

GRADUATE TRANSITION MODULES

BUILDING SUCCESSFUL AND SUSTAINABLE CAREERS

Together with advances in science, technology and COVID-19 the world has changed forever. Graduates entering the workforce are entering a very different environment from previous entrants.

While many of the fundamental principles of adapting to working life still apply, we need to step back, reflect, and think about how graduates will adapt to their new careers in a post-COVID-19 world.

Now more than ever, leaders are called upon to support their graduates in a way that sustains wellbeing and allows them to view their careers through a long-term lens.

With a sharp increase in mental health assistance requests, it is imperative that workplaces implement proactive mental health and wellbeing initiatives that build capability and sustainability.

“ By supporting individuals early in their career, the tone is set for the way in which the organisation supports its people now and into the future, and allows graduates to shape their working life in a sustainable and healthy way.



GRADUATE MODULES OVERVIEW

We know that managing transitions is the new core workplace skill. The three graduate modules presented below provide your graduates with an opportunity to learn techniques that they can apply to the transition from university to working life and beyond.

01 BEGIN



ENTRY POINT

Understanding
Transition

02 PAUSE



3-6 MONTHS

Skills for
Transition &
Transformation

03 REFLECT



12 MONTHS

Building
Sustainable &
Successful
Careers

WHAT YOU GET

- Three x 1.5 hour workshop/webinars, including Q&A facilitated by a registered psychologist.
- Electronic copy of the slides for each presentation.
- Resource sheet (i.e. checklists/guidelines for reference after the training).
- Comprehensive list of freely available resources.

01 BEGIN:

MODULE 1

INTRODUCTION: WHAT IS TRANSITION?

ENTRY POINT

UNDERSTANDING TRANSITION

In this 1.5 hour workshop/webinar, Transitioning Well will provide graduates with insights, frameworks and tools focussed on transition with direct applications to working life.

A transition is measured by the degree of change experienced in one's role, relationships, routines and assumptions (Schlossberg, 2011). The transition into one's first job has a clear impact on all four of these domains. Using Schlossberg's 4S system for Transition Success, graduates will be provided with a framework to better navigate the transition from university to full-time work. Taking the time to unpack the nature and impact of transitions provides graduates with opportunities to leverage their strengths and establish a 'new normal'.



Graduates will have the opportunity to complete The Transition Guide prior to the session and come together to:

- Develop an understanding of the difference between transition and change, and the psychological processes of transition.
- Explore their individual strengths and opportunities in relation to this transition (using their customised report).
- Unpack new strategies and skills through sharing of best-practice and practical discussion, and develop an individual action plan.
- Establish foundational awareness and knowledge to set them up for future life and work transitions.

02 PAUSE:

MODULE 2

SKILLS FOR TRANSITION AND TRANSFORMATION: LIVING A SUSTAINABLE AND INTEGRATED LIFE

3-6 MONTHS

SKILLS FOR TRANSITION & TRANSFORMATION

In this 1.5 hour workshop/webinar, Transitioning Well will shift focus from the immediate experience of the graduate transition to a reflection on life and work transitions across the 'whole career', with the aim to set graduates up for success right from the beginning of their career.

There have been dramatic changes in how we live and work, and also on how long we live and work. Many of us will work until we're 80 years old or more, so retirement and life-stages are being redefined. To live and work sustainably we need transformation skills to take us the distance, and transition skills to move us through a 'multi-stage life'. This workshop will introduce your graduates to ideas they have probably not considered such as how can they build not only a successful career but one that is sustainable through the twists and turns of life.



Graduates will have the opportunity to come together to:

- Reframe their career as a marathon not a sprint, integrating new phases into their lives, and embracing the skills needed to consistently transform themselves.
- Develop the key skills and knowledge required to support them throughout the transition process, based on productive, vitality and transformational assets.
- Explore how their individual strengths (identified in Module 1) may assist them to navigate transitions across the lifespan.

03 REFLECT:

MODULE 3

BACK TO BASICS: MENTAL HEALTH & WELLBEING FUNDAMENTALS. HOW TO SUSTAIN OUR MENTAL AND PHYSICAL WELLBEING.

12 MONTHS

BUILDING SUSTAINABLE & SUCCESSFUL CAREERS

In this 1.5 hour workshop/webinar, Transitioning Well will provide graduates with practical tools to build sustainable and successful careers including routines and habits that are proven to sustain physical and mental health.

Learning to sustain our wellbeing over the long term supports our sense of wellness to meet the demands of work and home life. Equipping graduates in a very practical way, this workshop provides evidence-based strategies for proactively maintaining good wellbeing including self-awareness, setting and holding boundaries, wellbeing strategies for work and life, and tactics to support concentration. We also discuss the use of micro-steps to create lasting change, and provide guidance for establishing care and support into the future.



Graduates will have the opportunity to come together to:

- Discuss the fundamentals of wellbeing and flourishing, straight from the wellbeing science literature.
- Explore the psychology of habits and why it's important to set them up in early career.
- Unpack a toolkit of evidence-based wellbeing habits and helpful thinking styles that can be applied to both work and life.
- Identify a range of resources, where to access support and the importance of accessing support early.

To book the Graduate Transition Modules for your workplace or to find out more information please contact:

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