



THEME ALLOCATED: Maths: Confidence

TITLE OF THE WEBQUEST: Rebooting your Career

INTRODUCTION

A degree in the Maths sector opens up multiple career pathways, with one of these paths being accounting. During your schooling to obtain relevant educational qualifications, you will not only be absorbing theoretical material but also professional and interpersonal skills such as logical thinking, reasoning, problem-solving, investigative, communication, organisation, programming, and intellectual rigour. The Maths sector, especially the Accounting branch, is growing rapidly and constantly developing new methods to challenge current gaps in the economic market.

The Maths sector has often been associated with male labour. However, the sector has seen a significant change in the last few years. According to a report by Eurostat (2020), women make up two-thirds of labour employees in legal and accounting jobs across the European Union.

European Union (EU-28)	62.5%
Finland	66.8%
France	63.2%
Germany	66.8%
Ireland	58.4%
Italy	60.2%
Norway	57.0%
Spain	57.7%
Sweden	56.3%
Switzerland	54.0%
United Kingdom	57.0%

Figure 1 Percentage of Women Employed in Legal and Accounting Activities (Eurostat, 2019)

However, when considering the management committees, Eurostat statistics are not as positive. In 2019, only 33% of women were on accounting management committees. In 2018, only 15% of women held positions in lead engagement partners auditing S&P 500



companies, nor did the share of women in lead engagement partners in any of the Big Four accounting firms exceed 21% (Eurostat 2019). These numbers are significantly lower regarding the representation of women of colour within the accounting sector. According to the same report by Eurostat (2019), Asian women make up 8% of the global labour force in accounting, while Latinas account for only 5.3% and Black women 5.5%.

Though the factors responsible for these figures are multiple and in most cases a systemic issue that needs to be addressed by national leaders, there is one important element that can be approached by women looking to break into or already in the field. This ingredient has hindered many women from growing into top positions in the field, though their competence and capabilities are equal to their male counterparts. This ingredient is a lack of self-confidence or a high amount of self-doubt. According to a Hewlett internal report, men are more likely to apply for a job, even when they meet only 60% of the qualifications whereas women will only apply if they meet 100% of the requirements. It is not that women are less capable than men, but rather they are more plagued by the decision to not push forward with confidence despite the risks. Pauline Claunch and Suzanne Imes describe the phenomenon as “imposter syndrome” (2014, https://www.huffpost.com/entry/problem-with-lean-in_b_5698220) . Katty Kay and Claire Shipman continue in the same vein in their in-depth article, defining the problem as a “confidence gap” (The Atlantic, 2014, <https://www.theatlantic.com/magazine/archive/2014/05/the-confidence-gap/359815/>).

Self-confidence is invaluable not only for your professional career but for your overall happiness and wellbeing. Being secure within yourself is the foundation to taking control of negative and anxious thoughts, persevering through challenging circumstances and obstacles and developing a more positive and nurturing environment around you.

TASKS

Are you interested in a career in the Maths sector? Are you after more information on



potential career pathways within this STEAM sector and what you personally can gain it? Your analytical and problem-solving skills are essential qualities and will be components in developing your confidence in the workplace.

Before you begin dipping your toes in a career in the Maths sector, let us assess your compatibility with the sector by considering your abilities, desires, and confidence through a Career Management Tool? For this, we will be using a Career Model Canvas that should guide you through the elements in career management and will help you to decide whether a career in maths is suitable!

By following the steps outlined in this WebQuest, you will be provided with the opportunity to evaluate your competences in the sector of Maths. These competencies include:

- **Competences of the Self** – Fully aware of your own self-worth and what you can offer a company, organisation, or society.
- **Competences of Strength** – Ability to gain and develop your abilities and strengths that can be applied to your education and professional lives.
- **Horizons Competences** – Assess your career prospects creatively by imagining, planning and acting upon career ambitions.
- **Network Competences** – Building valuable relationships and networks that can offer potential support or opportunities professionally.

