

## Module 1 Career Planning video 4: Career Planning, Adjustment and Re-evaluation

Module1: Managing your career strategies for graduates with disabilities  
Career Planning video 4: Career Planning adjustment and re-evaluation

Welcome to video 4 in our career and disability series, brought to you by the UTSC AccessAbility Services and the Academic Advising and Career Centre.

Here, we will look at the last phase of career planning process that involves reevaluation and adjustment. Before we begin please download the activity worksheets at <https://UofT.me/career&disability> and find the career planning and exploration activity.

Over time you will change and grow. For example, you will learn more about your interests and develop and enhance specific skills. Similarly, the nature of work will change. Factors such as technology and the economy will shape the way we engage in various occupations and contribute to the creation of new jobs. These influences will impact your goals and might require you to re-evaluate and make adjustments.

Career planning is a lifelong process and once we know this, we can feel more confident about the re-evaluation process and the adjustments we might make to our career goals. Adjusting to the changes in yourself and at work involves maintaining a positive attitude toward change and recognizing that all experiences can be beneficial. Every experience is an opportunity for career exploration, skill building, making contacts and gaining industry and occupational exposure, as well as a stepping-stone to your next career move.

As already mentioned, occupations and workplaces are influenced and shaped by many factors. For example, alternative and flexible work arrangements are being embraced by more and more employers. When their operational needs allow flexibility, it can include options for remote work, altered work hours, job sharing or adjustments to other company policies and procedures. When evaluating your goals you might want to consider working for companies that embrace flexible work arrangement. It's identifying these companies is often easy, searching for companies with flexible work arrangements on Google is a great place to start. Self-employment might also be a great option depending on your circumstances. Understand the demands of your family as well as your own needs and make your health and well-being a priority. Balance your social life with work demands and determine what options might be best for you. Why not get a start on researching the kinds of work that align with your needs. Pause the video and spend a few minutes completing the kinds of work worksheet.

That's it, you have now reviewed the full career planning process. To finish, let's go over some of the key points covered in videos one to four.

**Engage in self-reflection.** Get to know yourself so you can make decisions that are a good fit for who you are. **Take a strength-based approach**, focus on your strengths as they will continue to serve you. **Conduct research and explore careers**, it is important to know the range of opportunities that are available to you. **Explore your options** and test them out by job shadowing, volunteering and working.

**Identify your network** and make everyone know your current goals. Work on expanding your network through activities such as volunteering and information interviews. **Identify mentors** who can assist you along the way, be open to making adjustments to your plans and consider alternatives as you move through the career planning process. Finally, **celebrate your successes**.

In our upcoming modules we will be addressing and examining issues that are more specific for students with disabilities such as understanding employment equity addressing employment barriers, dealing with disclosure and workplace accommodations.

If you would like to provide feedback on these videos or if you have questions or concerns. Please contact the Academic Advising and Career Centre at [aacc.utsc@utoronto.ca](mailto:aacc.utsc@utoronto.ca) or the AccessAbility Services at [ability.utsc@utoronto.ca](mailto:ability.utsc@utoronto.ca)