

EARLY IN CAREER WELLBEING

GRADUATE TRANSITION PROGRAM



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Supporting people early in career, sets the tone for how organisations can enable graduates to shape their work and life in sustainable and healthy ways.

Graduates stepping into the workforce today are entering a very different work environment from their predecessors.

While the fundamental principles of adapting to working life still apply, many organisations are grappling with how they can create a work environment where young workers are supported to create the foundations for a safe, successful, and sustainable career.

Built from years of supporting early career professionals, alongside a review into their changing needs and expectations, Transitioning Well has designed this program to provide targeted support for graduates and their leaders during this significant transition.

 transitioningwell.com.au

PROGRAM OVERVIEW

Leader Series (Self-Paced E-Learning)

Delivered at entry point and designed with busy people in mind, these bite-sized (less than five-minutes) videos cover five domains that form the foundations of supporting early career wellbeing and the important role of leaders.

- 1: Understanding generational perspectives.
- 2: Facilitating a 'Graduate Immunity'* phase.
- 3: Cultivating psychological safety.
- 4: Mitigating psychosocial hazards in early career.
- 5: Encouraging supportive pathways.

Format: Introduction video including 5 x bite-sized (less than five-minutes) videos and accompanying tip sheets.

Graduate Modules Overview (Facilitator-Led Learning)

Delivered around the critical points of transition, the three graduate modules are designed to protect and promote early in career wellbeing across the transition.

- **Module 1: Begin** – ENTRY POINT – Changeability: Unpacking the nature and impact of transition
- **Module 2: Pause** – FIRST ROTATION – Adaptability: Building skills for Career Adaptability
- **Module 3: Reflect** – EXIT POINT – Sustainability: Setting up lasting and successful careers

Format: Three x 1.5-hour workshop/webinars and accompanying tip sheets.

ORGANISATIONAL BENEFITS



- **Accelerate the transition** by preparing graduates for the workforce faster.
- **Cultivate sustainable work practices** that retain talent and protect mental health and wellbeing.
- **Differentiate as an employer of choice**, appealing to future generations with innovative support.
- **Mitigate risks** and promote occupational health and safety with targeted support for graduates.



MORE ABOUT THE PROGRAM . . .

Leader Modules

Self-Paced Learning Delivered at Entry Point

Leaders play a pivotal role in shaping the graduate experience, particularly as young professionals integrate into teams navigating unprecedented workplace changes. Their influence is key in shaping the overall workplace atmosphere and fostering a sense of belonging among early career employees.

Amidst opportunities for growth, development, and innovation, there is a parallel demand for personalised support and guidance to help individuals acclimate to the evolving 'new normal' of working life.

1: Understanding generational perspectives

Consider the generational context and develop practical strategies for optimising communication and connection.

2: Facilitating a 'Graduate Immunity'* phase

Develop tools to support a ramp-up of task allocation and responsibilities that promotes skills development, reduces stress, and enhances a successful transition.

3: Cultivating psychological safety

Explore ways to create psychologically safe work environments with reference to the needs of early career employees as they enter the workforce.

4: Mitigating psychosocial hazards in early career

Provide insights and practical strategies to help mitigate identified psychosocial hazards unique to younger workers.

5: Encouraging supportive pathways

Encouraging graduates to use the multiple layers of support available, and nurture these relationships into early career.

