

## In Global Crisis Career Exploration & Skill Development

Dr. Vijay Prakash

Asst. Professor, Faculty of Commerce, G.C. Jain Commerce College, Chaibasa, Jharkhand

ARTICLE DETAILS	ABSTRACT
<b>Article History</b> Published Online: 5 December 2020	<i>The global crisis has made it essential for individuals to develop skills that will enable them to navigate the labor market more effectively. This paper explores the four skill development areas that are crucial for career success in the current global crisis. These four skill areas are: digital literacy, adaptability, creativity, and emotional intelligence. The paper highlights the importance of digital literacy in today's job market and provides strategies for individuals to improve their digital literacy skills. Additionally, the paper emphasizes the critical role of adaptability in career development and offers techniques to enhance adaptability. The importance of creativity in career success is also discussed, along with practical tips for fostering creativity. Finally, the paper explores the significance of emotional intelligence and its impact on career advancement and provides advice for improving emotional intelligence. The paper concludes that developing these four skill areas is essential for individuals to thrive in the current global crisis and succeed in their careers.</i>
<b>Keywords</b> Global crisis, Career exploration, Skill development, Digital literacy, Adaptability, Creativity.	
<b>*Corresponding Author</b> Email: <a href="mailto:vijayprakash.ranchi@gmail.com">vijayprakash.ranchi@gmail.com</a>	

### Introduction

In times of global crisis, career exploration becomes an even more critical aspect of personal and professional growth. With the uncertainty and instability that comes with a crisis, individuals must adapt to new realities by developing relevant skills that can help them thrive in the face of adversity. Therefore, career exploration should not be seen as a one-time event but rather a lifelong process that involves consistent skill development is communication.

Effective communication is essential for building and maintaining relationships with others, whether it be within a team or with clients and customers. In times of crisis, clear and concise communication becomes even more essential in order to ensure that everyone is on the same page. To develop communication skills, individuals should focus on improving both their written and verbal communication skills. They should practice active listening in order to better understand the needs of others and how to effectively communicate with them.

### Adaptability

The first skill that is essential for thriving in a global crisis is adaptability. In times of crisis, unexpected changes can occur rapidly, and individuals who are unable to adapt quickly may find themselves at a disadvantage. Adaptability involves being able to adjust to new situations and being open to change. It also involves being able to learn new skills and approaches as the situation evolves.

In order to develop this skill, individuals should focus on expanding their understanding of a range of industries and job roles. By doing so, individuals can broaden their skill set, which will make them more valuable in the workplace. Additionally, individuals should be willing to take on new challenges and seek out opportunities for growth.

### Resilience

The second critical skill for success in times of crisis is resilience. Resilience involves the ability to bounce back from setbacks and persevere when facing adversity. In times of crisis, it can be difficult to stay focused on long-term goals due to the numerous challenges that may arise. However, those with resilience are able to maintain their motivation despite these obstacles. To develop resilience, individuals should focus on building their emotional intelligence by honing their ability to manage stress and maintain a positive mindset. They should also practice mindfulness techniques that help them remain present in the moment and avoid getting overwhelmed by external distractions.

### Creativity

The third critical skill for success during a global crisis is creativity. In times of crisis, traditional approaches may no longer be effective or viable. Therefore, innovative thinking is essential for adapting quickly and finding creative solutions. Creativity involves developing new ideas and ways of thinking that can lead to innovative solutions. To develop creativity, individuals should focus on developing their critical thinking skills by examining problems from multiple perspectives. They should also seek out inspiration by exploring new hobbies or interests, which can help spark new ideas and ways of thinking.

### Communication

Finally, the fourth critical skill for success during a global crisis is communication. In times of global crisis, career exploration becomes an even more critical aspect of personal and professional growth. With the uncertainty and instability that comes with a crisis, individuals must adapt to new realities by developing relevant skills that can help them thrive in the face of adversity. Therefore, career exploration should not be seen as a one-time event but rather a lifelong process that involves consistent skill development.

You can also take advantage of free online courses or webinars to gain new skills or knowledge in different areas. Networking is another valuable tool in career exploration. While traditional networking events may be on hold due to social distancing guidelines, you can still expand your network by joining professional groups on social media or attending virtual community events. By remaining open-minded and proactive in your career exploration, you may discover new opportunities or paths that you may not have considered before.

### Developing Your Skills

While the pandemic has presented many challenges, it has also highlighted the importance of certain skills in the job market. Many employers are now seeking candidates who possess strong communication, adaptability, and problem-solving skills. Additionally, proficiency in digital technology has become an essential requirement for remote work and virtual communication. Therefore, it's crucial to continue developing your skills even during this time of crisis. This can be done through online courses, webinars, or even volunteer work that allows you to gain practical experience. Additionally, consider seeking feedback from professionals in your desired industry or field. This can help pinpoint areas where you may need improvement and provide guidance on how to develop those skills further.

### Continuing Your Career Exploration

Now more than ever is an opportune time to explore different career paths. With so much uncertainty in the job market, it's essential to broaden your essential for career exploration and skill development in a time of crisis.

### Skill Development for Career Growth

Upskilling has always been an essential aspect of career growth. However, with the pandemic accelerating digital transformation and automation trends, it's become even more crucial to stay relevant in your industry. One way to identify critical skills needed in your industry is by analyzing job postings. Look out for recurring competencies or skills mentioned in various job descriptions within your field. You can then develop these skills through online courses or certifications. Moreover, while technical skills are essential, soft skills such as adaptability, communication and problem-solving are becoming increasingly important in today's work environment. Developing these competencies can give you a competitive edge over other candidates in the job market.

