

Who do others think I am?

This curriculum area involves in you reflecting on and then testing out how others perceive you. This will give you feedback as to whether people think you are the person you think you are, so you can manage any gaps in perception.

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General

You might think you know what other people think of you, but do you really know? Have you ever asked them, for example? Or do you just make an assumption based on the way that they treat you. This section of curriculum will help you get to the bottom of this.

Resources and Activities

forum: Announcements

General news and announcements

Link: [Announcements](#)

What do others think of me?

What do others think of me – and why does it matter?

There is a balance to be struck between not caring what others think of you while being yourself, and being overly concerned with what others think of you, while always trying to please them at the expense of being yourself.

To a degree, it doesn't matter what other people think of you when it comes to friendships, family and relationships that don't hold value to you any more – provided you are choosing not to care what others think about you, and that you are making a conscious decision.

It does matter what other people think of you when it comes to looking for employment, or finding customers if you are self-employed, or being accepted into a desirable group that is shunning your acceptance.

This video by MarieTV gives advice on when you should and shouldn't be worried about what people think of you:

[watch](#)

ACTIVITY:

Start by thinking about all the people that you currently socialise with and note whether they think of you in – positive terms (i.e., they believe you can do what you want and are great as you are), or if they think of you in – negative terms (i.e., they don't take you seriously and think you need to change).

When you stop and think about it, you might be surprised at who is in which list.

Now try to shift your time balance so that you spend more time with the positive people and less time with the negative people.

If you want to try to tackle the negative people, have a conversation with them to point out that you've noticed how they talk to and about you, and see if they are aware of it.

You can itemise your social circles in the [My social circles graphic template](#) and save it to your portfolio.

How to make an impact on people

This next video is written for men, but is equally applicable to women in its advice – and it's great.

This video offers three simple steps to help you overcome worrying what people think of you, and how to make an impact when you meet people as a result. It's very simple, good advice, that everyone can take advantage of:

[watch](#)

ACTIVITY:

Keep a note over 2 days of everyone you find yourself comparing yourself to.

You might not realise you do it at first, but when you look at a Facebook post and find yourself thinking ‘I wish I did that’; then you are comparing yourself. Once you realise what you’re doing, you’ll be amazed at how often you are doing it!

Now try to stop comparisons, and simply like or dislike something for what it is.

Also note how this alters your ideas around what you want and don’t want, and how you consider happiness – but this will take a while to filter through.

You can discuss this in [Comparisons Chat](#) if you want to.

Self Judgements

It’s easy for us to judge ourselves as not good enough when we think about how others are judging us.

We don’t actually check out those perceptions, we just assume their judgement is accurate. We look at what they do and we compare ourselves against them.

As such, we become our own worst critics, and we judge ourselves harshly.

This TEDx talk Carly Sotas reflects on how she struggled to ‘just be yourself’; as she was a teenager, and how she learnt to be herself and manage how she considered the perceptions of others.

[watch](#)

The key message here is that the fear of not being good enough is what holds us back and stops us from being ourselves – and hence we should appreciate what we can do, and we should contribute what we can: and that is definitely good enough!

ACTIVITY:

When you think about your future, what do you fear you will not be good at in order to achieve what you want to? Discuss this in [My Future Fears Chat](#) and see how many of you share the same fears. Discuss what drives the fear in terms of the expectation to achieve and how that expectation was set, and by whom. For example, my parents always said they ‘just wanted me to be happy’ but for a long time they could not accept my definition of being happy as my lifestyle was not what they had envisioned ‘being happy’ was. But I am happy, and they can see that now and are also happy for me.

Resources and Activities

resource: My social circles graphic template

Complete and save in your portfolio

forum: Comparisons Chat

Discuss here your propensity to make comparisons, and how difficult you find it not to compare yourself against others? Why do you think this is?

Link: [Comparisons Chat](#)

forum: My Future Fears Chat

Chat here about your fears for the future, and what you worry you might not be 'good enough' at in order to achieve the future you want. How have you decided on the future expectation, and who has set how it is measured?

Link: [My Future Fears Chat](#)

Where do I feel I belong?

