



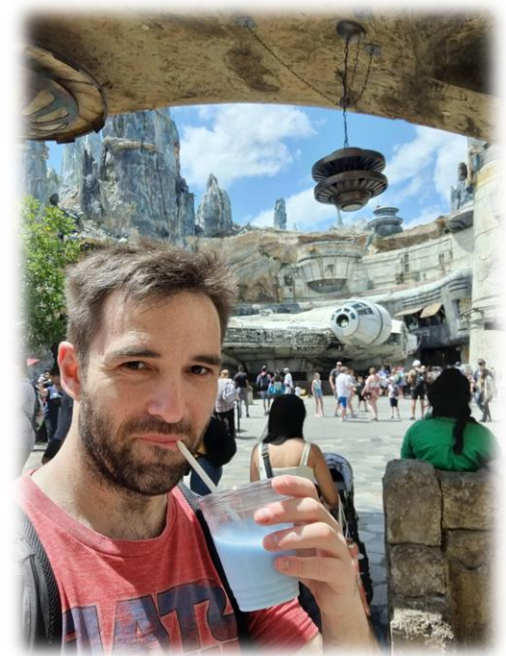
Přemysl Gubani



Head of Career Centre CZU



Executive Assistant of Myself



What are students' needs in the 21st century?



- **Career Direction & Exploration** – Clarifying goals and exploring career paths.
- **Job Market Orientation** – Understanding opportunities and how to access them.
- **CV & LinkedIn Improvement** – Creating strong materials and an online presence.
- **Interview Preparation** – Building confidence and communication skills.
- **Strengths Mapping** – Identifying and presenting personal strengths.





"I want my résumé to be the one you remember. It's also available as a music video, interpretive dance, and a haiku."

Future

- **Changing jobs and fields several times**
- **New jobs – AI revolution; robots, green jobs**
- **Career over 60**
- **Global careers**



Employability Skills



Leadership

Planning

Self-management

Teamwork

Business awareness

Communication

Creativity

Initiative



Persistent Career Myths



The way people think it looks:



How it can also look:



“We still teach students to plan careers as if the world were predictable.”

From Control to Curiosity: Two Theories That Changed How I Teach Careers



Chaos Theory of Careers

The world of work is **complex, changing, and unpredictable.**

- Small events can create big shifts (**The Butterfly Effect**).
- The goal is not control, but **adaptability.**

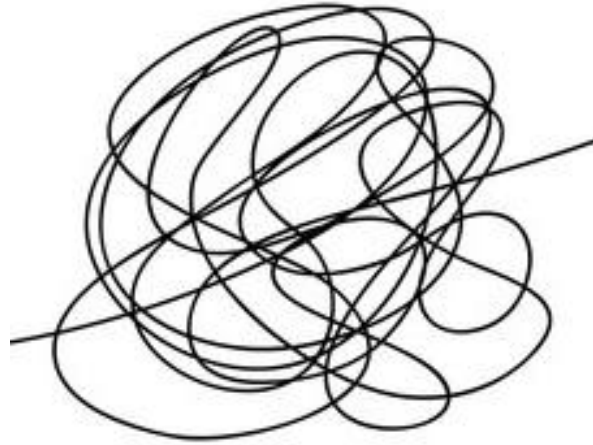
Pryor & Bright

Happenstance Learning Theory

Unplanned events are not accidents – they are opportunities to learn and grow.

- Happenstance means learning to create your own luck through **curiosity, openness, and readiness to act.**

Krumboltz



Out of **chaos**, a Career seminar
emerges.

Shift happens, and the course changes.



CAREER SEMINAR – What We Have Piloted So Far:



3 Universities:



3 Formats:

NAME: DURATION: STUD.(COURSES):

Short 2*180 60 (2)

Half 6*90 90 (3)

Full 12*90 110 (6)

11

Pilots



How We Evaluate



QUALITATIVE

Open reflections

What did you learn?

What could we do differently next time?

