THEME ALLOCATED: Technology and Resilience
TITLE OF THE WEBQUEST: Rise, ResICT, Shine
INTRODUCTION
"Trust in yourself, believe that your voice matters, and know that your words are good enough." **Amber Gordon, Founder of Femsplain**   It is crucial for the growing tech industry to incorporate diversity in their company body, in order to create products and offer services that can be offered to a wide sector of society, rather than only a select few. A recent study conducted by McKinsey & Company (2020), found that companies with a diverse team of employees performed better, were more likely to hire better talent, and were able to engage their employees in contrast to their less inclusive colleague companies. This is not the first study to draw this or similar conclusion in the last decade (See Cheng & Groysberg, 2021; Cooper, 2017; Sakitri 2015). However, women continue to face challenges and barriers to entering the IT sector. In the face of this struggle, it is not enough for women to rely on their CV alone to enter their chosen field. As Angela Duckworth famously said, "As much as talent counts, effort counts twice." And within this effort, a character of resilience must be built that will not crack at the hits thrown against it but rather grow stronger and wiser because of it. By learning about the different factors and approaches to developing a character of resilience, women in STEAM jobs can feel empowered in their pursuit of a career in technology. BE bold and BE ready by BEING informed. Women in Tech Statistics: The Hard Truths of an Uphill Battle https://www.cio.com/article/3516012/women-in-tech-statistics-the-hard-truths-of-an-uphill-battle.html
TASKS

Are you a woman considering changing your current career path and pursuing a new career path in technology? Before making the final decision, it is crucial to understand your goals for your next career, especially when it comes to assessing your abilities, desires, and resilience. These can be analysed through a Career Management Tool, such as the Career Model Canvas. This will allow you to evaluate your skills and motivation, and make an informed decision on whether a career in tech is for you.

This WebQuest will explore the steps you need to follow in order to conduct the evaluation of a technology career, and whether the career aligns with your personal competences and goals. These competences can include:

- Competences of the Self – how your value is measured as an employee within the specific field, and whether these competences are a benefit/asset to a company, organisation, or society.

- Competences of Strength – building upon existing abilities and strengths in relation to work and education.

- Horizons Competences – thinking "outside the box" about potential career opportunities within the sector by (re-)imagining, planning and acting upon career goals.

- Network Competences – developing vital connections, relationships and networks that can offer support, advice or opportunities.

(Skills Development Scotland, 2012)

Therefore, the first step to beginning that journey towards your dream career is to start by assessing your goals. This WebQuest will introduce various elements of resilience, strength and suggestions for setting up achievable goals. Sound good? Let's get started!

PROCESS

Step 1: Technology Theory

Let's begin by reflecting on the qualities of a tech career that interests you? Are you motivated by what you can offer to the world? Or is it the day-to-day activities of working

towards a specific small or big goal that gets you up in the morning? Maybe it is the benefits that arise from within the industry? We will continue now by taking into consideration the opportunities this industry offers you, in relation to your role and the various responsibilities.

Below, you will find various links related to **careers** within **the field of technology**.

Technology Careers: https://www.thebalancecareers.com/tech-careers-4161774

Women in tech statistics: Hard truths of an uphill battle: https://youtu.be/QGo9v4TE8eo

Successful Woman in Tech Discuss Impostor Syndrome: https://youtu.be/82vdaXjxRgg

Career change: https://youtu.be/MIjH8MCbONI

Making a Career Shift into Tech: https://youtu.be/w94uiz3hMk0

How to switch your career to coding: https://youtu.be/lvxYSiJQcN0

For more information on **the tech sector in Cyprus,** click on the following links:

Cyprus makes strides in becoming a technology hub:

https://cyprus-mail.com/2021/03/21/cyprus-tech-hub/

Cyprus Tech Association:

https://www.investcyprus.org.cy/blog/cyprus-tech-association-cyprus-based-international-ict-companies-join-forces

Step 2: The Value of your Self-Worth

Understanding your self-worth and recognising what you can offer in a specific career role is essential when considering your new career plan. Your self-worth can include your qualifications, experience, skills, knowledge etc.

