

first...

it's about who you are: an essential guide for young people seeking employment

learningforlife exploring core values

Learning for Life aims to develop the character of young people in the UK. We believe that an individual's character is just as important as their academic abilities. Through developing resources and conducting research, the organisation hopes to support families, schools, universities and employers to build and strengthen the character of the young people in the UK.

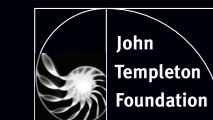
Want to find out more?

Please visit the Learning for Life website for more resources like this one:

www.learningforlife.org.uk or to find out more about Learning for Life please contact Elizabeth Melville on 01227 782851 elizabeth.melville@canterbury.ac.uk

You can write to Learning for Life at Canterbury Christ Church University Canterbury, Kent CT1 1QU

WE WOULD LIKE TO THANK THE YOUNG PEOPLE AND TEACHERS IN THE HODGE HILL CONSTITUENCY WHO HELPED US TO DEVELOP THIS GUIDE.



Honesty

THE ABILITY TO BE TRUTHFUL, SINCERE AND FAIR

"Truth never damages a cause that is just." Mahatma Gandhi

Are you honest?

Give an example of when you told the truth even when it was easier not to

Give an example of when you were really honest about yourself

Give an example of when you gave someone good, honest and constructive feedback

IT IS ABOUT BEING NOT ONLY HONEST TO OTHERS YOU WORK WITH BUT ALSO ABOUT BEING HONEST TO YOURSELF.

Tolerance

THE ACCEPTANCE OF DIFFERENCE

"I used to think anyone doing anything weird was weird. Now I know that it is the people that call others weird that are weird." Sir Paul McCartney

Are you Tolerant?

Give an example of when you worked successfully in a team with people who were different from you

Give an example of when you accepted everyone as equal

Give an example of when you showed interest in other people's points of view even when they were very different from you own

THE TRUE TEST OF TOLERANCE AT WORK IS WORKING SUCCESSFULLY WITH ALL OF YOUR COLLEAGUES.

Compassion

THE DESIRE TO HELP OTHERS

"We live very close together. So, our prime purpose in this life is to help others. And if you can't help them, at least don't hurt them." The Dalai Lama

Do you have Compassion?

Give an example of when you helped someone else before yourself

Give an example of when you were supportive and understanding when someone else was in difficulty

Give an example of when you were generous with your time and money

THE TRUE TEST OF COMPASSION AT WORK IS TREATING OTHERS IN THE SAME WAY YOU WOULD LIKE TO BE TREATED.

Sense of humour

THE ABILITY TO FACE DANGER, DIFFICULTY, UNCERTAINTY AND FEAR

"A sense of humour is part of the art of leadership, of getting along with people, of getting things done" Dwight D Eisenhower

Do you have a Sense of Humour?

Give an example of when you made a joke that made a situation better

Give an example of when you were positive even when things were going wrong

Give an example of when you did not take yourself too seriously

THE TRUE TEST OF A SENSE OF HUMOUR AT WORK IS ABOUT RECOGNISING WHEN THINGS ARE FUNNY AS WELL AS WHEN THINGS ARE SERIOUS.

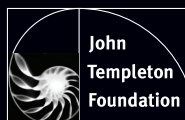
Character first...

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"Our challenges may be new. But those values upon which our success depends - honesty and hard work, courage and fair play, tolerance and curiosity - these things are old. These things are true."

Barak Obama Inauguration Speech, January 2009

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...it's about who you are.

DO YOU KNOW WHAT EMPLOYERS ARE REALLY LOOKING FOR IN THE PEOPLE THEY RECRUIT?

ARE YOU LOOKING FOR A JOB?

If you thought getting a good job is just about the quality and quantity of your exam results – then you should read this guide. You might well be surprised.

YOU MIGHT BE GOOD AT **I.T.** BUT HAVE YOU GOT **INTEGRITY**?

Employers are not only interested in how intelligent you are, but who you are, your character.