Would you recommend the faculty to continue offering this course? Why?

This course gave me a push. I realised a career isn't about waiting for luck — it's about knowing yourself and shaping your own opportunities.

Student, Environmental Sciences

QUANTITATIVE

CDSE (Taylor & Betz)

CDSE SF	PRE		POST		Cohen
Domain	M1	SD 1	M2	SD 2	d
Self-Appraisal	3,0	1,0	3,7	0,8	0,7
Occupational Info	2,9	0,9	3,8	0,9	1,0
Goal Selection	3,0	1,1	4,1	0,8	1,1
Planning	3,2	1,1	4,0	0,8	0,8
Problem Solving	2,9	1,2	3,9	0,7	1,0
Total (25 items)	3,0	1,1	3,9	0,8	0,9

Cohen's d effect size guide

0,2 Small → 0,5 Medium → 0,8 Large → 1,2 Very large →



Cohen d comparison CDSE SF	SHORT	HALF	FULL STEM	FULL HUMANITIES
Domain	d	d	d	d
Self-Appraisal	0,2	1,3	0,7	1,1
Occup. Info	0,5	0,9	1,0	1,1
Goal Selection	0,3	0,5	1,1	0,9
Planning	0,3	0,9	0,8	1,1
Problem Solving	0,5	0,7	1,0	0,8
Total (25 items)	0,4	0,9	0,9	1,1

Cohen's d Effect size guide

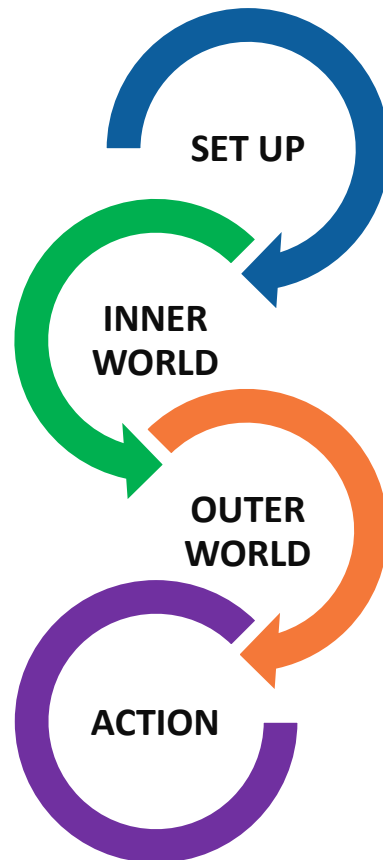
0,2 Small → 0,5 Medium → 0,8 Large → 1,2 Very large →



Career Seminar – Latest Iteration

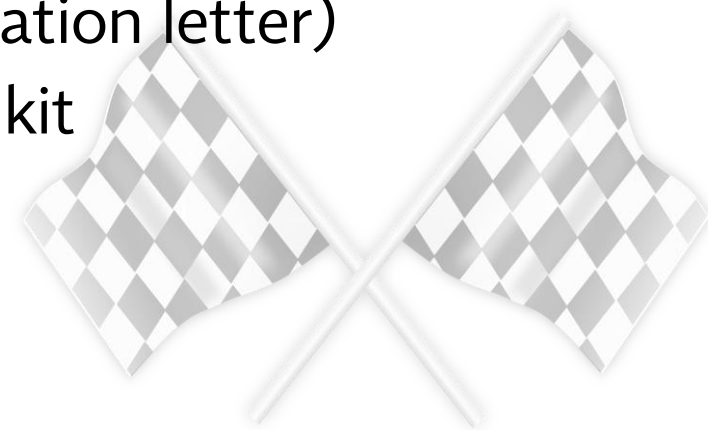


Content



Completion Requirements

- **2-5 Career Talks**
- 3-month idea plan
- Letter to my future self (motivation letter)
- Chaos kit



