



**Women's Initiative  
for New Growth and Skills  
Empowering Migrant Careers**

Project 2024-1-DE02-KA220-ADU-000247718



**Co-funded by  
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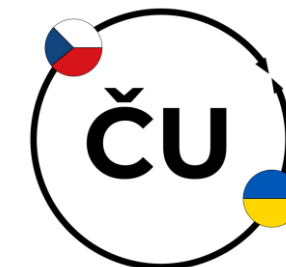
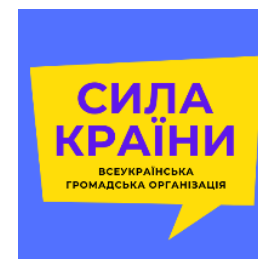
**Comprehensive Integration Learning Program  
"Leap Forward: Women's Career Transformation" for Adult  
Women - Forced Migrants**

Lesson 4:

# Career Planning in Times of Uncertainty

**WINGS: Women's Initiative for New Growth and Skills - Empowering Migrant Careers**

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# Career Planning in Times of Uncertainty

Practical tools and strategies for building a strong and meaningful career path  
during periods of change



# Today's Journey

01

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## Understanding the Current Situation

Discovering your story and strengths

02

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## Determining Your Values

Defining what is important to you

03

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## Scenario Thinking

Planning for different future possibilities

04

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## Goal Setting

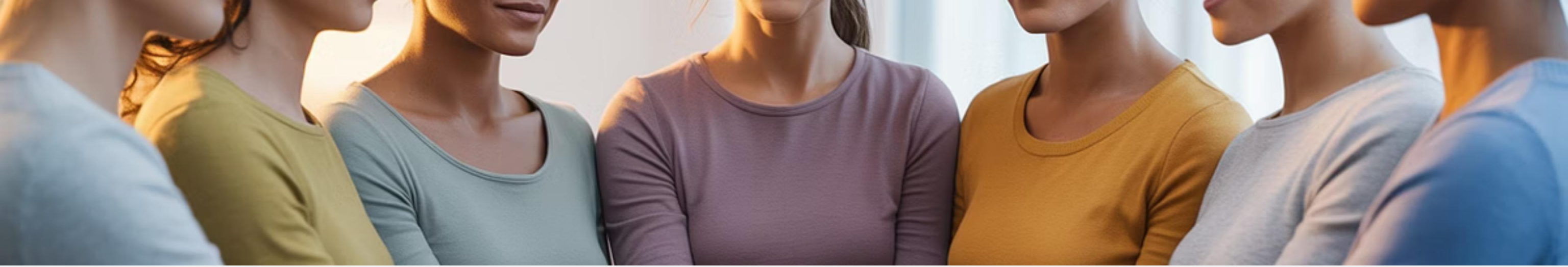
Creating realistic and achievable goals

05

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## Action Plan

Starting to take concrete steps



# Your Story Matters

Each of you has come here with unique experiences, talents, and dreams. The challenges you have faced have not weakened you – on the contrary, they have revealed your inner resilience and adaptability.

In this session, you will learn to transform your past experiences into strength and to chart your own path in a world full of uncertainties. Remember: Making a new beginning is not starting from scratch. Everything you bring with you is a valuable resource for building your future.

# What is Uncertainty and Why is it Normal?

## The Nature of Uncertainty

Uncertainty is the state where the future cannot be fully predicted. Especially during the process of adapting to a new country, many factors such as language, culture, job market, and social environment create uncertainty.

However, uncertainty also means **possibility**. Every uncertain situation opens the door to new opportunities.

## Coping with Uncertainty

- Identify what is within your control
- Take small, concrete steps
- Build support networks
- Develop flexibility and adaptability skills
- Be patient with yourself

# Stages of Change



All these stages are normal, and everyone progresses at their own pace. No matter what stage you are in, you are making progress.



# Emotional Resilience Reflection

Begin your inner journey by using these reflection questions and exercises to strengthen your emotional resilience in uncertain times. This personal work you do on your own will help you stand stronger against challenges.

## 1 What challenges have made me stronger?

Think about the situations you faced and overcame in the past. What lessons did these experiences teach you?

## 2 What do I feel right now, and why?

Recognize your emotions and accept them without judgment. Try to discover the underlying reasons for these feelings.

## 3 What things are within my control?

Shift your focus from things you cannot change to those you have influence over, and concentrate on them.

## 4 How can I take better care of myself?

Identify small steps to support your physical, mental, and spiritual well-being.

# Strength Resources Map

With this interactive exercise, create your own resilience map by visualizing your internal and external resources that support you in times of uncertainty. This is a practical tool that will help you recognize the strength you possess.



## Identify Your Support Network

Think about your family, friends, mentors, and other people who support you. These relationships are among your most important sources of strength.



