

A hand holding a compass against a sunset background. The compass is a standard analog compass with a black face and white markings. The hand is holding it from the left side, with the thumb and index finger visible. The background is a soft, warm sunset over a body of water, with mountains in the distance. The overall tone is inspirational and guiding.

NEED FOR GUIDANCE

Anoushka



A grade 11 student of a prominent school in Chandigarh, just returned from her month-long internship with a Delhi-based cyber security company to understand the real-life implications of being an Ethical Hacker. She also picked up critical coding skills.

She now intends to add this experience to her resume and scholarship application to Universities in India & USA to pursue her Bachelors in Computer Science & Engineering.

Kabir



Is currently assisting a Kolkata-based NGO in a research project on the impact of elementary education on the economic status of the Below the Poverty Line community of Bangladeshi refugees in India.

As a student of an Indore-based school, Kabir intends to pursue Liberal Education and thereon specialize in Public Policy.

Anoushka & Kabir are examples of the power of a robust Career Guidance Program in their schools.

WHY IS EARLY INTERVENTION IN CAREER GUIDANCE IN SCHOOLS MORE IMPORTANT THAN EVER BEFORE?

- *Globalisation*
- *Technology & Evolution of Artificial Intelligence*
- *Skills & Jobs of the Future*
- *Social Diversity*
- *Volatile, Uncertain, Complex and Ambiguous (VUCA) World*



Types of Indecision

Students are generally faced with an array of choices, making decision-making that much tougher. This often leads to indecision on critical career-related matters. The indecision can be broadly categorized as follows:

INFORMATION - BASED

- Low awareness of interest & aptitude
- Lack of information on career & college options
- Lack of information on test prep

MOTIVATION - BASED

- Little understanding of need for Career Guidance
- Low self-esteem & self-confidence
- General dis-organization & lack of self-motivation

DIRECTION - BASED

- Confusion about 'how to proceed' with entrance exams and admission processes
- Conflicting advice from family, peers and counsellor
- Uncertainty about Academic performance



The 3 Stooges of Career Indecision

**No
Clarity of
Course**

Scenario 1

**No
Clarity of
Destination**

Scenario 2

**No
Clarity of
College**

Scenario 3



MEET RAHUL

GRADE 10

Case: As a student of grade 10, Rahul has no clarity on the stream he wants to pursue.

With no plan and little or conflicting guidance, Rahul is confused. He is unable to make an informed, timely decision on which stream to pursue due to the stress of Board exams.

Rahul's lack of clarity on course or career is a result of little to no awareness of Aptitude & Interest. As the first step in Career & College Planning, timely course selection sets the tone for the remainder of the student's journey in planning his/her future.

COST OF NOT KNOWING

- Rahul will make a rushed choice & end up in a stream that is not in line with his Aptitude, Interest & Personality
- He will not be able to fully explore all options due to time constraints and therefore potentially forego a better fit
- He is likely to skip the critical step of stream selection through psychometric tests which lend critical rationale to the choice of stream
- Rahul will not know which subjects are most relevant to his stream. This could compromise his academic performance in relevant subjects in Grade 10 Board Exams
- He will end up facing logistical challenges & the imminent stress of selecting and perhaps changing subjects mid-way through High School

The Domino Effect



Ideal Scenario

National Curricula: Rahul should have had clarity on the stream of his choice in the early part of Grade 10. E.g. Biology is mandatory for medicine and allied fields, but for Architecture, Physics is more important. If a student is confused between medicine & architecture and has only planned in a short-term to study Science, it could limit his ability to pursue a career of choice.

International Curricula: Due to the combination of subjects that a student of International curricula can take, Rahul might not have to make clear stream choices in Grade 10, however, he still should have had clarity on the stream to select relevant subjects in High School. For IB students, the decision of SL and HL level subjects can impact admission to certain courses at University. E.g. For admission to Healthcare and Medicine courses in the U.S, Biology must be selected as HL in High School.