Inner World: Understanding Yourself



Work values

WANDERING MAP

DELI

Patterns

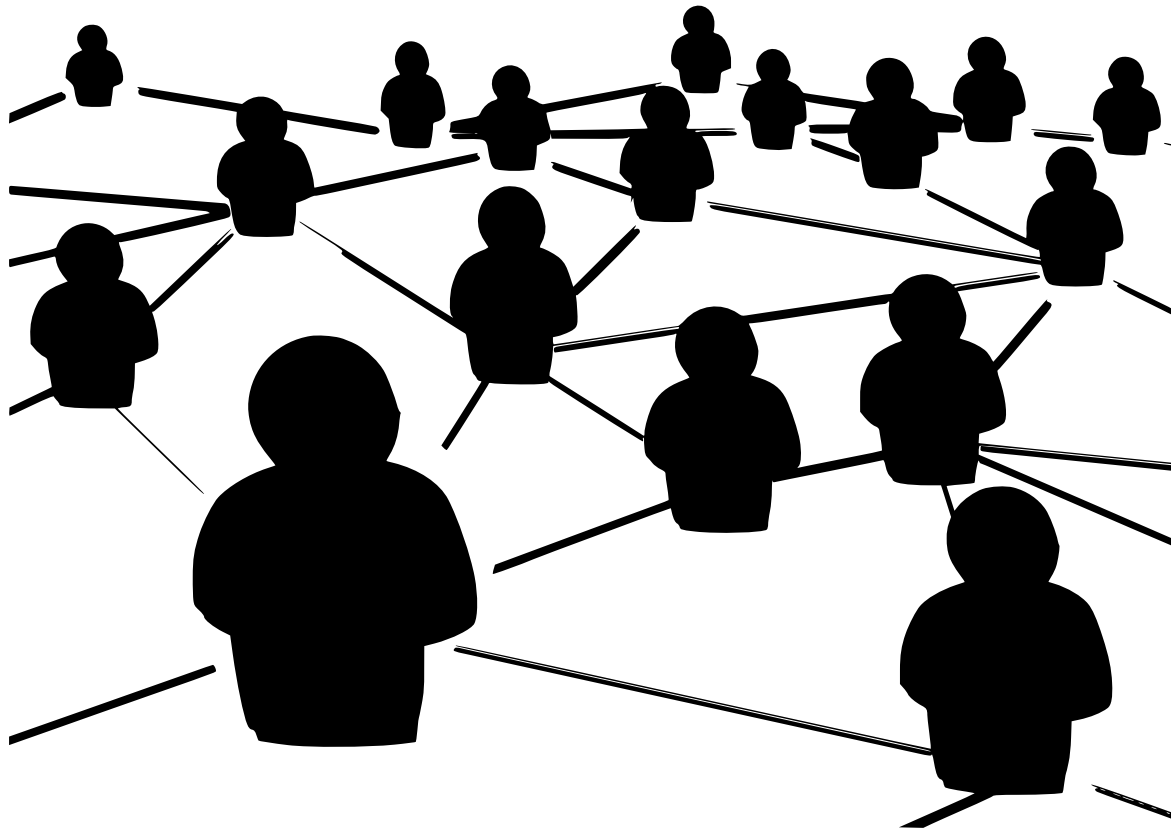
Goals

Odyssey Plan

Plan B

Goal: To know there are many possible options.

Outer World: Exploring the Landscape



Planned chance events

Elevator pitch

Career fairs

Networking

Linked in

Research gate

List of interesting people

Goal: To find how to borrow someone's brain.

Action: Experiment and Connect



Cool questions

Positive uncertainty

Obstacles in our minds

CHAOS KIT

Goal: To overcome
a million reasons *why not*.

How we work in the course



Think it through

They think about it.



Write it down

They write it down in their workbook.



Say it aloud

They explain it to a peer.

Workbook – Handouts - Homework

FUTURE

COURSE FOR INTERNATIONAL STUDENTS

TRAIN MORE PEOPLE TO SPREAD CHAOS

WORKBOOK 2.0

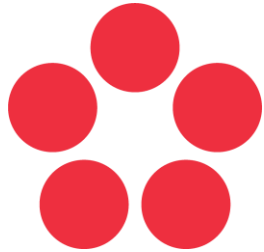
Thank you?