## List Your Personal Skills

What are you good at? Which skills are you proud of? Identify the areas where you feel powerful.



## Discover Your Inner Resources

Review your internal strengths and values such as your education, experiences, determination, and endurance.



## Create Your Map

By bringing all these elements together, visualize your personal strength resources map that you can refer to in challenging times.





# Personal Situation Assessment

The first step in career planning is to understand where you are currently. This includes not only your professional skills, but also your life situation, values, and priorities.

## Skills and Experience

What jobs have you worked in before?  
What skills do you possess? What are your technical, social, and organizational abilities?

## Life Situation

Do you have a family, children, or care responsibilities? What is your flexibility in terms of time and location?

## Resources and Support

What support do you have access to?  
What are your social network, financial situation, and educational opportunities?

# Discover Your Strengths

Every skill you've developed in the face of challenges is a resource that will empower you on your career journey. Here are some strengths many refugee women possess but may not be aware of:



## Resilience

The strength to cope with difficulties and recover



## Adaptability

The ability to quickly adjust to new situations



## Intercultural Awareness

Understanding and communicating with different cultures



## Multitasking

Balancing many responsibilities simultaneously

# Recognize Your Values

Values are your compass, guiding what is important to you in life. When you align your career decisions with your values, you create a more fulfilling and meaningful path.

Values differ from person to person. For some, **family time** is most important, while for others, **financial security** or **personal development** takes priority. There are no right or wrong values – only your values.



# Common Career Values



## Family and Work-Life Balance

Quality time with loved ones, flexible working hours



## Personal Growth

Learning new skills, self-improvement, career advancement



## Creativity

Generating new ideas, originality, artistic expression



## Financial Security

Stable income, ability to comfortably support your family, saving



## Contribution to Society

Helping others, making a meaningful impact, social benefit



## Achievement and Recognition

Performing well, being appreciated, gaining status

# Value Identification Exercise

Determine your own values by considering the following questions:

1. What are the three indispensable things for you in a job?
2. What does your ideal workday look like?
3. When you look at yourself in 5 years, what achievements would you be proud of?
4. What topics are you unwilling to compromise on?
5. What do you think motivates you the most?

Your answers to these questions will reveal your most important values.

## Tip

Write down your values on a piece of paper and prioritize them. Your top three values should be your main guide in career decisions.



# Scenario Thinking

## Preparing for Different Futures

In uncertain times, a single plan may not be enough. Scenario thinking allows you to imagine different future possibilities and be prepared for each of them.

# What is Scenario Thinking?

Scenario thinking is a method of imagining multiple possible future situations and planning accordingly. This approach provides flexibility and prepares you for unexpected changes.



## Optimistic Scenario

What if everything goes as planned?



## Realistic Scenario

What will most likely happen?



## Challenging Scenario

What if obstacles arise?

# Career Scenarios in Turkey

## Scenario 1: Quick Job Placement

You improve your Turkish and find a job suited to your skills within 3-6 months. Perhaps you start with flexible hours or part-time.

**Preparation:** Turkish language courses, resume preparation, job search skills

## Scenario 2: Re-training

You participate in a short-term training or certification program to adapt your existing skills to the Turkish job market. This could take 6-12 months.

**Preparation:** Researching training opportunities, financial planning, time management

## Scenario 3: Entrepreneurship

You start your own small business – perhaps working from home, providing services within the community, or online.

**Preparation:** Business plan, local regulations, small capital, customer network

## Scenario 4: Gradual Transition

First, you gain experience and network through volunteering or an internship. Then, you transition to a full-time job.

**Preparation:** Volunteer opportunities, communication skills, patience and determination

# Plan for Each Scenario

## Your Own Scenarios

Create three scenarios specific to your situation:

1. Your best-case scenario
2. The most probable scenario
3. The challenging scenario

For each scenario, consider the following:

- What do you need to do in this scenario?
- What resources do you need?
- Who can help you?
- What will be your first step?





# Goal Setting

## From Dreams to Action

Goals transform your dreams into concrete steps. Well-defined goals motivate you and help you measure your progress.

# SMART Goals

Effective goals follow the SMART principle. This approach clarifies your goals and increases your chances of success.

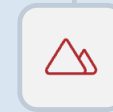
## Specific

Clearly and explicitly defined



## Measurable

Progress can be tracked



## Achievable

Realistic and possible

## Relevant

Aligned with your values



## Time-bound

Within a specific timeframe

# Goal Examples: Weak vs. Strong

## Weak Goal

"I want to find a good job."

*Too vague, immeasurable, no timeframe*

## Strong Goal

"I will reach B1 level Turkish within the next 4 months and apply for part-time customer service jobs."

*Specific, measurable, achievable, relevant, time-bound*

## Weak Goal

"I want to earn more money."

