



Personal Development

Alternative Delivery Mode

Quarter 2 – Module 11: Career Options Based on Career Development Concepts and Personal Life Goals

First Edition, 2021

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Personal Development

Quarter 2 – Module 11:

Career Options Based on Career Development Concepts and Personal Life Goals

Introductory Message

This Self-Learning Module (SLM) is prepared so that you, our dear learners, can continue your studies and learn while at home. Activities, questions, directions, exercises, and discussions are carefully stated for you to understand each lesson.

Each SLM is composed of different parts. Each part shall guide you step-by-step as you discover and understand the lesson prepared for you.

Pre-tests are provided to measure your prior knowledge on lessons in each SLM. This will tell you if you need to proceed on completing this module or if you need to ask your facilitator or your teacher's assistance for better understanding of the lesson. At the end of each module, you need to answer the post-test to self-check your learning. Answer keys are provided for each activity and test. We trust that you will be honest in using these.

In addition to the material in the main text, Notes to the Teacher are also provided to our facilitators and parents for strategies and reminders on how they can best help you on your home-based learning.

Please use this module with care. Do not put unnecessary marks on any part of this SLM. Use a separate sheet of paper in answering the exercises and tests. And read the instructions carefully before performing each task.

If you have any questions in using this SLM or any difficulty in answering the tasks in this module, do not hesitate to consult your teacher or facilitator.

Thank you.



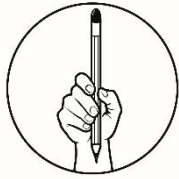
What I Need to Know

This module was written with you in mind. As you begin to make decisions that will change your life, you also start to build a sense of responsibility adhered to your personal choices as an individual. One of the biggest, most important decisions that you will have to make is choosing the best career option for you. While this may sound easy and not complicated, this may be more complex than it actually is. Thence, this module outlines and discusses necessary concepts and principles that will help you in deciding what career path suits you best; it includes theories, practical exercises, and activities that will challenge your critical and creative thinking skills. With you in mind, this module was written.

This lesson is entitled **Career Options Based on Career Development Concepts and Personal Life Goals**.

After going through this lesson, you are expected to:

1. identify career options based on different factors, career development concepts, and personal life goals.



What I Know

Choose the letter of the best answer. Write the chosen letter on a separate sheet of paper.

1. One of the reasons that students are guided in their career goals in the secondary level is to ensure that they would contribute to the _____ force of the country later on.
 - A. employment
 - B. unemployment
 - C. mismatch
 - D. underemployment
2. It is a career development concept that discusses the relationship between a person's age/life stage and career stage.
 - A. Bandura's Social Cognitive Theory
 - B. Super's Career Development Theory
 - C. Holland's Theory of Vocational Choice
 - D. Roe's Subsequent Development Theory
3. It includes the wants and hobbies of a person, which can be effectively used in identifying a career option.
 - A. aptitudes
 - B. interests
 - C. work values
 - D. personality types
4. When an employee is dissatisfied with his/her career, he/she may sooner be frustrated and lose his/her motivation.
 - A. True
 - B. False
5. Upbringing, external influences, and biases are aspects of this factor in career development.
 - A. academic
 - B. personal
 - C. familial
 - D. spiritual
6. In January 2020, there was a sudden lowering of employment rate in the country according to the Philippine Statistics Authority.
 - A. True
 - B. False
7. In E-N-F-P Personality Type Code, P stands for:
 - A. perceptive
 - B. perceiving
 - C. perception
 - D. perceive
8. In employment, the term being used when employees leave the company or institution is called:
 - A. resignation rate
 - B. unemployment rate
 - C. turnover rate
 - D. productivity rate