For further information on the requirements of the **tech industry,** consider the following links:

Technology careers: https://www.thebalancecareers.com/tech-careers-4161774

Tech jobs in Europe:

https://meetfrank.com/blog/meetfrank-insights/tech-jobs-in-europe-2020/

Careers in Technology:

https://www.rasmussen.edu/degrees/technology/blog/careers-in-technology/

How to Become an Information Technology Expert:

https://www.bestcollegereviews.org/faq/how-can-i-become-an-information-technology-expert/

Another advantage of understanding your self-worth, is that it will provide the much-needed motivation at the start of your new career. This motivation will help guide your self-exploration in relation to your career and provide you with the faith and courage in yourself and your abilities that are necessary for planning your career.

For more information in **recognising and fully appreciating your worth,** click on the following links:

Self-assessment career planning:

https://www.mcgill.ca/caps/students/explore/self-assessment

The skill of self-confidence: https://youtu.be/w-HYZv6HzAs

How to Increase your self-worth: https://youtu.be/cKHEdwTw60k

The Psychology of Career Decisions: https://youtu.be/4e6KSaCxcHs

To begin planning your career, it is essential to first ascertain your personal aspirations, conditions, and needs. In this way, you can come to understand how your own vision is formed. This can help bring your goals to reality.

Complete the table below to evaluate and recognise your values, interests, skills, family and cultural inferences, as well as personality attributes that encourage you to seek a career in technology.

Career Planning Self-Assessment			
Experience	1.	2.	3.

Skills/Qualifications	1.	2.	3.
Personality/Character	1.	2.	3.
Aptitude	1.	2.	3.
Interests	1.	2.	3.
Personal Values	1.	2.	3.
Family Influence	1.	2.	3.
Cultural/Social/Political Influence	1.	2.	3.

Identifying what inspires and pushes you to change your career path also adds motivation to continue on your journey. A self-assessment such as the one above allows you to reflect upon your goals and will be an exciting, eye-opening experience in exploring what YOU bring to the sector!

Step 3: Strengthening your Potential

You have now completed your self-assessment. It is time to turn to your strengths and skills that you will need working in the arts sector. Before we explore what your strengths are, let us consider the recommended strengths and skills that are necessary in the arts sector:

Women in Tech: https://youtu.be/fOJ-KKtzDXI

Important skills helping you through the new digital art realm: https://youtu.be/6UN2iKneBE8

The blessings and curses of being a woman in tech:

https://wabisabilearning.com/blogs/technology-integration/10-useful-digital-age-skills

Inspiring the next generation of female engineers: https://youtu.be/FEeTLopLkEo

Top Skills you need to prepare for future Career in Tech: https://youtu.be/DL-iuKkJdiY

Recognising your potential and your already existing strengths is an important step in developing your career management plan. This will assist you in recognising what skills you have, the gap in ability, and how to fill this gap in order to develop your self-image.

Future of your work: https://youtu.be/YA400nwQhLE

WINGS: The 5 primary skills for the future of work: https://youtu.be/GKDvSYDbyYY

Non-Tech Skills that Make You Unsinkable in Tech:

https://towardsdatascience.com/non-tech-skills-that-make-you-unsinkable-in-tech-a55467c702ea

Tech Skills that Make You Unsinkable in Tech:

https://towardsdatascience.com/technical-skills-that-make-you-unsinkable-4f18f28573bc

Step 4: Networks and Networking

Another important element to take into consideration in your Career Management Plan is how to build your network. Networking is essential in career planning as it will help ensure you will get the support to rise and develop in the sector. Networks are created by building contacts and relationships with people, organisations and establishments within and around the industry.

