

Employment and skill are what you apply for

PRIME Minister Tan Sri Muhyiddin Yassin recently launched the government's Career Advancement Programme (CAP) to help graduates attune themselves to meet the new demands in the job market following the Covid-19 pandemic.

But what do current graduates truly require to meet the demands of the workforce especially in this pandemic? We have all faced problems in college where we were not prepared fully for a task or test and found some work challenging.

Do you recall how you felt when you were faced with a daunting task for a project? Did you wish it did not happen or did you think of it positively and tell yourself you are going to try your best? What about dealing with sudden changes in plans?

If you answered the above questions honestly, and found yourself leaning to the negative, you probably have a fixed mindset. On the other hand, if your answers were positive, then you have a growth mindset.

If you look at high achievers, you will notice that they also faced a lot of struggles before rising to the top. What made their journey different from non-achievers is that each time they had a fall, they picked themselves up and worked even harder. They took feedback positively and were resilient in the face of adversities.

In today's world, employability skills are not limited to academic qualifications, formal education, knowledge and technical skills. It also involves lifelong learning – the

ability to learn new things and adapt to changing environments and situations, think creatively and critically to anticipate and solve problems, and develop new skills and re-skill or up-skill yourself as required.

People who are willing to learn by exploring new opportunities, take on challenges and adapt to changing situations possess a growth mindset. This is what affects employability – the ability to focus, work hard with determination and courage to embrace failure.

To develop a growth mindset, you must not give up easily. Look at failures as opportunities to learn valuable lessons.

Show grit. Your ability to persevere in times of failure and sustain

your passion and courage to take risks are signs of grit.

Accept yourself. You need not strive for perfection; strive for excellence instead.

Stay positive and keep moving forward in difficult times without complaining. Thinking of what can be done, and taking action will empower you to make better decisions.

Once you develop a “never say die” attitude, you will start thinking beyond the normal and be confident to push yourself to do more.

As the youths of today and the future change-makers of tomorrow, you have the opportunity to develop your mindset.

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