9. Respect for others belongs to which factor in choosing a career?
 - A. work values
 - B. personality type
 - C. aptitudes
 - D. interests
10. This refers to the educational influences a person might consider in choosing the desired career path.
 - A. spiritual
 - B. academic
 - C. familial
 - D. personal
11. DepEd Memorandum No. 149, s. 2011 outlines the career pathways that students may take in secondary. If a student is athletically inclined and has a big potential in a sporting event, which career pathway is he/she probably taking in senior high school?
 - A. Special Program in Journalism
 - B. Special Program in Foreign Language
 - C. Special Program in the Arts
 - D. Special Program in Sports
12. Identify **one** wrong statement:
 - A. In order to choose the **correct** career, a student **must consult** personal considerations.
 - B. In order to choose the **correct** career, a student **must not consult** personal considerations.
 - C. In order to choose the **correct** career, a student **must visit** personal considerations.
 - D. In order to choose the correct career, a student must **must not avoid** personal considerations.
13. Pedro finds himself spontaneous and flexible when it comes to developing his career. He accomplishes tasks smoothly and he adjusts himself in achieving an outstanding performance in every task he is given with. According to personality types factors, what could be the weakness of Pedro in career development?
 - A. Pedro may not finish his tasks on time.
 - B. Pedro may easily quit his work.
 - C. Pedro may not see possible hindrances in the future.
 - D. Pedro may lose his interest in his work soon.
14. Joanna has always been wanting to become an animal doctor since she was a child. Growing up, her interests, hobbies, and experiences were all aligned to becoming a doctor. However, because her family lacks the means to bring her to a medicine school in college, she instead decided to take education as a course. According to Holland's Theory of Vocational Choice, what may happen to Joanna afterwards?
 - A. Joanna may perform well in being a teacher.
 - B. Joanna may poorly perform in her chosen career.
 - C. Joanna may become an outstanding teacher.
 - D. Joanna may take being a teacher quite easily.
15. Identify one **wrong** statement:
 - A. The academe may hone how the students choose their career paths.
 - B. Family is a factor to consider in choosing career paths.
 - C. Personal strengths and weaknesses are consulted in identifying career paths.
 - D. All statements are wrong.

Lesson**11****Career Options Based on Career Development Concepts and Personal Life Goals**

As an adolescent, you have to realize that you are presented with various options every day. From the moment you wake up, until the very moment you are to sleep, you have to decide from choices; you decide what food to eat, what clothes to wear, and what time to go to sleep. All these options contribute to your entire personhood, and these are a product of your perception of what you should and what you should not do. However, while there are little, minute decisions that you have to decide for in a daily basis, there are but bigger, more important choices that you will have to make from the options available right at your front. and, choosing the right career based on specific concepts and goals is one of these bigger decisions that you have to equip yourself for.

***What's In***

Now that you already have a full grasp in planning your career and making informed decisions, you are now ready to explore career options further. Whereas planning and assessing your career pathway are stringent processes not to mention these may dictate your success in achieving your personal and professional goals, it is, too, salient that you consider career options that may be best suited to your goals and look into various factors that may assist you in your career development.

To do so, it is requisite that you become familiar with the available career options offered by the Department of Education (DepEd), which is an initial stage in being accustomed with career development. Thus, as a preliminary activity, assess yourself as to where your leaning is when it comes to various factors that you may refer to in choosing the right career for you.

Fill out the Employment Form provided under:

EMPLOYMENT FORM

Name:

Grade level:

School:

Age:

Job you are applying for:

Five things I can skillfully do for a company once I got employed:

- 1.
- 2.
- 3.
- 4.
- 5.

Four characteristics I want my employer in the future to have:

- 1.
- 2.
- 3.
- 4.

Three influences I would consider in choosing employment:

- 1.
- 2.
- 3.

Two goals I would be wanting to achieve through employment:

- 1.
- 2.

One thing I will never compromise for my career:

- 1.



Notes to the Teacher

To facilitate the answers of the students, give them opportunities to discuss certain portions of their written responses. Clarify that their answers are representations of the core of the discussion in the module, so these may be strengthened or modified along the course of the lesson.



