

# YOUR SKILLS SUCCESS WELL-BEING

# TOOLKIT



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CAREERS ATLANTIC  
CANADA

## Career Development

Career development has an impact on mental health, and vice-versa. By helping individuals build fulfilling and meaningful careers, career development interventions can promote overall well-being and resilience.

Through career development, individuals gain:

- a sense of purpose
- improved self-esteem and confidence in achieving goals
- reduce stress and anxiety about the unknown future

There will be a need in the post-pandemic workforce for youth to understand the importance of managing their well-being at work and in their personal lives as they make career decisions and prepare for entry into the labour market.



## Success and Well-being

Each person's idea of success is different. The strides you take to achieve success will affect your well-being in some way. Well-being is encompassed by four areas; physical well-being, social well-being, emotional well-being, and mental well-being. Each area directly impacts the other. When all areas are nourished a person can thrive, and experience a healthy well-being.

**Physical well-being** is the ability to maintain a healthy body through physical activity. Canadian Public Health recommends youth and adults should have 150 minutes per week of moderate-to-vigorous intensity physical activity to ensure a healthy well-being. Stats Canada cites that those who meet the 150 minutes per week have experience more energy, decreased stress levels, and have decreased their chances of experience chronic illness.

**Social well-being** is building and maintaining healthy relationships and having meaningful interactions with those around you. The World Happiness Report indicates that Finland is the happiest country in the world. When explaining why, high community and social

engagement directly correlates with one's happiness and well-being.

**Emotional well-being** is the ability to produce positive emotions, moods, thoughts, and feelings, and adapt when confronted with adversity and stressful situations. Those who have a better understanding of their emotions become more resilient over time and experience a healthy overall well-being.

**Mental well-being** is the state of your psychological and emotional well-being. Good mental well-being can make you feel, think and act in ways that help you enjoy life and cope challenges. In any given year, 1 in 5 people in Canada will personally experience a mental health problem or illness.



## Your Skills For Success

The updated Skills for Success framework continues to prioritize numeracy and literacy, however, there is now an emphasis on the skills addressing the social-emotional needs of the workplace and the worker.

*“Workers need resilience, adaptability, planning and organization, stress management, and openness to learning to successfully navigate and advance in the labour market.”*

—McKinsey Global Institute, 2018; RBC, 2018; Urban & Johal, 2020; World Economic Forum, 2018.

# CAREERS ATLANTIC CANADA

# Transitioning into the Atlantic Canadian Workforce

Your well-being is important. The transition into the workforce can have its ups and downs, but being mindful of your well-being needs along the way will make way for a bright future ahead, and will help you find clarity in making decisions on your next course of action.

When we think of our career experience, we often think of this as a straight path to retirement. As wonderful as that sounds, it's not realistic or reflective of the workforce in most cases. Life and work events, changes in our needs, finding our personal limits and abilities, colleagues, employers and mentors along the way steer the direction of ones career path. Often this leads us down a path that we might not have considered in youth. It's important to keep an open mind to opportunities that might come up to continuously learn, adapt and to create valuable connections with people.

**Take the YOUR WELL-BEING CAREER QUIZ today to see what YOUR personal well-being checklist looks like!**

45%

of undergraduate degree holders returned to school full-time within 10 years of graduation. 90% returned within 5 years.

## Advocating for yourself in the workplace

When you advocate for yourself or others who are being treated unfairly or at a disadvantage, you make your workplace more equitable for everyone! It's good to know how to approach these conversations. If you see the need to advocate for change:

**Know your rights.** It is illegal for employers to discriminate, as defined in the [Canadian Human Rights Act](#). Check out your employer's policies that pertain to diversity and inclusion.

**Reach out if you need support.** Find out what supports are available at your workplace and in your community. Talk to your direct supervisor, HR, or a Union Rep.

**If you need an accommodation ask for it!** It's up to you and your employer to ensure you can thrive in your workplace.

**Get your fair share.** Make sure to ask for a raise and negotiate your salary when you feel it's time. Ask your coworkers of comparable experience and expertise how much money they make to ensure you are being fairly compensated.



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# Identifying Your Well-being Needs

Everyone's needs are different, and change over time.

It's best practice to step back every once in a while and look at the "big picture" to evaluate if you are meeting your well-being needs, or if adjustments or changes are required.

Sometimes your needs will be very obvious. Other times, needs are subtle, and not having them met over time could take its toll on your mental health.



Ask yourself questions, like:

- Am I getting enough rest and sleep?
- Am I eating a healthy and balanced diet?
- Am I exercising regularly?
- Am I spending enough time with loved ones and friends?
- Am I pursuing my passions and interests?
- Am I managing my stress levels effectively?
- Am I setting and achieving realistic goals?
- Am I maintaining a positive mindset and outlook on life?
- Am I taking care of my physical and mental health?
- Am I regularly reassessing and adjusting my priorities to align with my values and goals?