** The 'Graduate Immunity' phase is the time given for graduates to acclimate to a new role, whether immediately upon entry or in subsequent rotations. Our research indicates that effectively onboarding graduates during this phase offers a protective shield against identified risks, promoting a successful transition.*

GRADUATE MODULES OVERVIEW: FACILITATOR-LED LEARNING DELIVERED AT CRITICAL TRANSITION POINTS

01 BEGIN

MODULE 1: Entry Point

¹Schlossberg, Nancy. (2011). *The challenge of change: The transition model and its applications. Journal of Employment Counseling, 48(4), p.159-162.*

CHANGEABILITY: UNPACKING THE NATURE AND IMPACT OF TRANSITION

In this 1.5-hour module, Transitioning Well will equip graduates with insights, frameworks, and tools directly applicable to the early career transition. Utilising Schlossberg's 4S system for Transition Success¹, graduates will gain a framework to navigate transitions, leveraging strengths and establishing 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.
- Explore their individual strengths and opportunities in relation to this transition (using their customised report).
- Consider key evidence-based strategies and skills important for: new roles (e.g. 'small fish in big pond'); new relationships (e.g. communicating across multiple generations); new routines (e.g. setting up for hybrid work success) and changing assumptions (e.g. how feedback is delivered in the workplace).
- Develop a personalised Action Plan based on the foundational knowledge of life and work transitions that will be revisited, revised, and optimised across the series.

02 PAUSE

MODULE 2: First Rotation

²Savickas M. L. (2005). *The theory and practice of career construction. In Brown S. D. & Lent R. T. (Eds.), Career development and counseling: Putting theory and research to work (pp. 42–70). Wiley.*

ADAPTABILITY: BUILDING SKILLS FOR CAREER ADAPTABILITY

In this 1.5-hour module, Transitioning Well will shift focus from the immediate transition to the first rotation, emphasising the importance of building Savickas² Career Adaptability skills throughout one's career. The workshop introduces graduates to tools for navigating constant change and non-linear career journeys, fostering skills for adaptability across the whole of career.

Graduates will have the opportunity to come together to:

- Understand Career Adaptability, and why 'AQ' (Adaptability Quotient) is the ultimate companion to IQ (Intelligence Quotient) and EQ (Emotional Quotient).
- Explore Career Adaptability components (Concern, Control, Curiosity & Confidence) with particular focus on key graduate program transitions (e.g. business unit rotations).
- Apply these skills through interactive case studies exploring common scenarios faced by graduates including low confidence and rotation uncertainty.
- Explore how their individual transition strengths (identified in Module 1) and Career Adaptability components can be integrated into their Action Plan.

03 REFLECT

MODULE 3: Exit Point

SUSTAINABILITY: SETTING UP LASTING AND SUCCESSFUL CAREERS

In this 1.5-hour module, Transitioning Well will provide graduates with practical tools to set up lasting and successful careers. Against the backdrops of transition success and Career Adaptability, a focus on sustainable careers helps graduates to remain employable, healthy, and productive, doing work that also 'fits' with their personal lives. This concluding module provides practical evidence-based strategies for proactively maintaining a sustainable approach to work and life wellbeing.

Graduates will have the opportunity to come together to:

- Discover the knowledge base around sustainable careers.
- Lay the foundations of sustainable careers using guided self-reflection exercises that explore career-related beliefs, purpose, interests, and values.
- Explore how career sustainability intersects with health, wellbeing and thriving in work and non-work areas of life.
- Identify how to maintain a continuous learning mindset.
- Recognise the psychosocial hazards that may disrupt their capacity to sustain a career over the long term and determine strategies to overcome them.
- Complete their Action Plan with final opportunities for reflection and goal setting, alongside identification of wellbeing priorities and support needs.

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

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GRADUATE TRANSITION PROGRAM



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Graduates stepping into the workforce today are entering a very different work environment from their predecessors.

While the fundamental principles of adapting to working life still apply, many organisations are grappling with how they can create a work environment where young workers are supported to create the foundations for a safe, successful, and sustainable career.

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- **Module 1:** Understanding the ‘Graduate Immunity’* Phase
- **Module 2:** Cultivating Psychological Safety in Early Career
- **Module 3:** Mitigating Psychosocial Hazards in Early Career
- **Module 4:** Managing a Multigenerational Workforce
- **Module 5:** Supportive Pathways in Early Career

Format: Introduction video including 5 x bite-sized (~5-minute) videos and accompanying tip sheets.

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