What's New

At the very onset of K-12 Curriculum, the Department of Education has provided career pathways that secondary students might pursue as a strategy to prepare them on their planned careers. According to an enclosure in DepEd Memorandum No. 149, s. 2011, the following are the career pathways:

- **Science and Technology or Engineering and Science Education Program (ESEP)**
- **Special Program in Journalism**
- **Technology and Livelihood Education**
- **Home Economics**
 - Foods and Food Service
 - Beauty Care
 - Clothing and Textile
 - Home Management Business
 - Health Care and Support Services
 - Related Crafts
- **Industrial Arts**
 - Automotive Technology
 - Civil Technology
 - Drafting
 - Electrical Technology
 - Electronics
 - Metal Works
 - Handicraft
 - Refrigeration and Air-Conditioning (RAC)
- **Information and Communication Technology (ICT)**
 - Photo Editing
 - Desktop Publishing
 - Webpage Design
 - Programming
 - Data Management
 - Computer Assembly, Maintenance and Trouble Shooting
- **Agriculture and Fishery**
 - Plant Production
 - Animal Production
 - Fish Production
- **Special Program in Sports**
 - Athletics
 - Arnis
 - Badminton
 - Basketball
 - Baseball/Softball
 - Chess
 - Football
 - Gymnastics

- Sepaktakraw
- Swimming
- Table Tennis
- Taekwondo
- Tennis
- Volleyball
- **Special Program in the Arts**
 - Visual Arts
 - Music (Vocal and Instrumental)
 - Media Arts
 - Theater Arts
 - Creative Writing
 - Dance

- **Special Program in Foreign Languages**

Although a student can always choose the career pathway, he/she desires, there are certain factors that need to be looked into in ensuring that an individual has bigger chance in achieving his/her goals over failing to do so.

The Education Department provides a wide array of career options in order for the students to avoid career mismatch and eventually unemployment. As reported by the Philippine Statistics Authority (PSA), the January 2020 Labor Force Survey (LFS) reflected that the country's youth labor participation rate jumped from 35.9% in January 2019 to 37.4% this year in the same period. There was also a slight deduction from last year's 14.2% to this year's 13.6% unemployment rate among youth. Meanwhile, underemployment from the youth population also went down from 2019's 14.6% to 2020's 12.5%. Though the LFS shows a fairly performing youth labor data this year, there must have a consistent push from different sectors in order to fully minimize the unemployment and underemployment remainders that transpired in the survey.



What is It

There are different considerations that affect an individual when it comes to deciding how you act towards achieving your personal goals. Although people are distinct from their goals and are different from achieving so, there are similar concepts and factors that you always have to look into when it comes to career development. In this module, you will be given an introduction to the three career development concepts and numerous factors that you have to pay attention to for you to be able to achieve a more informed decision in choosing the best career for you.

Career Development Concepts

Bandura's Social Cognitive Theory

The Social Cognitive Theory of Albert Bandura elaborates "self-efficacy," an individual's characteristic where a person performs in a certain level of work according to his/her confidence to accomplish a task.

This “confidence” is an outcome of someone’s past activities, experiences, and accomplishments where he/she develops a certain level of performance. The concept of self-efficacy in social cognitive theory acknowledges that an individual perceives reality and that this perception may be a greater determinant of performance than the objective reality itself. In relation to Bandura’s theory, it is but important to realize that both the employers and the employees need to capitalize on the “confidence” of individuals to have better relationships with one another and to perform well in their respective careers.

Super’s Career Development Theory

Donald Super’s theory postulates that a person undergoes several stages in career development. Synthesizing into five, Super outlines five developmental stages that occur in the career development of an individual.

Growth (around 4 to 13)- children develop their wants, capacities, behavior, socialization skills, and general view of the world.

Exploration (14 to 24)- people try to “find” themselves in the world through identifying their hobbies, groups, and experiences. In this stage, they identify tentative choices until they reach their permanent occupation.