RAHUL



MEET ZARA

GRADE 11

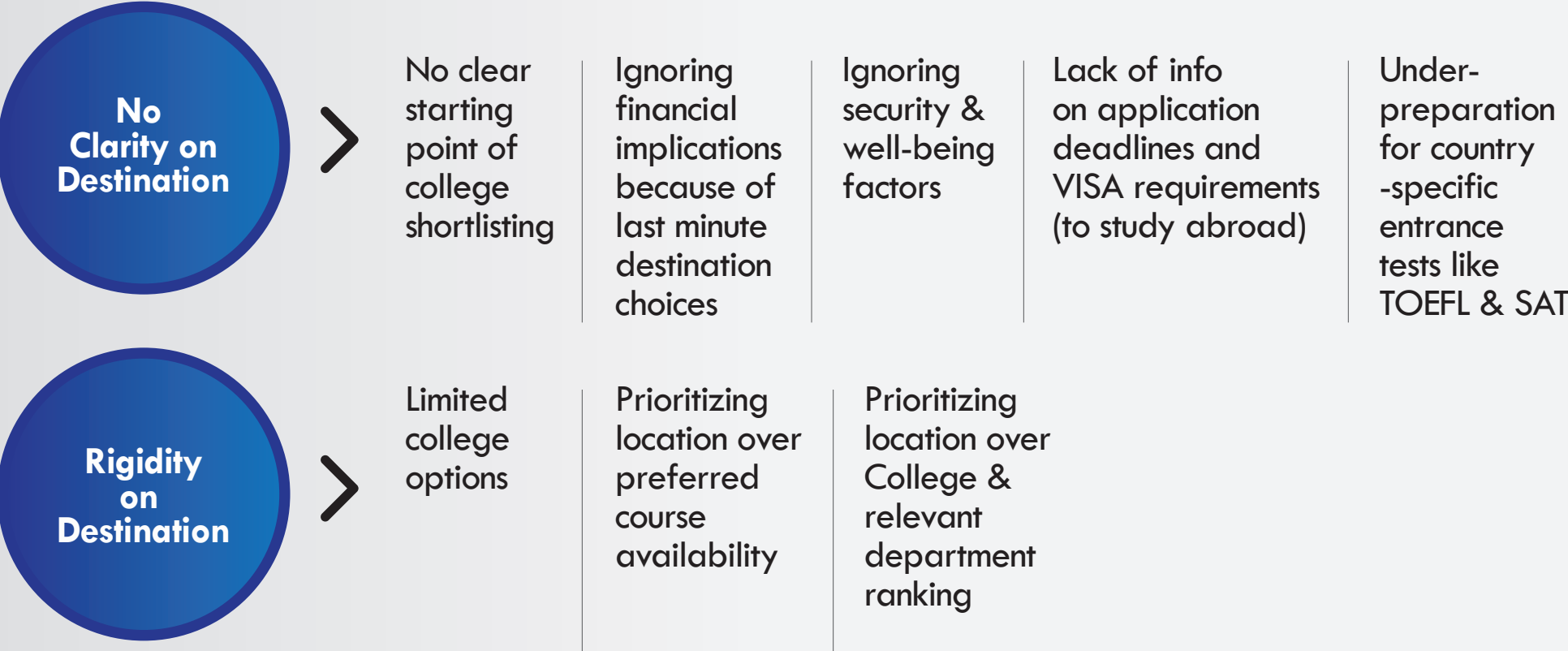
Case: As a student of grade 12, Zara wants to study Engineering, but has no clarity on whether she should look at local colleges in her city or aspire for better colleges in other parts of the country or the world.

Lack of clarity on study destination is a result of low awareness of college options & familial influence.

COST OF NOT KNOWING

- In case of severe delay in shortlisting destinations, Zara could lose out on the opportunity to apply to colleges that are best suited to her course and academic ability.
- She will be unable to fully weigh the pros and cons of her destination options, which could result in making a less suitable choice that doesn't do full justice to her aspirations & ability.
- As a promising student, the potential family pressure of staying in her home town could lead to prioritizing location of college over best-fit college based on course preferences, thereby, compromising her career options.
- In the same vein, a student who is rigid with the location of study, stands to also lose out on promising study opportunities.

The Domino Effect



Ideal Scenario

Zara should have listed the colleges that are best suited for her course preference, academic ability & desire for exposure along with level of familial support. Then, Zara should have weighed in the financial implications of her choices to zero in on colleges to apply to. Location is a factor but not the core premise based on which a career decision should be made.

A counsellor could have helped in streamlining this seemingly confusing process for Zara and her family.