(Skills Development Scotland, 2012)

Evaluating your career goals and available options is the ideal first step to take towards pursuing your goals. This WebQuest will provide you with an insight into the various elements of career management and goal setting. Let's get started!



PROCESS

Step 1: Maths Enquiry

We can begin by researching the field of Maths. Maths is defined as:

“the study of numbers, shapes, and space using reason and usually a special system of symbols and rules for organizing them” (Cambridge Dictionary).

So, what does that include? What jobs could you be interested in by studying maths?

Below, you will find a collection of links relating to **different career pathways** you could follow in **the field of Maths**.

Careers for Numbers People: <https://www.learnhowtobecome.org/career-resource-center/careers-for-numbers-people/>

What can I do with a career in maths? <https://www.prospects.ac.uk/careers-advice/what-can-i-do-with-my-degree/mathematics>

Careers powered by Maths: <https://youtu.be/Pd1hDVEfTh4>

Careers in Advanced Maths: <https://youtu.be/8ogIpgvZa8Q>

Where can math take me? <https://math.as.uky.edu/where-can-math-take-me>

For more information on **women in STEM (Math)**, click on the following links:

10 Historic Female Mathematicians You Should Know: <https://youtu.be/WVsl172V-Zc>

Women in Maths: https://youtu.be/s_eNYlQ-i1I

Women who inspire: <https://www.accountancysa.org.za/cover-story-women-who-inspire/>

13 Women in STEM Who Changed the World:

<https://www.internationalwomensday.com/Activity/7213/13-Women-in-STEM-Who-Changed-the-World>



Step 2: Upskill and Fulfil

Now that you are brimming with information on possible career paths and excited about the journey ahead, we can dive into writing your career management plan. What type of math career peaks your interest? What skills do you think you have that are key to this pathway?

An important ingredient in career planning is exploring the motives you may have in pursuing a particular career, what skills you have and how they can be used within the field of work. Maths is a skill-based field that requires determination, and perseverance!

Use the following links to learn more about the skills related to the **field of maths**:

Skills you need for Accounting: <https://youtu.be/oP8Dh82m9As>

Five principles of Extraordinary Math Teaching: <https://youtu.be/ytVneQUA5-c>

Stem skills list: <https://stem.getintoenergy.com/stem-skills-list/>

Having awareness of the image you project and the strengths you exercise is key to completing your career management plan. This helps you to identify what skills you have, need, and can develop to pursue your dream career.

Identifying your strengths, abilities and competences are a great first step in the right direction in planning your Career Model Canvas. Being a confident employee plays a cumulative role on the whole employee body. Studies have shown that confident employees are factors in greater job satisfaction, organisational commitment, employee engagement and overall work happiness.

For more information on how you can be more confident at work, click on the following links:

How to be more confident at work:

<https://www.forbes.com/sites/jacquelynsmith/2012/03/06/how-to-be-more-confident-at-work/?sh=418ed530d9b2>



Workplace confidence: Your ultimate guide:

<https://www.predictiveindex.com/blog/workplace-confidence-your-ultimate-guide/>

What is Self-Confidence and Why is it important for Women in Leadership-Part I:

<https://moniquetallon.com/what-is-self-confidence-and-why-is-it-important-for-women-in-leadership/>

This is when confidence at work peaks for women:

<https://www.bizjournals.com/bizwomen/news/latest-news/2019/08/this-is-when-confidence-at-work-peaks-for-women.html?page=all>

How to build Self Confidence:

<https://youtu.be/ivNNgdCsY7o>

The next step is to create a mind map of good practices that you could employ to strengthen your confidence in the workplace. Mind maps can be a great visual tool to organise your ideas on paper.