My Groups

So far, we have been talking about how you are perceived by other individuals and how you perceive these others – but let’s also think about groups.

ACTIVITY:

Think about all the different groups or communities that you belong to – for example your family group, your school class, any sports teams or groups, any hobbies you have, maybe a religious group, any smaller friendship groups, any online groups or chat groups, different work groups, and so forth. See if you can come up with at least 10, maybe 20! List them down in column 1 of the [My Groups Template](#).



Photo by Vladimir Vujeva on Unsplash

You will be happier to spend time in some of these groups than in others – reflect on why that is, and complete the other columns in the template.

Has it to do with choice of membership (you don’t choose your family or your school class, for example)?

Or do you enjoy the diversity of the people in the group (more likely to be diversity in bigger groups than smaller ones)?

Or is there some other reason for your preference?

ACTIVITY:

For each group you have identified, write down 4 words that you think that group would use to describe you. Use the [Group Descriptions Template](#) for this activity.

Think about how you present yourself to the group and behave in the group, and what perceptions that would give, and hence what they would say about you.

For example, your family might think you are hard-working while your friends might think you are lazy!

Once you have the words for each group, re-organise the words so you have

- some that appear often (i.e., more than one group would describe you this way),
- some that contradict each other (i.e., hardworking and lazy), and
- some that appear only once and are unrelated to others.

What insights can you draw about yourself from this exercise?

Are there any words on the lists that you would prefer were not on the list – and are there any words that are missing that you would like to see?

How can you change your behaviour in these groups to change these perceptions?

Keep a note of this activity in your portfolio.

Among friends

You might think that among your – friends is where you feel belong most, but this next video by Suli Breaks might challenge you to question this, and also to question who your true friends are:

[m-eu6b8-Nzk](#)

An even more powerful reflection on friendship and whether we have any friends is offered by T Love in this spoken word poem:

[AYRifvtJENs](#)

This final reflection by Trent Shelton helps you find your criteria to sort your real friends from the others:

[watch](#)

ACTIVITY:

Write down the name of the five people who benefit you the most, whether you already consider them current friends or not.

Put this list on your wall and look at it every day, to remind yourself that these are the people that you need to spend your time with the most. Keep a note in your portfolio also and see if you want to change it over time.

Discuss anonymously in [Friends Benefit Chat](#) (ie don't name your friends) what it is that others do that benefit you, and hence what you can do to benefit others and reciprocate.

Resources and Activities

resource: My Groups Template

Resource file: My Groups Template.docx

resource: Group Descriptions Template

Resource file: Group Descriptions Template.docx

forum: Friends Benefit Chat

Chat here (without naming your friends) how your friends benefit you, and hence what you can do to benefit them to reciprocate.

Link: [Friends Benefit Chat](#)

How do I measure up?

Compared to what...?

It is natural for us to compare ourselves to others, as it gives us some measure of how we are doing.

Even if we are not competitive – so it is not about winning – a comparison gives us an indication of whether we are on track, falling behind the –average–, or doing better than most.

Photo by NordWood Themes on Unsplash

Psychometric Tests

Psychometric tests have been developed to help us understand ourselves in relation to others.

They are created by psychologists who ask very large numbers of people to complete the tests to check –;

–; firstly, that the tests themselves are valid (that is, to prove that the tests measure what they say they should measure) and

–; secondly, that the tests are reliable. This means that if you repeat them with the same person

in the same situation, you get the same results. For example, if a personality test finds that you are extraverted, we would expect it to show the same thing a week later, rather than showing that you have suddenly become introverted. If a psychometric test comes up with completely different results every time you take it, it may have poor reliability, and could be unscientific.

Psychometric tests can give you an indication of how you measure up to others in your society.

They give you insights into your personality, your character and ways of working.

You might think that everyone in your society shares common traits and practices, but they don't.

Sometimes it is difficult to separate out what is uniquely you and what is a shared trait amongst all human beings (personality tests), or what you are naturally better at in terms of your own abilities (aptitude tests).