For **networks** of careers in the **tech industry**, click on the following links:

Women Tech Cyprus: https://www.womentech.net/in/Cyprus

European Women in Technology Event: https://www.europeanwomenintech.com/

European Centre for Women in Tech: http://www.ecwt.eu/en/home

Girls in Tech: https://wegate.eu/start/ideas-innovation/girls-tech

Step 5: What is on the Horizon?

Planning forward by writing out a 5-year plan will provide you with the outline for your Career Model Canvas. Making what is called *Horizons* for your future career is a great way

to realise what you want to achieve, while also offering you with the necessary motivation to actually take the steps to achieve your goals.

For more information on the **importance of setting motivational horizons for your career plan**, use the following links:

Planning for your horizons: https://youtu.be/XPec3NbwhIE

Motivation for job searching:

https://au.hudson.com/insights/career-advice/job-search/how-to-stay-motivated-during-your-job-search/

Changing your career:

https://www.forbes.com/sites/josephliu/2019/04/02/successfully-change-careers/

For more information on the **intricate details of job horizons** within **the tech industry,** use the following links:

Software Engineer Salary Around the World:

https://www.daxx.com/blog/development-trends/it-salaries-software-developer-trends

Highest Tech Salaries:

https://www.payscale.com/data-packages/top-tech-companies-compared/tech-salaries

Congratulations! It is time to create the first draft outline of your 5-year plan and what you intend to achieve in regards to your new career.

5-Year Plan Tips

Brainstorm the careers you are interested in and identify the specific career you would like to pursue

Define the goals you aim to achieve

Set a timeframe with appropriate deadlines to reach your goals

Monitor your progress and make sure to keep yourself accountable with set deadlines

Set time to reflect on your progress and adjust the timeline as required
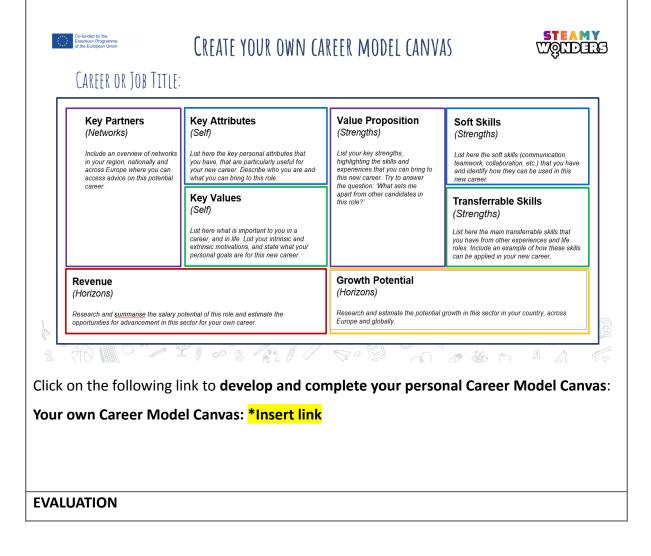
Step 6: Act: *Career Model Canvas*

We have now recognised our self-worth, pinpointed our personal and professional strengths and analysed them according to the skills necessary to our chosen career. We have even considered possible networking channels that will help us develop in the field. Our 5-year plan is ready to be set in motion. We are, therefore, more than ready to jump into completing our Career Model Canvas. This tool will play a key role in planning our career through a practical step-by-step plan of action.

The model of the Career Model Canvas can be found below. You will need to fill out each section with the appropriate information you have collected in the previous steps of this WebQuest. By doing so, you are one step closer to kickstarting your career path!

CREATE YOUR OWN CAREER MODEL CANVAS

CAREER OR JOB TITLE:

Key Partners
(Networks)

Include an overview of networks in your region, nationally and across Europe where you can access advice on this potential career.

Key Attributes
(Self)

List here the key personal attributes that you have, that are particularly useful for your new career. Describe who you are and what you can bring to this role.

Key Values
(Self)

List here what is important to you in a career, and in life. List your intrinsic and extrinsic motivations, and state what your personal goals are for this new career.