Establishment (25-44)- individuals are set to their appropriate positions but still strive for advancement.

Maintenance (45-65)- people proceed to continual adjustments, challenging themselves to explore to better grounds. They try to update their competencies and innovate ways by which they can approach their field of work.

Disengagement (over 65)- people start to disengage themselves from the workforce; they concentrate on retirement planning and retirement living.

Holland’s Theory of Vocational Choice

Proposed by John L. Holland, this theory emphasizes the relationship between personality and the world of work. Essentially, the Theory of Vocational Personalities in Work Environment discusses that an individual looks for an environment that is attached to his/her personality, personal characteristics, and view of the world. In a nutshell, the theory explicitly identifies that the more related the personal orientation of a person is to his chosen career, the higher the degree of satisfaction and persistence is seen in his/her performance.

Career Development Factors

Recently, the Department of Education has released Memorandum no. 169, s. 2018 in support to the implementation of Grade 12 Career Guidance Program wherein it enumerated several factors to consider in career pathways.

An individual may be intrinsically or extrinsically motivated depending upon the strength of influences numerous factors pound on him/her. Although there are more specific factors available in different books, the Department of Education classified these factors into three.

Personal

Students’ personal preferences and idiosyncrasies play as a vital factor in career development. His/Her self-assessment contributes to his/her career choice hence personal decision making.

As discussed in the preceding modules, personality traits develop one's way of thinking and acting, directing an individual to choosing a career option he/she finds himself/herself best for.

Academic

Experiences in the educational platform also serves as a factor in career development as students' competencies are challenged yet honed in schools. Students create a huge sense of evaluation within themselves by checking and reviewing their academic performances. By so doing, there is a clear assistance on their strengths and weaknesses which they may use in choosing and developing a career they think is suited to them.

Familial

Since humans are social in nature and that people are at times influenced by their surroundings, leaning to a certain career path may be affected by familial factors. Having that said so, some students may anchor their decisions with the environment where they grew up or where they are exposed to. For instance, one may decide that he/she would rather want to be an engineer because he/she saw how successful his/her parents who are, too are engineers themselves. One may also prefer to take a career that is suited to the budget of the family as suggested by his/her parents. Or, a student may also be forced to choose a career path he/she does not desire just because his/her family members force him/her to take so.

Other factors:

Students' personal insights on their **work values** serve as a factor in choosing a career path and achieving personal goals. Work values are your principles and ideas that are related to your career. These cover honesty, service, self-respect, respect for others, peace, and success.

Besides, **personality types** are also factors to consider in identifying career options. One of the ways to identify your personality is by using the E-N-F-P Personality Type Code. These mean the following:

Extroversion-motivation comes from the outside and you are fond of interactions.

Intuition- possibilities in the future are given heavy considerations because you can sense pieces of evidence more than the five senses can provide you.

Feeling- decisions are accounted for by consulting your feelings and values.

Perceiving- planning is not considered because you take spontaneity and flexibility as your strongest edge.

It is also important to take note of your **interests** when identifying your career. Since it is difficult to thrive in a workplace where you are not passionate about, you have to ensure that your career choice is inclined to your interests in order for the tasks to be lighter, to be enjoyable at that.

Lastly, **aptitudes** are also a factor to take a look into in choosing a career. Accurately identifying your aptitudes may give you wider opportunities to fit yourself in your career choice. Since no shoes fit all feet, you have to think and rethink whether your aptitude is what your career choice requires or your career choice is what your aptitude is suited to.

The long list of factors in choosing a career may increase the precision in recognizing the appropriate one for you. That said, it is also noteworthy that a wrong career choice may lead to certain complications that may impede someone's growth, leading to compromising the welfare of the whole company. Published in www.edunote.com, the website outlined three major effects of job discontent in its article entitled 8 Causes of Job Dissatisfaction.