*Vague, immeasurable, unclear how to achieve*

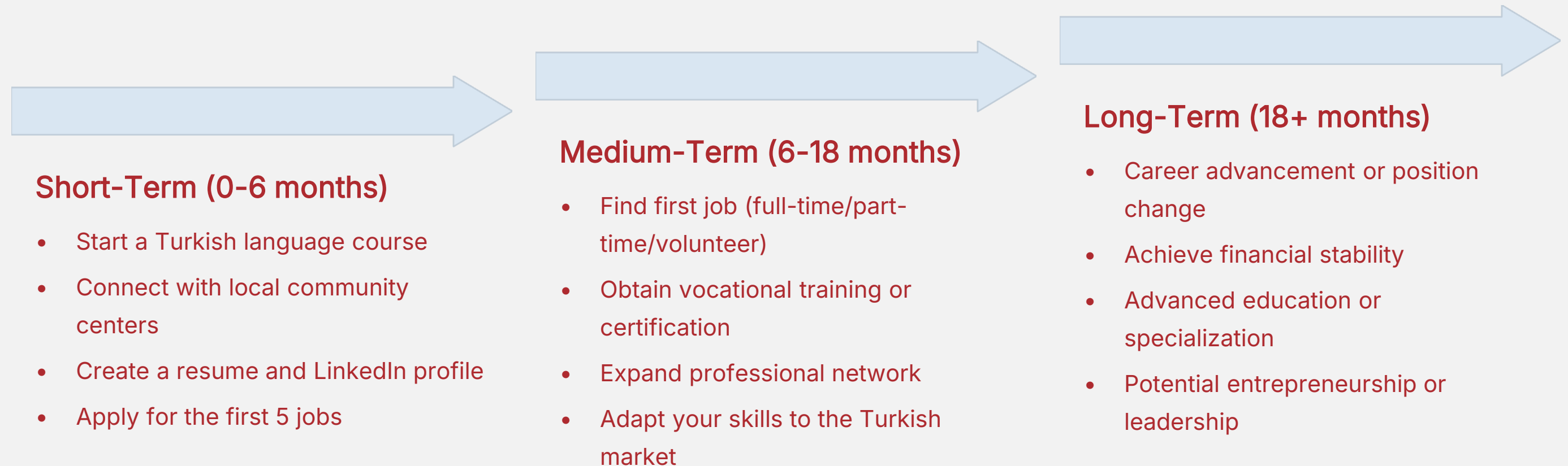
## Strong Goal

"I will develop my online sales skills to earn at least 5,000 TL per month by working from home within 6 months."

*Specific, measurable, realistic, time-bound*

# Short, Medium, and Long-Term Goals

Break down your career planning into different time frames to make it more manageable.





# Obstacles and Solutions

Obstacles may arise on the path to every goal. The important thing is to recognize these obstacles in advance and create alternative plans.

## Common Obstacles

- Language barrier
- Diploma equivalency issues
- Childcare responsibilities
- Financial constraints
- Lack of job market knowledge
- Lack of self-confidence

## Potential Solutions

- Free language courses and language exchange groups
- Local certification programs and short courses
- Flexible working hours, childcare support
- Volunteer work, internships, micro-credit
- Career counseling, mentorship
- Support groups, success stories

# Understanding the Turkish Job Market

To find a job in Turkey, it is important to understand the characteristics of the local job market. Here are some sectors and opportunities:

## Textile and Manufacturing

Strong especially in Istanbul, Bursa, and Izmir.

Positions such as production line, quality control, and packaging.

## Customer Service

Multilingual customer representatives are in-demand positions. Roles include phone or online support.

## Health and Care Services

Opportunities in areas such as patient care, elder care, and childcare. Certificate programs are available.

## Tourism and Hospitality

Seasonal and permanent jobs in the hotel, restaurant, and tourism sectors. Language skills provide an advantage.

# Job Search Strategies

1

## Online Job Portals

Regularly apply to platforms like Kariyer.net, Yenibiris, and SecretCV. Create and maintain an active LinkedIn profile.

2

## Networking

Build connections through NGOs, community centers, and language exchange groups. 70% of job opportunities come through networks.

3

## Direct Application

Apply directly to companies you are interested in. Small and medium-sized businesses may be more flexible.

4

## Volunteering and Internships

Consider volunteer opportunities to gain experience and expand your network.

5

## Career Fairs

Attend local job fairs and networking events. Face-to-face meetings leave a strong impression.

# Create Your Action Plan

Now is the time to put what you've learned into practice. Creating a concrete action plan greatly increases your chances of achieving your goals.

1

## Define Your Priorities

Write down your top 3 short-term goals. Which ones are the most urgent and important to you?

