



UNIVERSITY OF  
**TORONTO**  
SCARBOROUGH

**Academic Advising  
& Career Centre**

*AccessAbility Services*

# **Managing Your Career:** **Strategies for Graduates with Dis*Abilities***

Video 4: Career Planning, Adjustment,  
and Re-Evaluation

## 1. Career Planning

2. Understanding Employment Equity
3. Addressing Employment Barriers
4. Self-Advocacy and Disclosure
5. Workplace Accommodations



**Module 1:**

# **Career Planning**

**Career Planning, Adjustment,  
and Re-Evaluation**

# Career Planning Process





# Adjustment & Re-Evaluation

- Maintain a positive attitude
- All experiences can be beneficial as they enable opportunity for:
  - Career exploration
  - Skill building
  - Making contacts and new friends
  - Industry and occupational exposure
  - A stepping stone to your next career move

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# Considering Alternatives

Flexible work arrangements are increasingly common, and may create the opportunity for improved balance in your life:

- Part-time
- Job Sharing
- Casual/Seasonal
- Contract
- Telework
- Self-Employment



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## Flexible Kinds of Work

When evaluating your goals, you might want to consider working for companies that embrace flexible work arrangements. Identifying these companies is often easy – searching for companies with flexible work arrangements on Google is a great place to start.

See our “Kinds of Work” activity  
Worksheets: [uoft.me/careeranddisability](https://uoft.me/careeranddisability)

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# Career Planning Review

- Engage in self-reflection to make decisions that are a good fit for you
- Focus on your strengths
- Conduct research and explore careers
- Explore your options and test them out by job shadowing, volunteering and working
- Identify and expand your network, and share your goals
- Make adjustments to your plans and consider alternatives
- Celebrate your successes!

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# Worksheet

**Why not get a start on researching the kind of work  
that align with your needs?**

**Pause the video and spend a few minutes completing  
the “Kinds of Work” worksheet.**



## You Will Change and Grow

- Learn More About Your Interests
- Develop and Enhance Specific Skills

## The Nature of Work Will Change

- Factors Like Technology and 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.**

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**If you would like to provide feedback on these videos or if you have questions or concerns, please contact:**

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