You are welcome

x

I am sorry

Ing. Alena Čarvašová, Ph.D.



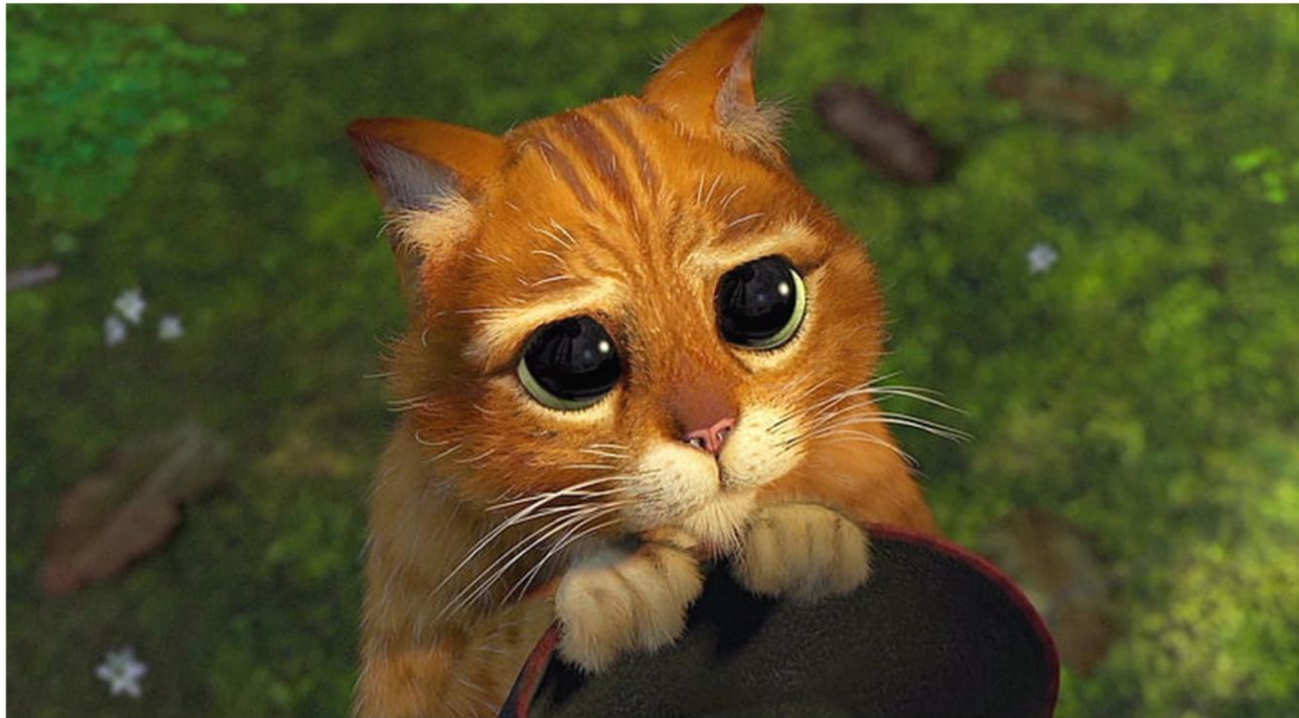
Jihočeská univerzita
v Českých Budějovicích
University of South Bohemia
in České Budějovice

- **Career Advisor JU Career Centre,**
 - *Offering career counselling, mentoring, and workshops for students and professionals.*
- **Assistant Professor at the Faculty of Economics,**
 - *Career & Personal Growth Management, Managerial Communication.*
- **„Entrepreneur, lecturer and consultant** since 2006, including projects with SMEs, start-ups and disadvantaged groups.“
- **„Researcher** in international teams: career topics, soft skills for careers, and gender in the labour market"



What do you think about this course?