An introduction to psychometric tests and how they can be used is in this next short video:

[watch](#)

Testing used by employers

How psychometric tests are used by employers is discussed in this next short video which also points out that you cannot practice for a psychometric test, in terms of trying to improve your answers, but you can familiarise yourself with them so that you are prepared for the types of questions that are asked:

[watch](#)

So important things to remember are that there are no right and wrong answers to psychometrics; they are just an insight into your mind; and also note that you might complete a test differently depending on your circumstances, context, level of tiredness, etc.

Anything that can impact on your state of mind can impact on your completion of a psychometric test, because it is measuring your mind!

ACTIVITY:

Before you start doing some psychometric tests to see what you learn about yourself, try to complete the wheel template with

- three things that can happen that put you in a positive frame of mind (the top of the wheel), and
- three things that can happen that put you in a negative frame of mind.

Access the '[my frame of mind template](#)' to complete and save it in your portfolio.

Before you do the psychometric tests, make sure you do at least one of the three things that puts you in a positive state of mind, and avoid the three that put you in a negative state of mind.

It is important to do the tests in a positive state of mind as this is a truer representation of yourself than when

you are feeling down about yourself.

Personality Tests

Personality tests give you insight into your personality and are written to test the application of different personality theories.

If you're interested in looking at how personality has been studied and developed into theories and schools of thought, there is a good 14-minute summary here, which is quite heavy going, but covers the ideas behind the development of personality.

It's not compulsory viewing as you don't have to know this in order to understand the personality tests, but you might be interested in it:

[watch](#)

Many theories have been developed into tests. For example, Carl Jung's personality theory found four different personality dimensions, including introversion: extroversion, and his theory was converted into a personality test by someone called Katherine Cook Briggs and her daughter Isobell Briggs Myers, and hence this test is known as the Myers Briggs 16 Personality Factor test. It tests for all the possible combinations of the Jung's four factors.

ACTIVITY:

Have a go at completing a version of this study insight test for free at this website:

<http://www.humanmetrics.com/cgi-win/jtypes2.asp>

Once you've answered all the questions look at the explanation, and then look at the career choices.

As it is an American site the results will point you to American colleges, but ignore this and look at the job roles or career avenues it is suggesting:

Were these careers you were thinking about previously?

Do they appeal to you?

You don't have to take their advice, it is just one test, and there are many, but it might give you some insight into yourself that you didn't previously know.

Keep a copy of the outcome in your portfolio and discuss in [My Personality Career Chat](#) if you want to - particularly if something you had never considered comes up.

Different means of measurement

Now to show you there is no right answer, have a go at this next test which is based on pictures rather than

words.

Don't be surprised if you find that some of the results in this next test contradict those in the previous test; that is the nature of tests and the stimulus used to get the response.

For example, you might find you come out more extraverted in this next test because the pictures of people are more representative to you than are some of the words of the previous test.

ACTIVITY:

Have a go at this visual insights quiz which gives you feedback in a different way.

You can opt in or out of the 2nd half which relates to how you feel about work, but the questions aren't that work oriented, so even if you don't have a job, you can probably complete it thinking about home situations.

<http://you.visualdna.com/quiz/whoami#/quiz>

Keep a note of the outcomes in your portfolio for your records, and discuss in [Visual Insights Chat](#) if you want to.

Comparing test results

So now you have done two tests and you can see how they can offer you insights into yourself and others.

For example, with the Myers Briggs test it is helpful to understand if you are a **T** and someone else is an **F**; because you will be telling them how you think and they will be telling you how they feel, so it is like you are talking different languages.

Photo by Cristian Newman on Unsplash

Consequently, you might find yourself in conflict situations when you have personality types that clash, and realising that this is the problem can be helpful in working through to a solution.

ACTIVITY:

For a test that is completely peculiar in its format in that it simply asks you to select colours in order of preference and dislike and from this generates a personality profile, have a look at

<http://www.testcolor.com/personalitytest/personalitytest.php>

We've no idea how this test works or is coded; but it's good fun to complete, and the results are startling!

Again, keep a note of the findings in your portfolio and discuss in [Colour Chat](#) if you want to.

Insights

So, you have now completed 3 different personality tests, and you can find more if you want by searching on the internet.

But what insight does this give you?

Image source: [://i.ytimg.com/vi/n0FPH4pmG8s/hqdefault.jpg](http://i.ytimg.com/vi/n0FPH4pmG8s/hqdefault.jpg)

What do you know now about yourself that you didn't know earlier?