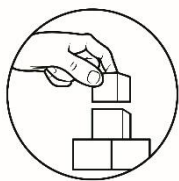
1. **Loss of motivation/lack of interest/frustration-** an individual may lose the zest and enthusiasm in working when he/she feels that the career culture where he/she is into is not where she should be.



2. **Poor productivity/absenteeism-** as a challenging effect of wrong career choice, a person may partially or totally waste time and money as he/she may not want to perform in the career any longer.



3. **High turnover rates-** when a company has failed to assess its employees and motivate them in such a way that they would individually contribute for the growth of the institution, employees resigning one by one may eventually result to high turnover rates.



What's More

Activity 1.1 Read and React

Skim the news article published in news.abs-cbn.com in 2018 about employers' perception in hiring K-12 graduates. Prepare to react on the article afterwards.

Some employers see 'risk' in hiring K-12 grads: Jobstreet

MANILA - Some employers are unwilling to hire K-12 graduates, seeing the lack of a 4-year degree as a "risk," a job recruitment website said.

Only 24 percent of employers were willing to hire K-12 graduates, 35 percent were unwilling, while 41 percent were undecided, according to a JobStreet.com poll of 503 company representatives in February.

The study does not prove that college graduates are better workers compared to K-12 graduates but shows that those who earned degrees have "more chances in landing a job" in the Philippines, Jobstreet.com Philippines country manager Philip Gioca told reporters.

Another survey released by the Philippine Business for Education in March showed only 1 out of 5 companies "are open and ready to accept senior high school graduates."

"They (Employers) perceive it as a risk," Gioca said.

"Employers do not have proof that K-12 graduates are more productive, more efficient than college graduates," Gioca said.

Most employers who are unwilling to hire K-12 graduates are in small and medium enterprises, he said.

"These businesses have very lean staffing so they want to be very sure about who they get," he said.

"Employers see that applicants who spent 4 more years in school have more knowledge, more experience," he said.

More employers may be willing to hire senior high school graduates next year if they see that K-12 graduates can be as productive as college degree holders, he said.

Processing questions:

1. *As a student under the K-12 curriculum, what do you think are your strengths that can increase your employability?*
2. *What can you say about the perception of some employers that hiring K-12 graduates would be a risk?*
3. *What is your most important take away from the article?*

Activity 1.2 Discern and Decide

It is said that there are always two sides of the coin. By this activity, your analytical thinking skill will be challenged because you have to realize the "two sides" of each career development concept discussed in this module. Write the positive implications (pros) and struggles (cons) that you as an individual realize from the enumerated concepts. Your answers may come from your experiences, observations, and beliefs as a K-12 student. You are given an example for guidance.

Pro-Con Table

Factor	Pro	Con	Personal Solution
Super's Career Development Theory	An individual is given a clear guide of where he/she is supposed to be according to his/her age or life stage.	Different people come in different phase of life, so a person may feel intimidated or frustrated if he/she is dictated of where he/she is supposed to be.	I have to keenly monitor my career development in order for me to have a specific view whether I am progressing or staggering.
Bandura's Social Cognitive Theory			
Super's Career Development Theory			
Holland's Theory of Vocational Choice			

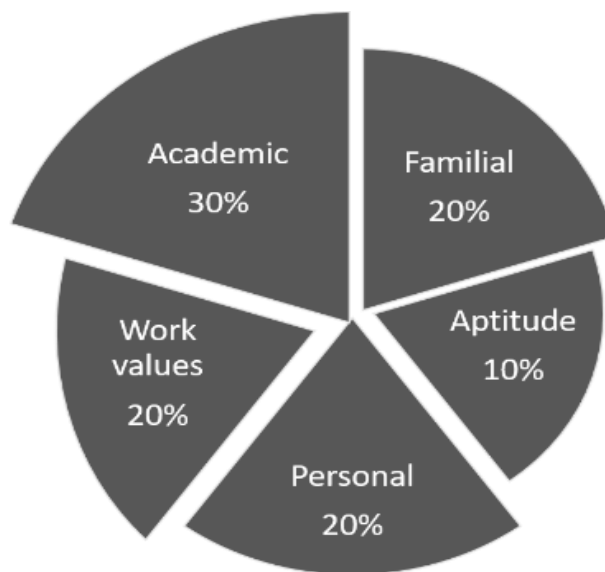
Activity 1.3 Will at Wheel

A big part of achieving your personal goals is visualizing and realizing the factors that are important for you. Through this activity, you will have a clearer view of your personal goals when it comes to your chosen or planned career option.