2

## Concrete Steps

Identify the first 3 small steps you need to take for each goal. Example: Instead of "find a Turkish course," say "go to the municipality on Wednesday to get course information."

3

## Timeline

Set realistic deadlines for each step. Add reminders to your agenda or phone.

4

## Support System

For each goal, identify at least one person or organization that can help you.

5

## Progress Tracking

Choose specific days to conduct weekly or monthly evaluations. What have you achieved? What do you need to adjust?

# Support Resources

You are not alone. There are many resources and organizations in Turkey that can support you:

## Official Institutions

- Directorate General of Migration Management
- Provincial Directorates of Migration Management
- İŞKUR (Turkish Employment Agency)
- Public Education Centers
- Municipality Community Centers

## NGOs and Support Groups

- SGDD-ASAM (Association for Solidarity with Asylum Seekers and Migrants)
- Refugee Rights Centre
- UNHCR Turkey
- Local women's support groups
- Community-based organizations

These organizations can offer language courses, vocational training, legal counseling, psycho-social support, and job search assistance.



# Prioritize Self-Care

## Physical Health

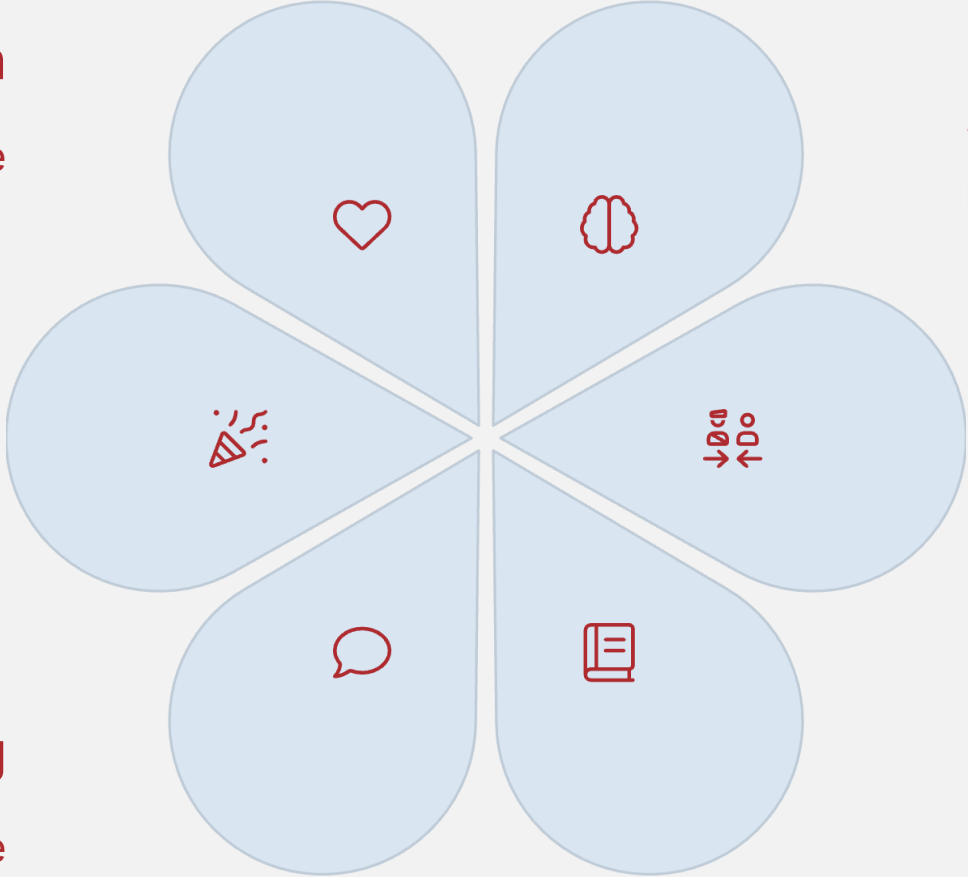
Regular sleep, healthy eating, light exercise

## Celebrate Small Wins

Celebrate every step forward, reward yourself

## Spiritual Well-being

Faith practices, meditation, time in nature



## Emotional Balance

Stress management, people you can talk to, professional support

## Social Connections

Family, friends, community events

## Personal Development

New skills, hobbies, time for yourself

Career planning is a marathon, not a sprint. Be patient and kind to yourself.

# A New Beginning

"Uncertainty is not weakness, but possibility. Every new day is a chance to get one step closer to your dreams."

Using the tools you learned in this session:

- You identified your strengths and values
- You learned to prepare for different future scenarios
- You grasped how to set SMART goals and create an action plan
- You discovered opportunities and support resources in Turkey

**Now it's your turn:** Take a step today. Even if it's small, the important thing is to start. You can do it, and we are with you.



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