### Networking Virtually

Networking is a vital ingredient in career growth, even during times of global crisis. With social distancing measures still enforced in many places worldwide, virtual networking has become the new norm for professionals. Social media platforms such as LinkedIn provide an opportunity for individuals to establish professional connections despite physical barriers. You can join groups or attend virtual events related to your industry to expand your network. Additionally, reaching out to former colleagues or classmates can be beneficial in navigating the job market during this time of uncertainty. They might offer helpful insights or even job referrals.

### The State of the Job Market

It's no secret that the pandemic has drastically impacted the job market. With businesses shutting down or reducing their operations, many individuals have been left unemployed or with reduced hours.

### Results

In times of global crisis, it's essential to focus on career exploration and skill development. Here are four key areas you should consider:

- **Digital literacy:** With the increasing reliance on technology, it's crucial to develop your digital skills. This can include learning about social media management, digital marketing, data analysis, or even coding. There are plenty of online resources and courses available to help you get started.
- **Communication and collaboration:** In a crisis, effective communication and collaboration become even more important. Work on improving your written and verbal communication, as well as your ability to work in teams. This can involve practicing active listening, giving constructive feedback, and developing empathy for others' perspectives.
- **Adaptability and resilience:** A global crisis often bring about rapid changes, so being adaptable and resilient is essential. Learn how to deal with uncertainty, embrace change, and stay positive in the face of adversity. Developing a growth mindset and focusing on continuous learning will help you bounce back from setbacks and stay ahead in your career.
- **Problem-solving and critical thinking:** In a crisis, there's a high demand for individuals who can think critically and solve complex problems. Enhance your analytical skills and learn to approach challenges from different angles. This can involve honing your research abilities, learning to break down complex issues, and evaluating potential solutions.

By focusing on these four skill areas, you'll not only improve your employability but also increase your ability to navigate and contribute positively during times of crisis.

As a result, competition for jobs has increased significantly. This means that job seekers need to be even more strategic and intentional in their search for employment. However, it's not all doom and gloom. Despite the challenges presented by the pandemic, many industries continue to thrive, and new opportunities have emerged in response to changing needs.

### Conclusion

career exploration is an ongoing process that involves continuous skill development to succeed in times of global crisis. The four skills discussed here – adaptability, resilience, creativity, and communication – are critical for individuals looking to thrive in the face of adversity. By developing these skills over time, individuals can position themselves for success no matter what challenges lie ahead. While the pandemic has presented challenges in the job market and career exploration, it's important to remain proactive and intentional in your approach.

By exploring new industries or roles, networking virtually, and developing crucial skills, you can position yourself for success in a constantly evolving job market. considered. The current global crisis may present challenges in the job market. Still, it also provides an opportunity for individuals to explore

new career paths, upskill and leverage virtual networking opportunities. By approaching career exploration and skill development with intention and purpose, you can position yourself for success in the post-pandemic job market.

## References

1. Allensworth, E., & Easton, J. Q. (2007). What matters for staying on-track and graduating in Chicago Public High Schools: A close look at course grades, failures, and attendance in the freshman year. Chicago, IL: Consortium on Chicago School Research at the University of Chicago.
2. America's Promise Alliance. (2007). Every promise, every child: Turning failure into action. Retrieved from <http://www.americaspromise.org/resource/every-child-every-promise-turning-failure-action-0>
3. Balfanz, R., Bridgeland, J. M., Bruce, M., & Hornig Fox, J. (2013). Building a grad nation: Progress and challenge in ending the high school dropout epidemic. Retrieved from <http://www.americaspromise.org/Our-Work/Grad-Nation/Building-a-Grad-Nation.aspx>
4. Bloom, D., Gardenhire-Crooks, A., & Mandsager, C. (2009). Reengaging high school dropouts: Early results of the National Guard Youth ChalleNGe Program evaluation. New York, NY: MDRC. Received from <http://www.jobfirstnyc.org/docs/Reengaging%20High%20School%20Dropouts.pdf> (PDF, 102 pages)
5. CareerOneStop. (n.d.). Why learn about me? Retrieved from <http://www.careeronestop.org/ExploreCareers/SelfAssessments/WhyLearnAboutMe.aspx>
6. Carnevale, A., Smith, N., & Strohl, J. (2010). Help wanted: Projections of jobs and education requirements through 2018. Washington, DC: Georgetown University, Center for Education and Workforce. Retrieved from <https://cew.georgetown.edu/report/help-wanted/>
7. Centers for Disease Control and Prevention, The National Institute for Occupational Safety and Health. (2012). Are you a teen worker? Updated. Retrieved from <http://www.cdc.gov/niosh/docs/2012-130/default.html>
8. Centers for Disease Control and Prevention, The National Institute for Occupational Safety and Health. (2013). Young worker safety and health. Retrieved from <http://www.cdc.gov/niosh/topics/youth/>
9. Child Trends. (2010). Youth employment. Retrieved from <http://www.childtrendsdatabank.org/?q=node/373>
10. The Conference Board, Corporate Voices for Working Families, Partnership for 21st Century Skills, & Society for Human Resource Management. (2006). Are they really ready to work? Employers' perspectives on the basic knowledge and applied skills of new entrants to the 21st century U.S. workforce. New York, NY: Authors. Retrieved from [http://www.p21.org/storage/documents/FINAL\\_REPORT\\_PDF09-29-06.pdf](http://www.p21.org/storage/documents/FINAL_REPORT_PDF09-29-06.pdf) (PDF, 64 pages)