For more information on **how to write effective mind-maps for your career planning**, use the following links:

Online Mind map: <https://www.mindmup.com/>

How to Brainstorm with Mind Maps: <https://www.mindmaps.com/how-to-brainstorm-with-mind-maps/>

What's on your Career Mind Map?: <https://www.cultivatae.com/mind-map-career/>

Step 3: Why me?

We have been discussing the importance of being self-aware of your strengths and capabilities for the execution of your role in the workplace. However, let us dive deeper into the key competencies that will develop your confidence in your line of work, and encourage you to take the necessary steps to further your career by building networks



with your colleagues. Being confident is the foundation to overcoming any barriers that may arise in your professional life.

Facing challenges with the appropriate skill set can help you to be more willing to learn from your mistakes and failures. The following table will assist you in identifying these skills. We recommend you copy the following table and fill it in. Use the scale 1-10 to rate each of the competency, 1 being the lowest and 10 the highest where necessary.

Skill/ Competency	Importance to the role	Skill Strength	Strategy to upscale skill	Strategies implemented? (complete at a later stage)
Analytical Skills				
Problem Solving				
Working under pressure				
Critical thinking				
Time management				
Quantitative reasoning				
Teamwork				
Creativity				
Communication				
Attention to Detail				
Leadership				
Educational Commitment				
Technical Skills				



Interpersonal Skills				
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When managing your career, make sure you:

- 1) Set realistic and attainable objectives. Setting unattainable goals will only produce frustration and possible failure. Choose smaller achievable goals that will ultimately lead to the ultimate objective.
- 2) Ensure your objectives are quantifiable. By setting deadlines, your success of achievement can be measured.
- 3) Understand your goals may require flexibility. Be prepared to adapt to the circumstances, pace, and needs of the situation.

Step 4: Analyse the Labour Market

The next step is to analyse the labour market for your potential career. Understanding the labour market will influence the direction you may wish to take in curating your career and its management.

In order to begin a career in the Maths sector, specifically a chartered accountant, you will have to review the **requirements of the job**. Click on the links below for more information:

Job profile Chartered Accountant: <https://www.prospects.ac.uk/job-profiles/chartered-accountant>

European Accounting Qualifications Explained:

<https://www.careersinaudit.com/article/european-accounting-qualifications-explained/>

How to become an accountant:

<https://www.ucas.com/careers-advice/employment/how-to-become-a/accountant>



For more information on accounting jobs in Cyprus, check out the following links:

ACA training in Cyprus: <https://careers.icaew.com/find-your-route/aca-training-in-cyprus>

Jobs in accounting: <https://www.ergodotisi.com/en/Category/accountants>

Accountancy Jobs in Cyprus:

<https://www.carierista.com/en/jobs/search/any/accountancy-jobs>

Using these links you can explore which jobs and roles pique your interest. This will help you complete your Career Model Canvas. This works to determine your horizons and your future career path.

Step 5: Time for Action: *Career Model Canvas*

Now that you have determined your strengths, networks, and horizons of your career in maths, it is time to draw out your Career Model Canvas. This tool will play a monumental role in your career planning and will help you write a detailed plan of action! Analysing your career through a Career Model Canvas will invite you into an interactive process, which shows the benefit of career development (Skills Development Scotland, 2012).

This is the final step! Congratulations! Now it's time to make use of this resource to begin your new career path. This resource will act as a visual aid in your career management and will help you plan the future. Using the document below, you can draw your own Career Model Canvas and fill out the sections with the information you have collected in the previous steps of this WebQuest.

