you do that every day for a short period of time, and that would be really interesting to sort of see what comes out. So, I'd definitely recommend that. And then in terms of

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00:56:33.060 --> 00:56:36.290

Ella Dorfman: When you're in that role,

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00:56:36.470 --> 00:56:50.799

Ella Dorfman: I think it goes back to what I said before. You might not be enjoying 100%, but can you just carve out 10%? Can you just start a mini project? Can you self-initiate? Can you do something that is going to be interesting? And then take it from there.

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00:56:51.900 --> 00:57:13.220

Amelia Paltridge: Amazing. Thank you so much, both of you, for those thoughts. Just quickly, before I hand over to Victoria, there are a couple of questions about, Emily, your career exploration tool, where they can get that, so maybe we'll get you to post in the, career development community with a link to it, or just some guidance, on that, if that's alright. Victoria, over to you.

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00:57:13.720 --> 00:57:32.419

Victoria Pallois: Thank you. Well, thank you for these great answers, and just the wisdom in general. I've been inspired, and I'd like to ask you all, as I've seen many using the reactions, to give a virtual round of applause to Emily and Ella for these fantastic presentations.

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00:57:32.520 --> 00:57:36.550

Victoria Pallois: And, well, great. Many reacts, I love it.

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00:57:36.550 --> 00:57:54.930

Victoria Pallois: And most importantly, thanks to you, dear audience, for investing all this time in learning and being so engaged on the topic. So, the team is going to pull up a quick poll to find out how you felt about today, and this will help us continue to improve on our content, and we really appreciate your response.

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00:57:55.180 --> 00:58:14.319

Victoria Pallois: And while you're doing so, I want to share a few more events that you can register for to join again, to join us again soon. So please remember that if you're not available to attend live, do still register, as we will send you the recording, and you can catch up whenever it suits you. So...

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00:58:14.350 --> 00:58:24.330

Victoria Pallois: Coming up on Tuesday, you can join us for AI for Time Management, and this will be our last session of our AI Skills Lab series this year.

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00:58:24.330 --> 00:58:39.030

Victoria Pallois: And next Thursday is our last 2025 event, I know, it's very sad. How to Use Data to Tell Better Stories, where we'll explore how data communication strategies can make your work more impactful.

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00:58:39.030 --> 00:58:57.230

Victoria Pallois: And in January, don't worry, we're back. And we'll kickstart this new year with how to prepare for promotion in 2026, where we can continue this conversation, and take your career map to the next level, and take action to achieve your goals in the new year.

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00:58:57.700 --> 00:59:22.629

Victoria Pallois: So, I think this is all we have time to cover for today. We hope that you found this session very useful, and we want to say a huge thank you to our speakers, to everyone who's made today happen, and to you, thank you so much for taking the time out of your busy days. Keep an eye out for that email coming your way with the recording and the resources, and we really hope to see you again soon at another

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00:59:22.630 --> 00:59:23.930

Victoria Pallois: a political event.

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00:59:23.930 --> 00:59:26.210

Victoria Pallois: Have a great day! Bye-bye!

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00:59:27.250 --> 00:59:28.919

Amelia Paltridge: Hi everyone, thanks so much.