Value Proposition
(Strengths)

List your key strengths, highlighting the skills and experiences that you can bring to this new career. Try to answer the question: 'What sets me apart from other candidates in this role?'

Soft Skills
(Strengths)

List here the soft skills (communication, teamwork, collaboration, etc.) that you have and identify how they can be used in this new career.

Transferrable Skills
(Strengths)

List here the main transferrable skills that you have from other experiences and life roles. Include an example of how these skills can be applied in your new career.

Revenue
(Horizons)

Research and summarise the salary potential of this role and estimate the opportunities for advancement in this sector for your own career.

Growth Potential
(Horizons)

Research and estimate the potential growth in this sector in your country, across Europe and globally.

Click on the following link to **develop and complete your personal Career Model Canvas**:

Your own Career Model Canvas: ***Insert link**

EVALUATION

Upon the completion of this WebQuest, you will have achieved the following learning outcomes:

Technology	Knowledge	Skills	Attitude
	• Theoretical and empirical knowledge of potential career pathways in the technology sector. • Theoretical knowledge of local, national and pan-European career options in the technology sector. • Theoretical knowledge of local, national and pan-EU programmes for women in the technology sector. • Theoretical knowledge of	• Ability to recognise and discuss career options in the arts sector. • Analyse personal attributes in relation to careers in the technology sector. • Analyse personal skill limitations for a successful career in technology. • Develop an education and career plan for success in the technology sector. • Research available career options.	• Willingness to critically evaluate one's own motivation to follow a career in the technology sector. • Understanding of the vital role women play in the technology sector. • Willingness to explore career options in the technology sector. • Readiness to discuss what has been learnt with other female professionals in the sector's network.

	personal attributes and skills required for a successful career in the technology sector.	● Research successful female role models in the technology sector. ● Be ready for challenges in order to develop resilience when planning a career in the technology sector.	● Enthusiasm to engage in female networks in the technology sector. ● Flexibility to identify skills and characteristics necessary to find success in a technology career.

As a self-assessment for this WebQuest, complete the following questions below:

1. Companies with a diverse employee body often see worse performance than their homogenous counterparts. True or False?

Answer: False

2. Which of the following options are the four components necessary for building your career in technology?

   a) Bribing, Strength, Horizons, Networking
   b) Self, Strength, Horizons, Networking
   c) Achievement, Money, Impulse, Purpose
   d) Achievement, Affiliation, Autonomy, Purpose

Answer: (b)

3. What is "Impostor Syndrome"?

   a) Lying to your boss about completing tasks
   b) Humility
   c) Feeling empowered

Answer: (d)

4. Which of the following is NOT a career in technology?

   a) Architecture

   b) Database Manager

   c) Information Systems Operator

   d) Software engineer

Answer: (a)

5. Which of the following will help you stay motivated to continue in your job search?

   a) Maintain a routine

   b) Give up after the first rejection email for a job you wanted

   c) Spend the day doing only leisure activities

   d) Feel self-pity and not act

Answer: (a)

CONCLUSION

Congratulations! Planning your career is the first step to starting your new career path. By completing the Career Management Tool will set you in the right direction to fulfil your goals! Additionally, planning your career offers you the space to self-reflect on the decisions, (educationally, professionally, and personally) that you need to make in order to begin a STEAM career.

This WebQuest has helped you learn, analyse, and assess your suitability for a career in technology and the specific steps you will need to take in order to fulfil this goal. Following a career in technology will provide you with a rich, exciting, and satisfying career that will help to give back to your community and the world at large. Careers in the technology sector offer many benefits such as:

- unique challenges;

- challenging work;

- self-development;

- innovation;

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● a considerable income.

As a woman in this sector, you have the power to combat male stereotypes that exist within the technology sector and lead the way for other women interested in STEAM careers too! So, what's stopping you? Let's do this!

"Always aim high, work hard, and care deeply about what you believe in. And, when you stumble, keep faith. And, when you're knocked down, get right back up and never listen to anyone who says you can't or shouldn't go on." – *Hillary Clinton*