It is good to look at the results of all 3 in aggregate and make a list of key recurring themes (whether you agree with them or not), and ideas that surprise you in the results.

Also note anything that you really disagree with and reflect on this over the next week as to whether you genuinely do disagree with the feedback, or whether you want to disagree with it because you don't like it!

Personality tests have a way of revealing elements of ourselves we would sometimes rather keep hidden. Keep a note of all this for future use!

Discuss any contradictions that arose in the test results, or issues for you, in the [My Confused Personality Chat](#) and see if you can make sense of what they mean by working them through with others.

Aptitude Tests

Aptitude tests measure approximately how well our mind works in different domains according to the average in society.

Aptitude tests are often used by organisations for recruitment when they are looking for a particular skills set or aptitude, but we are not using them comparatively here.

The key thing with aptitude is you cannot change it. You can become more skilled at applying an aptitude, and you can become expert in an area or discipline field, but your aptitude is your brain's unique way of thinking about something. Hence aptitude tests are designed to test the core thinking connections of your brain; the wiring so to speak!

There are aptitude tests in verbal reasoning, numerical reasoning, abstract reasoning and mechanical reasoning; to name but a few.

Photo by Massimo Sartirana on Unsplash

Aptitude tests can be helpful in focusing your career paths as there is no point, for example, in wanting to be an engineer if your numerical and mechanical reasoning are not your strengths.

ACTIVITY:

Go to the website of the Institute of Psychometric Coaching and have a go at the 4 sample aptitude tests that they have on offer.

They're free to do and will give you an idea of where your natural strengths lie.

Also, see which ones you find fun as that is also a good indicator; after all, you don't want to do a job that you hate!

NOTE: You might want to have a calculator to hand for the numerical test!

Each test is 8 questions long and is timed – but they’re difficult, so you need to be alert and ready to do them - and don't worry if you give up on some of them. We don't all have aptitude in all areas!

Make a note of your results in your Portfolio and discuss on [Aptitude Chat](#) if you want to. Remember - these are really difficult so don't worry if you don't manage to complete any of them. What you want is some comparison between the different aptitudes so you know which you are more disposed to, and which you are not.

Preparing yourself

Many organisations use aptitude tests as part of their selection criteria.

The website of JobTestPrep offers a range of advice on preparing for aptitude tests, and has a few free sample tests to try:

<https://www.wikijob.co.uk/content/aptitude-tests/test-types/aptitude-tests>

Their tests include situational judgement tests and inductive reasoning.

Don’t worry if you don’t do well in these tests – you can develop your skills in them if you want to follow a particular career path that requires them.

But equally, you need to consider if a particular career path is really for you if you continually do badly in an aptitude test that is required for that particular career.

Intelligence Tests

The original IQ test was actually created on false data but it still stands today. Intelligence is a culturally bound concept and IQ tests assume a certain cultural understanding in the way in which they are constructed.

If you’re interested in how intelligence tests came about, a brief history of intelligence testing can be found in this historical video – but it’s not compulsory that you watch it.

[watch](#)

MENSA

MENSA is an organisation for people who do very well in their intelligence test, and there is a short workout test for you to try.

Image source: http://foximaging.com/store/index.php?main_page=product_info&products_id=159

These tests are incredibly difficult and you can’t but help wonder about some of the questions and how people even thought them up! However, in order to get an average, half of the population need to come out –below average– and half of you –above

averageâ€™.

Given that most of you are under the age of 20, and have yet to experience most of your life and the world at large, there would be an expectation that you would likely be â€˜below averageâ€™ at this point in time.

So why are we asking you to do this?

Partly so you understand that a test is just that â€“ a test at any given specific point of time to measure one thing only. It is not a summary of who you are and what you can do in the future.

And secondly, so you can have a bit of fun with these and see if there is any particular type of question you like to answer.

Equally, donâ€™t worry if you just give up on them because they are so bizarre you get bored!

Intelligence is a not a good predictor of performance, so these test results say nothing about how well you will or wonâ€™t do in the future.