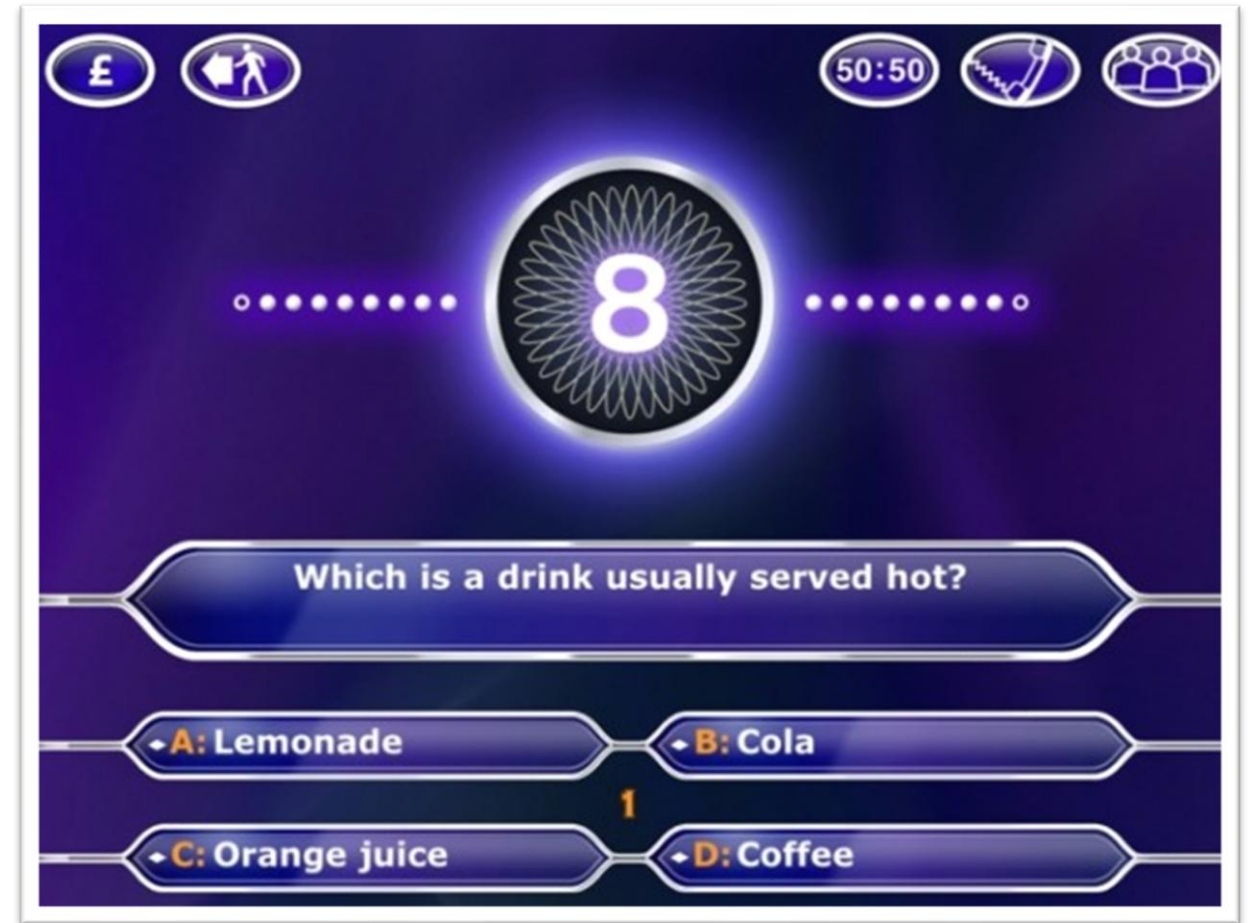
How do you think your students would perceive it?



What do students need nowadays?

What can help our international students?

Challenges ahead of our international and domestic students regarding their Careers.



Do such programmes of career education have a place in HE?

WHY YES?

WHY NO?