ZARA



MEET **ARYAN**

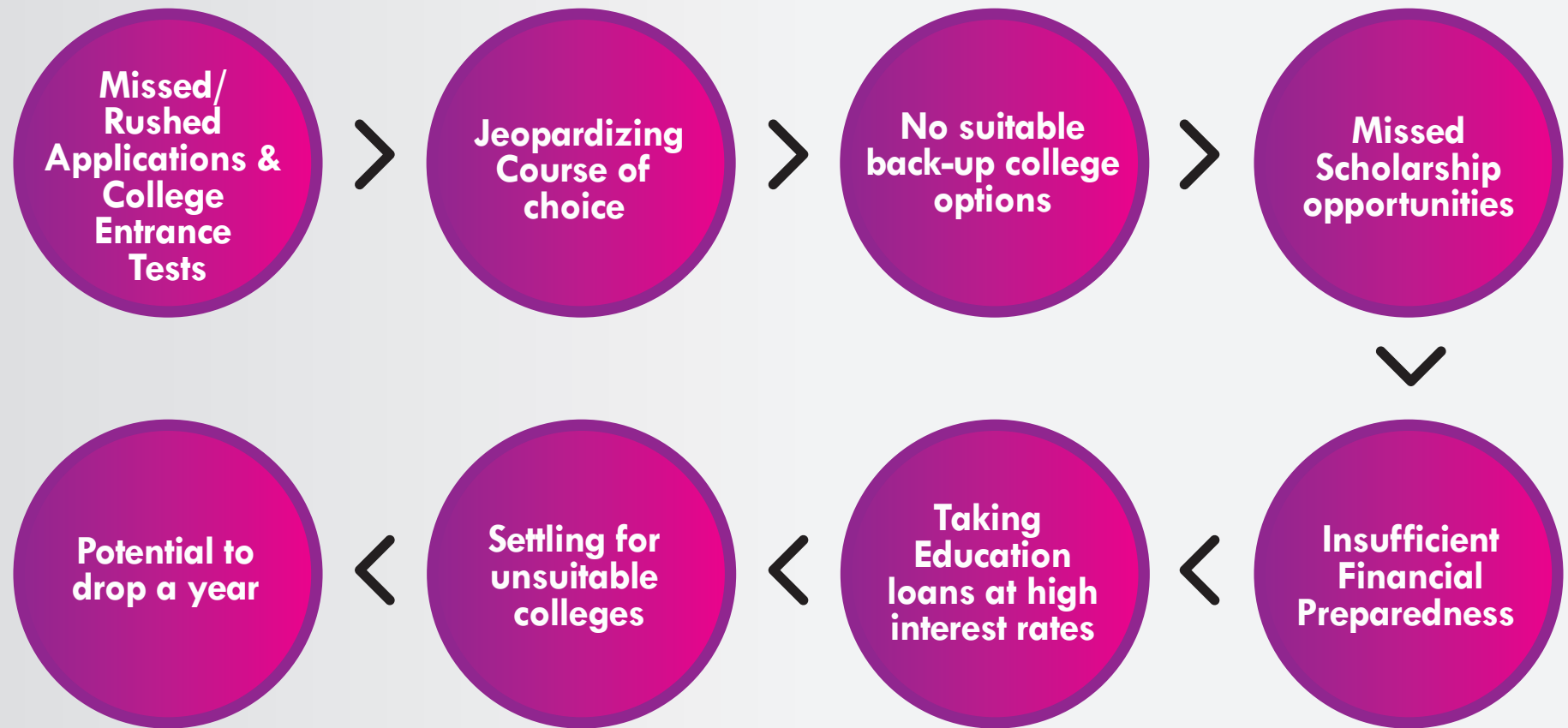
GRADE 12

Case: As a student of grade 12, Aryan wants to study Architecture but has no clarity on the colleges he should apply to. As a result, he is now left running from pillar to post to meet application deadlines for various colleges.

COST OF NOT KNOWING

- Aryan will lose out on precious time to prepare for certain top Indian Architecture colleges like School of Planning & Architecture, which have their own Entrance tests, thereby, impacting his test results & jeopardizing admission
- A course like Architecture comes with its own set of expenses alongside the tuition and living cost. Cost of materials in Architecture is high and frequent. Indecision will not allow him time to consult with his parents about just how much expense can be expected based on the college's curriculum and project load.
- Missing Application deadlines & inability to meet college-specific portfolio requirements is a big possibility if college shortlist is delayed.
- Scholarships at the under-graduate level are rare and therefore extremely competitive. Aryan could miss out on scholarships offered by colleges if he does not decide on where to apply.

The Domino Effect



Ideal Scenario

After gaining clarity on course of interest, Aryan should have started shortlisting colleges and kept back up options at the end of Grade 11. He should have created a clear list of colleges with corresponding costs and application deadlines.

ARYAN

COULD HAVE. WOULD HAVE. SHOULD HAVE.



NAYLOR

**Wonderful thing is hindsight -
why didn't we have the foresight
to use it earlier?**

***Don't leave the future of
your students to Hindsight.***

*Have the foresight to integrate a robust
Guidance System in your school. Ensure that
the Rahuls, Zaras and Aryans of your school
do not undergo the severe anxiety and
potentially life-changing implications of
untimely and negligible Career Guidance.*



Univariety is India's first company to use technology to setup a complete career & college guidance cell inside progressive schools. Students receive guidance from counsellors, digital tools, university admission officers and from the past students of the school. Univariety runs a successful Global Career Counsellor program for certifying teachers in association with a top University - UCLA Extension. Univariety has proved to be a comprehensive partner for schools wanting to go beyond the regular and focus on student success.

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