Unfortunately, lots of people talk about them as if they are a predictor of performance, which can be limiting to some peopleâ€™s careers.

ACTIVITY:

Try out the following 3 IQ tests.

It is important to try all three so you can see:

- how biased they are in terms of culture (you might not understand some of the questions),
- how they rely on prior knowledge of vocabulary, and
- how they assume familiarity with Western currency, metrics, etc.

The MENSA workout can be found here:

<https://www.mensa.org/workout>

It is virtually impossible, although some questions are easier than others.

An alternative test can be found here, the Weschler intelligence test:

<http://wechsleriqtest.com/>

A final one you can try, which is very much pattern-based in its design, can be found here:

<http://www.iq-test.cc/>

After taking the three tests, reflect on what the results say about your intelligence â€“ and/or the design of the tests! Do your results change your perceptions of yourself? If so, why? What does intelligence mean to you â€“ and given that, do you think these tests measured it? Keep a note of your results in your portfolio, and it might be interesting to discuss this in [Intelligence Chat](#).

Examining IQ

If you want to find out more about IQ tests and what they do and don't tell us about ourselves, have a read of this article written by a college psychologist:

[What do IQ tests test](#)

Multiple intelligence theory

Howard Gardner recognises that there are multiple forms of intelligence that not all are IQ based, but include musical intelligence, spatial intelligence and other forms of intelligence, as outlined in this video:

[watch](#)

Emotional Intelligence

Gardner's interpersonal intelligence is similar to the notion of emotional intelligence, which was developed more fully by Daniel Goleman and is discussed next. Note also that intrapersonal intelligence is what you are developing by completing this unit of study!

By now you might be completely over doing tests!

While the personality tests can be fun and interesting, the aptitude and intelligence tests can be completely depressing and may make you feel like you are useless and unemployable.

But this isn't the case.

The most important skill that you need in today's workplace – whether you are employed by someone or are self-employed – is your interpersonal skills, and that is why we focus on developing these skills in The Inventorium.

Photo by Sandeep Swarnkar on Unsplash

You cannot develop interpersonal skills without interacting with others, so they are a skills set that everyone can master, with practice

Daniel Goleman and Emotional Intelligence

Daniel Goleman came up with the concept of Emotional Intelligence, which is a measure of –

– how intelligently you interact with others,

– how you read other emotions,

• how you control your own emotions, and

• how you have good working relationships with people.

Daniel Goleman called this “EQ”; and yes, there is a test you can do for this also!

However, unlike aptitude tests and intelligence tests, you can change your EQ score over time by mastering interpersonal skills development.

You can watch Daniel Goleman talking about the concept here:

[yED0jkz4-OY](#)

ACTIVITY:

There are many EQ tests on the internet. One that gives you feedback on four quadrants, and hence allows you to focus on how and where you need more experience to improve, can be found here:

<https://globalleadershipfoundation.com/geit/eitest.html>

For one that draws on real life situations, have a try at this one:

<https://www.arealme.com/eq/en/>

Now that you have this insight, which areas are you stronger in and which are you weaker in?

What do you need to develop before you enter the workforce, and how can you gain this experience through completing the Courage Quests?

You might want to talk a tutor or facilitator about this “”; it is going to require you to step well outside of your comfort zone, but better to do it here than in your first job!

You can also discuss this on [EI Chat](#).

Resources and Activities

resource: My frame of mind template

Complete and save in your portfolio

Resource file: My frame of mind template.docx

forum: My Personality Career Chat

Chat here about the careers identified for you from your personality test. Are there any surprises? Are you disappointed? Is something missing?

Link: [My Personality Career Chat](#)

forum: Visual Insights Chat

Chat here about the results of the personality test that is based on visual insights. Do you think this accurately reflects who you are? How did you find doing this test?

Link: [Visual Insights Chat](#)

forum: Colour Chat

Chat here about the results of the colour method personality test. Did it work for you? What did you think?

Link: [Colour Chat](#)

forum: My Confused Personality Chat

Chat here about any conflicting results you had between the different personality tests, or any issues that arise for you from the results.

Link: [My Confused Personality Chat](#)

forum: Aptitude Chat

How did you get on with the aptitude tests? Did you find you have different levels of aptitude across the tests? What did this teach you about yourself?

