Section 1: Understanding Challenges and Barriers

1.1 Identifying Personal Barriers

- **Question:** What are the main challenges you face in your career development? (Select all that apply)
    - A) Lack of confidence in my skills
    - B) Limited access to professional networks
    - C) Difficulty navigating the job market due to cultural differences
    - D) Other (please specify)

1.2 Overcoming Obstacles

- **Question:** How do you typically approach overcoming obstacles in your academic or professional journey?
    - A) Seeking support from mentors and advisors
    - B) Utilizing campus resources and workshops
    - C) Relying on personal resilience and problem-solving
    - D) Struggling to find effective strategies

Section 2: Cultural Currency (Superpower) and Prior Skills Mapping

2.1 Recognizing Unique Strengths

- **Question:** How well can you identify and articulate your unique strengths and cultural assets?
    - A) Very well, I can clearly define my unique strengths and cultural assets.
    - B) Fairly well, I have some understanding but need more clarity.
    - C) Needs improvement, I struggle to identify and articulate my unique strengths.

2.2 Connecting Prior Experiences to Industry Skills

- **Question:** How effectively can you map your prior experiences to the skills required by your desired industry?
    - A) Very effectively, I can easily connect my experiences to industry skills.
    - B) Moderately effectively, I can make some connections but need further guidance.
    - C) Needs improvement, I find it difficult to see the connection between my experiences and industry skills.

2.3 Enhancing Your Superpowers

- **Question:** How proactive are you in seeking opportunities to enhance your unique strengths and cultural assets?
    - A) Very proactive, I actively seek opportunities for development.
    - B) Somewhat proactive, I take advantage of opportunities when they arise.
    - C) Needs improvement, I rarely seek out development opportunities.

Section 3: Culturally Responsive Career Support

3.1 Personalizing Career Guidance

- **Question:** How personalized do you feel your career guidance has been?
    - A) Highly personalized, it has been tailored to my cultural background and needs.
    - B) Somewhat personalized, but could be more specific to my needs.
    - C) Not personalized, it has been generic and not culturally responsive.

3.2 Career Goals and Pathways

- **Question:** How clear are you about your career goals and the pathways to achieve them?
    - A) Very clear, I have a well-defined career plan.
    - B) Somewhat clear, I have some ideas but need more guidance.
    - C) Not clear, I am unsure about my career goals and pathways.

3.3 Access to Tailored Resources

- **Question:** How accessible are tailored resources and workshops that address your specific needs as a diverse student?
    - A) Highly accessible, I can easily find and use these resources.
    - B) Moderately accessible, but sometimes difficult to locate.
    - C) Not accessible, I struggle to find resources tailored to my needs.

Skills Mapping Exercise: Self-Assessment on a 1-5 Scale

- Students will use a Likert 1-5 scale (1 = Needs Improvement, 5 = Excellent) to self-assess their skills in critical employability areas.

Section 4: Critical Employability Skills

4.1 Communication Skills

- Verbal Communication: Rate your ability to communicate effectively in professional settings.

- ○ 1 2 3 4 5
- Written Communication: Rate your proficiency in writing clear and professional documents.
  - ○ 1 2 3 4 5
- Public Speaking: Rate your comfort level with public speaking and presentations.
  - ○ 1 2 3 4 5

4.2 Teamwork Skills

- Collaboration: Rate your ability to work well within a team.
  - ○ 1 2 3 4 5
- Conflict Resolution: Rate your effectiveness in resolving conflicts within a team.
  - ○ 1 2 3 4 5
- Inclusivity and Equity: Rate your efforts in promoting inclusivity and equity within your team.
  - ○ 1 2 3 4 5

4.3 Problem-Solving Skills

- Analytical Thinking: Rate your ability to analyze problems and develop effective solutions.
  - ○ 1 2 3 4 5
- Creativity and Innovation: Rate how often you come up with creative solutions to problems.
  - ○ 1 2 3 4 5
- Decision-Making: Rate your confidence in making decisions quickly and effectively.
  - ○ 1 2 3 4 5

4.4 Adaptability

- Flexibility: Rate your ability to adapt to new situations and challenges.
  - ○ 1 2 3 4 5
- Learning Agility: Rate your eagerness to learn new skills and knowledge.
  - ○ 1 2 3 4 5
- Resilience: Rate your ability to recover from setbacks and stay focused on goals.
  - ○ 1 2 3 4 5

4.5 Digital Literacy

- Technical Skills: Rate your proficiency with digital tools and technologies relevant to your field.

- ○ 1 2 3 4 5
- ● Online Collaboration: Rate your ability to effectively collaborate using digital platforms.
  - ○ 1 2 3 4 5
- ● Digital Communication: Rate your effectiveness in communicating through digital mediums.
  - ○ 1 2 3 4 5