In your own Career Model Canvas you will detail:



CREATE YOUR OWN CAREER MODEL CANVAS

CAREER OR JOB TITLE:

Key Partners (Networks) <i>Include an overview of networks in your region, nationally and across Europe where you can access advice on this potential career.</i>	Key Attributes (Self) <i>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.</i>	Value Proposition (Strengths) <i>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?'</i>	Soft Skills (Strengths) <i>List here the soft skills (communication, teamwork, collaboration, etc.) that you have and identify how they can be used in this new career.</i>
	Key Values (Self) <i>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.</i>		Transferrable Skills (Strengths) <i>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.</i>
Revenue (Horizons) <i>Research and summarise the salary potential of this role and estimate the opportunities for advancement in this sector for your own career.</i>		Growth Potential (Horizons) <i>Research and estimate the potential growth in this sector in your country, across Europe and globally.</i>	

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

Your own Career Model Canvas: <https://careerdesigncanvas.ca/>

EVALUATION

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

Maths	Knowledge	Skills	Attitude
	<ul style="list-style-type: none"> Theoretical knowledge of potential career pathways into Maths (Accounting) careers. Theoretical knowledge of national and European 	<ul style="list-style-type: none"> Discuss career options in the Accounting sector. Self-evaluate personal compatibility to careers in this sector. Self-assess skill 	<ul style="list-style-type: none"> Willingness to self-assess your motivation to pursue a career in Accounting. Awareness of the important role that women play



	<p>career options in Maths (Accounting).</p> <ul style="list-style-type: none">• Theoretical knowledge of national and EU programmes for women in Maths (Accounting).• Theoretical knowledge of personal traits required for career success in this sector.	<p>limitations for a successful career in Accounting.</p> <ul style="list-style-type: none">• Develop an education and profession plan for success in the Maths sector.• Discuss different careers within Maths, specifically Accounting.• Research successful female role models in Accounting.• Solve challenges to build resilience when planning a career in Accounting.	<p>in Accounting.</p> <ul style="list-style-type: none">• Willingness to research career options in Accounting.• Openness to share what has been learned and shared with other female professionals in a network.• Willingness to engage in the wider female networks in the Accounting sector.• Readiness to self-evaluate to identify skills and attributes needed to succeed in the Accounting careers.
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As a self-assessment for this WebQuest, complete the following questions below:

1. Maths is defined as “the study of letters, words, and language using reason and usually a special system of grammar rules for organizing them” (Cambridge Dictionary). – True or False?

Answer: **FALSE**

2. According to a report by Eurostat (2020), women make up:
 - a) two-thirds of labour employees in legal and accounting jobs across the European Union.
 - b) one-quarter of labour employees in legal and accounting jobs across the European Union.
 - c) half of labour employees in legal and accounting jobs across the world.
 - d) two-thirds of labour employees in legal and accounting jobs across Cyprus.

Answer: **(a)**

3. Which women ethnic group is least represented of the global labour force in accounting?
 - a) Asian
 - b) White
 - c) Latinas
 - d) Black

Answer: **(c)**

4. According to Eurostat 2020, which European country has the most women employees in legal and accounting jobs?
 - a) Finland
 - b) United Kingdom
 - c) Italy
 - d) Norway

Answer: **(a)**





5. Which of the following traits are common among accountants?
- a) Analytical thinking
 - b) Quantitative thinking
 - c) Problem-solving
 - d) All of the above

Answer: **(d)**

CONCLUSION

Congratulations! Career planning is a method that helps you identify, plan and succeed in your goals. This method starts with defining your objectives which are based on your interests, competences, and skills. It is important to have coherent and concise objectives and an appropriate plan to achieve them. By drawing up your Career Model Canvas, you have ultimately written a career plan with clear reflections on what you plan to achieve.

By completing this WebQuest, you have gathered the necessary knowledge and experience in how to plan your career in maths, with a glimpse into Accounting. This sector is a promising and exciting industry to work in and you have the skills to bring excellence, innovation, creativity and so much more to the table. Female accountants have the understanding and power to revolutionise the accounting sector and re-imagine the sector with a plethora of new ideas. As an accountant, you may have the opportunity to make a difference in the world of finance! What's stopping you? Nothing! Get started on your new career move today!



Photo by Sora Shimazaki from Pexels

"There is no limit to what we, as women, can accomplish."

- Michelle Obama