Link: [Aptitude Chat](#)

forum: Intelligence Chat

Chat here about your experience and results of doing the intelligence tests. Do you think these tests are of value to you, and why?

Link: [Intelligence Chat](#)

forum: EI Chat

Discuss here any challenges you face with emotional intelligence, and how we might help develop these through the Courage Quests.

Link: [EI Chat](#)

My Personal SWOT Analysis

So how do we really measure up?

Hopefully you are now tested out! You've played with these and discovered what you can from them, and now you have an idea of how you compare or measure up to Joe normal; or Jane normal; based on an average population statistic.

But you're not an average population statistic; you're uniquely you! So how do you find out how you measure up in other people's eyes?

There is a tool commonly used in industry called a SWOT analysis. SWOT identifies the Strengths, Weaknesses, Opportunities and Threats.

A SWOT analysis can be conducted for any give person or project (it can be done as an individual or with regards to a product or idea). Organisations usually do some market research to ascertain the SWOT analysis for an idea, and we are challenging you to do this about yourself, now.

To give you an idea of what a SWOT analysis looks like, here is one that is being used as a bit of fun: [watch](#)

Strengths, Weaknesses, Opportunities, Threats

This is not an easy activity; not for you, or for the people you are going to engage with. But it is one of the most enlightening experiences you will have in your voyage of self-discovery, and you may want to repeat it later in your career (but wait at least 10 years).

So, the aim is to find out what your strengths and weaknesses are (as perceived by others), and what other people consider to be the opportunities for you in the future, and potential threats that you need to look out for.

And the only way to find out is to ask people! And you might be surprised at what you find out: [watch](#)

ACTIVITY:

In order to complete your SWOT analysis you need to check out if your perceptions of what you believe other people think of you are true.

Go back to the exercise you did earlier where you identified the groups and communities you belong to and the words you thought each would use to describe you.

Now it's time to approach those groups and test out if your perceptions are right.

Think about what you are going to ask them. Remember, you want to find out:

1. What are your strengths / what do they think are your strengths?
2. What are your weaknesses / what do they see as your weaknesses?
3. What opportunities do they see for you in the future?
4. What threats do they think you might face in the future that you need to prepare for?

For each question, see if they can give you concrete examples rather than this simply being their opinion of you. Develop a question template first (add to the question template below if you want to) so you know exactly how you are going to guide the conversations, and then complete the template with a representative from each of the groups in your list.

Try not to get into a conversation with people, other than to get more depth in the answers. You can, for example, ask them for an example of a time you demonstrated a strength or weakness, but do not argue with the person, or contradict them. This is an opportunity for you to hear what they think, not for you to say what you think!

Keep a note of all your answers to develop into a full SWOT analysis in your portfolio. Discuss any surprises that arose for you in the [SWOT Chat](#) below.

Presenting your SWOT analysis

As you start to collect your data, you need to present it in some form that summarises everything you are finding out.

Various examples of templates can be found below. You can either choose to recreate and complete one of these, or you can design a template of your own.

Image source: SLIDE 11/22 of <http://www.slideshare.net/RonFeher/personal-swot-analysis>

Image source: <http://d3fhkv6xpescls.cloudfront.net/blog/wp-content/uploads/2013/10/Personal-SWOT-questions.png>

<http://resetyourfuture.com/take-your-personal-swot-analysis-know-yourself-to-sell-yourself/>

Image source: <http://images.sampletemplates.com/wp-content/uploads/2015/04/27152856/personal-swot->

ACTIVITY:

As you collect your interview data, start to collate and summarise it in your [SWOT template](#). See how often different people give you the same answers.

Your signature strengths

Once you start to identify your strengths, you need to consider which ones are going to be your signature strengths – the ones that guide your career.

This next video gives you advice on how to find these and test them out.

[watch](#)

ACTIVITY:

Your signature strengths have probably appeared more than once in your group interviews. You probably feel both confident and comfortable in using these strengths, and enjoy tasks that utilise them. Select your 5 signature strengths for your final [Personal Career SWOT Analysis](#).