By drawing a pie graph, indicate which of the career development factors and other factors discussed in this module are of heavier importance for you than the other factors. You may use electronic applications to create your graph, or you may technically draw your output as you desire.

Remember: It is not necessary to include **all** factors if you think some are not suitable for you. It is also not necessary to stick with the traditional design of a pie graph as you are given the liberty to be creative in this activity.

Example:



Draw or paste your pie graph on the space provided:



What I Have Learned

As mentioned at the beginning of this module, you may have personal concepts that may be strengthened or modified by going through this lesson. By using the chart below, write your most essential takeaway from the module. Summarize the lesson by using the legend below as your guide:

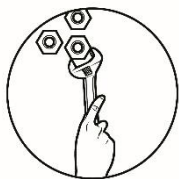
I thought- write one misconception about career options that was clarified to you through this module

But now- write your new realization about your “I thought...”

Therefore- write your plan in concretizing your “But now...”

Because- write your very reason in choosing the plan you indicated in your “Therefore...”

I thought...	But now...
Therefore....	Because...



What I Can Do

While it is true that one has to be always aware of his/her career plans, he/she should also be keen in observing social issues about the society he/she lives in. In this activity, your critical and creative thinking skills will be tested because you will be asked to take a photo that depicts a social issue about choosing the correct career option.

Tips: Your photo has to have a human element in it, ethical in all aspects, and focused on one or more societal problems about Filipinos’ career choices. Explore styles in photography/photojournalism.

The photos may tolerate minor alterations and must carry a caption with it. The output must be sent through the most convenient means available.

Follow this format in captioning:

____ (name of the subject/s) _____ (describe what he/she/they is/are doing) _____ (indicate the place) _____ (indicate the date) _____.
____ (describe the relevance of the photo) _____.



Assessment

Choose the letter of the best answer. Write the chosen letter on a separate sheet of paper.

- One of the reasons that students are guided in their career _____ in the secondary level is to ensure that they would contribute to the employment force of the country later on.
A. mismatch
B. unemployment
C. goals
D. underemployment
- It is a career development concept that discusses the relationship between a person's view of his competence towards the tasks given to him/her.
A. Bandura's Social Cognitive Theory
B. Super's Career Development Theory
C. Holland's Theory of Vocational Choice
D. Roe's Subsequent Development Theory
- It includes the skills of a person, which can be effectively used in identifying a career option.
A. aptitudes
B. interests
C. work values
D. personality types
- When an employee is satisfied with his/her career, he/she is sooner frustrated in his/her career and finally lose his/her motivation.
A. true
B. false
- Which is not included in the familial factor in career development?
A. upbringing
B. biases
C. educational background
D. external influences
- In January 2020, there was a sudden elevation of employment rate in the country according to the Philippine Statistics Authority.
A. true
B. false
- In E-N-F-P Personality Type Code, N stands for:
A. notoriety
B. introspection
C. nuance
D. intuition