They want to know that you have the skills for the job but also certain key values and virtues.

They want to know that you have **courage** to take on new challenges, a **sense of humour** and **compassion** to build relationships at work and the **integrity** to carry out the job **honestly**.

READING THIS GUIDE COULD BE THE FIRST STEP ON YOUR JOURNEY TO GETTING YOUR DREAM JOB.

Talent means much more to us than simply getting good grades at school or college. We recruit people who have the courage and integrity to face difficult challenges head on, rather than taking the easiest pathway. We look for evidence that applicants have stood up for something they believe in. Our strong reputation depends on our people sharing in these core values.

Kate Waring,
Student Recruitment Manager,
PricewaterhouseCoopers LLP

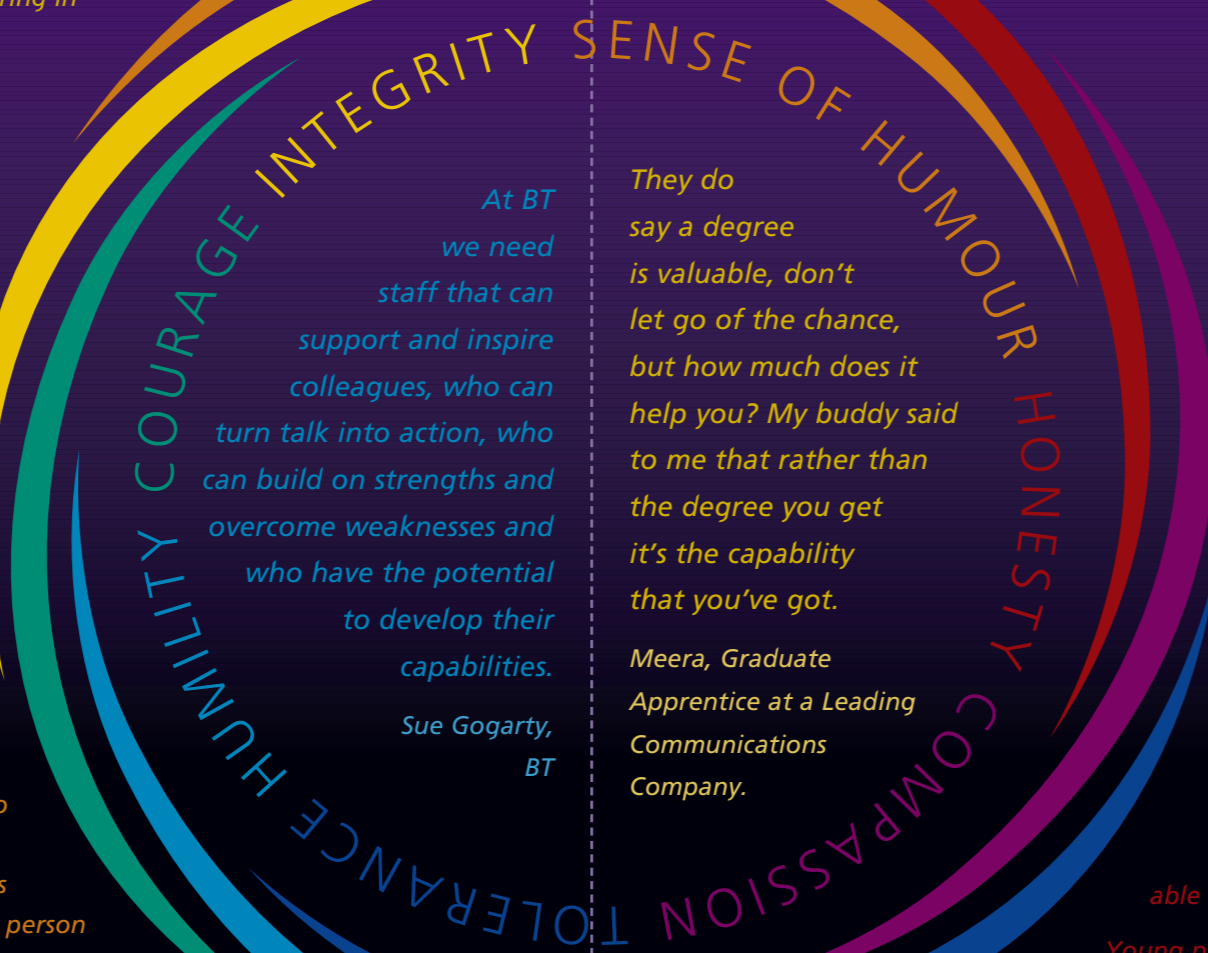
Our skills may change but education of our character can last and shape a lifetime. As the challenges confronting the world grow more complex, the development of our young people's inner selves has never been so vital