The uncomfortable zone

Courage Quests are one way of testing out your signature strengths in that –uncomfortable zone–.

They are a safe space for you learn in, where you can be comfortable finding the elements you like doing and those you do not like doing.

Management guru Gary Vaynerchuk advocates that you should go –all in– on your strengths so that you are going to be happy doing what you are doing:

[watch](#)

He then goes on in another video to reflect on weaknesses and how most people will focus on your weaknesses not your strengths:

[watch](#)

It will be interesting to see if you speak with people who find it easier to tell you about your weaknesses or your strengths!

ACTIVITY:

Identify 5 areas of weakness you are going to attempt to work at developing in Courage Quests to help you in your future career. Add them to the [Personal Career SWOT Analysis](#).

Opportunities

When it comes to opportunities, this next video suggests that we all have the brain power to make the opportunities that we want to create:

[watch](#)

ACTIVITY:

Identify 5 key opportunities for your career in the future and add them to your [Personal Career SWOT Analysis](#).

THREATS

The threats that your interviewees identify for you are points to consider in the future and keep an eye on to make sure you don't fall off your career path.

ACTIVITY:

Add 5 potential threats to your [Personal Career SWOT Analysis](#) for you to keep an eye on. You can change these as they develop or disappear over time.

Resources and Activities

forum: SWOT Chat

Discuss here any surprises that arose for you in researching your SWOT analysis.

Link: [SWOT Chat](#)

resource: SWOT Template

Resource file: SWOT Template.docx

resource: Personal Career SWOT Analysis

Resource file: Personal Career SWOT Analysis.docx

My Career PDP

From SWOT to Career Personal Development Plan

Once you have an idea of your strengths and weaknesses, and what potential opportunities lie ahead for you, you can start to think about your futures – note the use of the plural here, as you can have more than one future!

In such a fast-changing world, it is very difficult to plan for the longer term, as so many external factors can impact upon our plans. But this doesn't mean we can't start to plan a direction or two, or three, that we think we would like to start to pursue – and then see how they go and where they take us.

For some career advice in terms of working out what you think you might want to do, and what you actually will enjoy doing, watch this:

[oPdr3M25HXk](#)

Adding value to others

Benjamin Todd talks about finding a career that will add value to others as well as to yourself.

He argues that following your passions is likely to lead to failure, and hence following your passions is not good advice.

Benjamin Todd refers to a website which can also be checked out at <https://80000hours.org> where the focus is on finding work that is meaningful to you, by asking –

What would I be good at in the end?

What skills should I learn now?

In which areas is there a great social need where I can make a difference?

Listen to Benjamin describe his journey to the answers:

[x34UoTBGm9k](#)

Career Pathways

There is a quick careers test on the 80,000 hours website which asks some interesting questions around your aptitude and values and identifies some career pathways that might be of interest to you. You can access the quiz here:

<https://80000hours.org/career-quiz/#/>

There is also a course in The Inventorium called –My Future Career– that focuses on

- your perceptions of work,
- what you want from a career, and
- whether you really want to be employed by someone else or be self-employed.

That course will also help you think about your Personal Development Plan when you feel ready to complete it.

Additional Readings

Here are some additional resources that might be of interest to you. They are not compulsory and do not have activities attached to them, but are simply there for those of you who want to do a bit more in this area.

Co-Creation Space

Upload any resources you find on this topic area to share with others. We will also review them for inclusion in the full curriculum next time we review it. Thank you for sharing!

Resources and Activities

wiki: Co-Creation Space

Upload your ideas and resources here for sharing with others and inclusion in future edits of the program.

Link: [Co-Creation Space](#)

Finished?

If you've completed all the activities in this section and want to submit them for review for a certificate, press the submit for review button. If you want to redo any of them first, no problem - it is up to you when you submit.

Resources and Activities

Completion Review

Once you have completed the Who do others think I am? course, you can request a review to your facilitator [here](#).

Claim your certificate

Link: [Claim your certificate](#)

Attachments

My_social_circles_graphic_template.docx

My_Groups_Template.docx

Group_Descriptions_Template.docx

My_frame_of_mind_template.docx

SWOT_Template.docx

Personal_Career_SWOT_Analysis.docx