8. Turnover rate means:
 - A. the rate of employees staying in the company
 - B. the rate of employees growing in the company
 - C. the rate of employees enjoying in the company
 - D. the rate of employees leaving the company
9. The following are sub-factors in work values except:
 - A. self-respect
 - B. honesty
 - C. service
 - D. interests
10. This refers to the internal influences a person might consider in choosing the desired career path.
 - A. spiritual
 - B. academic
 - C. familial
 - D. personal
11. DepED Memorandum No. 149, s. 2011 outlines the career pathways that students may take in secondary. If a student is inclined in visual arts, music, media arts, theater arts, creative writing, and dance, which career pathway is he/she probably taking in senior high school?
 - A. Special Program in Journalism
 - B. Special Program in Foreign Language
 - C. Special Program in the Arts
 - D. Special Program in Sports
12. Identify **one** correct statement:
 - A. In order to choose the **correct** career, a student **must consult** personal considerations.
 - B. In order to choose the **correct** career, a student **must not consult** personal considerations.
 - C. In order to choose the **correct** career, a student **must avoid** personal considerations.
 - D. In order to choose the correct career, a student must **must ignore** personal considerations.
13. Claring does not always see future events that may hinder her performance in her career. Most of the time, she fails to plan ahead on how to deal with unfortunate circumstances that may come over. According to personality types factors, what could be the strength of Claring in career development?
 - A. Claring may be spontaneous and flexible.
 - B. Claring may not quit his work.
 - C. Claring may be good in outlining.
 - D. Claring may be enthusiastic and energetic.
14. Ruben has always been wanting to become a teacher since he was a child. Growing up, his interests, hobbies, and experiences were all aligned to becoming a teacher. When Ruben went to college, he took Bachelor of Secondary Education and eventually graduated. What may not happen to Ruben once he already taught in school?
 - A. Ruben may perform well in being a teacher.
 - B. Ruben may poorly perform in her chosen career.
 - C. Ruben may become an outstanding teacher.
 - D. Ruben may take being a teacher quite easily.
15. Identify one **correct** statement:
 - A. The academe may not hone how the students choose their career paths.
 - B. Family is not a factor to consider in choosing career paths.
 - C. Personal strengths and weaknesses are not consulted in identifying career paths.
 - D. All statements are wrong.



Additional Activities

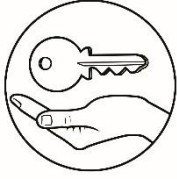
Conduct a short survey consisting of 20 respondents. Ask to your respondents: **“If you were an employer, what are the five most outstanding characteristics that you will look for in an employee?”** The survey may be conducted through social media messaging applications or by personally asking your respondents. For visual presentation, rank the ten most popular responses that you will harvest from your respondents. Afterwards, write a one-paragraph reflection in relation to the top answers of your respondents.

----SURVEY SHEET----

10 TOP CHARACTERISTICS EMPLOYER LOOK FOR IN AN EMPLOYEE

- | | |
|-----|----|
| 10. | 5. |
| 9. | 4. |
| 8. | 3. |
| 7. | 2. |
| 6. | 1. |

REFLECTION:



Answer Key

<p>WHAT I KNOW</p> <p>1. A 2. B 3. B 4. A 5. C 6. B 7. B 8. C 9. A 10. B 11. D 12. B 13. C 14. B 15. D</p>	<p>ASSESSMENT</p> <p>1. C 2. A 3. A 4. B 5. C 6. A 7. D 8. D 9. D 10. D 11. C 12. A 13. A 14. B 15. D</p>
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<p>WHAT'S MORE</p> <p>(answers may vary)</p> <p>1. As a student under the K-12 curriculum, what do you think are your strengths that can increase your employability?</p> <p>Possible answer: I think my strengths are my passion and dedication to everything I do. The K-12 Curriculum taught me to always give my best in everything I do, so I think I am prepared to whatever my future career is offering me sooner.</p> <p>2. What can you say about the perception of some employers that hiring K-12 graduates would be a risk?</p> <p>Possible answer: In my opinion, it is yet early to say whether employing K-12 graduates is a risk. We have to wait for two or more years before we really can say how the graduates of the new curriculum would perform in different field of works.</p> <p>3. What is your most important take away from the article?</p> <p>Possible answer: I understood that we, the K-12 students, have to work and perform harder for us to prove that we deserve to be hired.</p>
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