Liam Byrne MP

People should not just look at your qualifications when choosing who they want for a job. It is important to know how a person really is. I think it's most important that you know what a person is like on the inside.

People should act with dignity and respect. If they are trustworthy and kind to others and treat everyone equally, without discrimination or prejudice, that's the sort of person that should get the job.

Samsam Farah, Hamilton College



At BT we need staff that can support and inspire colleagues, who can turn talk into action, who can build on strengths and overcome weaknesses and who have the potential to develop their capabilities.

Sue Gogarty,
BT

They do say a degree is valuable, don't let go of the chance, but how much does it help you? My buddy said to me that rather than the degree you get it's the capability that you've got.

Meera, Graduate
Apprentice at a Leading
Communications
Company.

Young people can help kick-start their career by working on the employability skills they will need in the workplace before they leave full-time education. They can do this by getting work experience or doing a part-time job, or by taking advantage of work and enterprise education courses at schools, colleges and universities.

Susan Anderson, Director, Education and Skills, CBI

I personally don't think that your employers are going to want you to be very, very clever. People are chosen because of their personality and character.

Alexander,
Third Year Student at a London University

If qualifications and training alone made one suitable for a job, there would be no need for an interview!

Tom Kimber,
Kings College Cambridge

You need to have a good character and personality to have an enjoyable life and good job.

Jordan Kerr,
St Kentigern's Academy

It is vital that young people set out on their career with a positive attitude, aware of the skills that employers require and able to demonstrate them from the start.

Integrity

THE POSSESSION OF FIRM PRINCIPLES

Do you have integrity?

Give an example of when you did the right thing even when it was not the easiest thing to do

Give an example of when you have stuck to your principles even when it was hard to do so

Give an example of when you have suffered consequences rather than make a compromise

THE TRUE TEST OF INTEGRITY AT WORK IS IF YOU ARE WILLING TO DO THE RIGHT THING - EVEN IF NOBODY IS WATCHING.

Courage

THE ABILITY TO FACE DANGER, DIFFICULTY, UNCERTAINTY AND FEAR

Are you Courageous?

Give an example of when you have faced your fears

Give an example of when you have not followed the crowd but had the strength to do your own thing

Give an example of when you were brave enough to stand up for your principles even when you knew they would be unpopular

THE TRUE TEST OF COURAGE AT WORK IS FEELING THE FEAR OF FAILURE, BUT STILL HAVING A GO.

Humility

THE ABILITY TO BE MODEST AND RESPECTFUL

Have you got Humility?

Give an example of when you have achieved something good but not told people about it

Give an example of a time when you congratulated someone else for something they had achieved rather than felt jealous of them

Give an example of when you have gone out of your way to help someone else

THE TRUE TEST OF HUMILITY IS IF YOU CAN GET A JOB DONE WELL WITHOUT DRAWING ATTENTION TO YOURSELF.

Once the game is over, the king and the pawn go back in the same box.
Italian proverb

I think values are increasingly prominent and important when preparing for employment; they help contribute to a person's character.

Core values enable a person to enter the world of work with the correct frame of mind and ensure they embark on their journey of employment with the skills demonstrated by the values.

Natasha Templeton
Trinity Academy