

My Pathway

Employment Self-Discovery Workbook

A personal workbook to help you understand your strengths, your goals, and what support you may need on your employment journey. We are here to understand and guide — not to tell you what to do.

Your answers are private.

This form does not collect, track, or transmit any data. Fill it by hand. Keep it. Share only with people you choose.

How to Use This Workbook

We are here to understand you and walk alongside you — not to tell you what to do or how to do it. Every person's pathway is their own. This workbook helps us understand yours.

- 1 **Find a quiet moment.** Take your time. There's no rush.
- 2 **Answer honestly.** There are no right or wrong answers. The more honest you are, the more useful this becomes.
- 3 **Skip what doesn't apply.** Not every question will fit your situation — and that's completely okay.
- 4 **Keep this private.** You choose what to share and with whom. This workbook is yours.
- 5 **Bring it to your coordinator.** Your completed workbook helps us understand your situation quickly — so we spend less time on paperwork and more time on what actually matters to you.

Nothing in this workbook is connected to the internet. No tracking, no form submission, no data collection of any kind. Print it, fill it by hand, and keep it somewhere safe.

What's Inside

1	About You	Your situation, location, and where you're starting from
2	Education & Skills	Formal training, community knowledge, and what you're good at
3	Interests & Goals	Work you're drawn to, your values, and your vision
4	Life Situation	Caregiving, transportation, housing, and health context
5	What Holds You Back	Barriers — named plainly, without judgment
6	Confidence & Readiness	How you feel about your journey right now
7	Documents & Practical	What you have and what support would help most

1 ABOUT YOU

Let's start with who you are

There are no right or wrong answers. This is about understanding where you're starting from — not where you have to end up.

You don't have to use your real name. Skip anything that doesn't feel right. This workbook is for you.

What name would you like to use?

(optional — nickname or leave blank)

How old are you? Under 20 20–29 30–39 40–49 50 or older Prefer not to say**What best describes where you live?** On-reserve community Remote / fly-in community Small town or rural area Urban or city Moving / in transition**Right now, which best describes your situation?** Not working, looking for work Not working, not sure where to start Working part-time, want more In school or training Self-employed or doing community work Taking a break for personal reasons

2 EDUCATION & SKILLS

What you know and what you can do

Skills come from many places — school, community, raising children, working the land, caregiving. All of it counts.

What is your highest level of education or training?

- | | |
|---|---|
| <input type="checkbox"/> Some high school | <input type="checkbox"/> High school diploma or GED |
| <input type="checkbox"/> Some college or university | <input type="checkbox"/> College diploma |
| <input type="checkbox"/> Trades certificate | <input type="checkbox"/> University degree |
| <input type="checkbox"/> Community or cultural training | <input type="checkbox"/> Prefer not to say |

Which of these do you feel you're good at?

Select as many as apply

- | | |
|--|---|
| <input type="checkbox"/> Working with people / helping others | <input type="checkbox"/> Hands-on / building / fixing things |
| <input type="checkbox"/> Organizing / planning / keeping things on track | <input type="checkbox"/> Working with numbers / money / records |
| <input type="checkbox"/> Teaching / explaining / training others | <input type="checkbox"/> Art / design / creative work |
| <input type="checkbox"/> Computers / technology | <input type="checkbox"/> Cooking / food / hospitality |
| <input type="checkbox"/> Driving / operating equipment | <input type="checkbox"/> Caring for children or Elders |
| <input type="checkbox"/> Land-based / traditional knowledge | <input type="checkbox"/> Leadership / community organizing |
| <input type="checkbox"/> Writing / communication | <input type="checkbox"/> Healthcare / first aid |
| <input type="checkbox"/> Other: _____ | |

Do you have any work experience — paid or unpaid?

- | | |
|---|---|
| <input type="checkbox"/> Yes, quite a bit | <input type="checkbox"/> Yes, some |
| <input type="checkbox"/> Mostly volunteer or community work | <input type="checkbox"/> Not much formal experience |
| <input type="checkbox"/> I've been out of the workforce for a while | |

Is there a skill or area you'd like to develop further?

(optional)

3 INTERESTS & GOALS

What matters to you

A job connected to something you care about makes everything easier. Let's explore what that might look like for you.

What kinds of work interest you?

Select any that appeal — even if you've never done them before

- | | |
|---|---|
| <input type="checkbox"/> Healthcare / wellness / mental health | <input type="checkbox"/> Education / childcare / youth work |
| <input type="checkbox"/> Trades / construction / infrastructure | <input type="checkbox"/> Business / finance / administration |
| <input type="checkbox"/> Community / social services | <input type="checkbox"/> Natural resources / environment / land |
| <input type="checkbox"/> Arts / culture / media | <input type="checkbox"/> Technology / computers / data |
| <input type="checkbox"/> Food / agriculture / hospitality | <input type="checkbox"/> Transportation / logistics |
| <input type="checkbox"/> Security / emergency services | <input type="checkbox"/> Own business / self-employment |
| <input type="checkbox"/> Other: _____ | |

What does a good job mean to you?

Select what matters most — choose as many as you like

- | | |
|--|---|
| <input type="checkbox"/> Good pay / financial security | <input type="checkbox"/> Close to home or in my community |
| <input type="checkbox"/> Helping other people | <input type="checkbox"/> Learning new things |
| <input type="checkbox"/> Flexible hours | <input type="checkbox"/> Being outdoors or active |
| <input type="checkbox"/> Stability and routine | <input type="checkbox"/> Working with my hands |
| <input type="checkbox"/> Being part of a team | <input type="checkbox"/> Working independently |
| <input type="checkbox"/> Making a difference in my community | <input type="checkbox"/> Respect and recognition |

Where do you see yourself in 3–5 years?

(optional — in your own words)

4

LIFE SITUATION

Your responsibilities and daily life

Life doesn't stop when you're looking for work. Understanding your situation helps us walk alongside you more effectively.

These questions are about understanding what's on your plate — not judging it.

Are you currently caring for anyone?

Select all that apply

- | | |
|--|--|
| <input type="checkbox"/> Young children (under school age) | <input type="checkbox"/> School-age children |
| <input type="checkbox"/> A parent or Elder | <input type="checkbox"/> A family member with health needs |
| <input type="checkbox"/> No — I don't have caregiving responsibilities right now | |

How do you usually get around?

- | | |
|--|---|
| <input type="checkbox"/> I have my own vehicle | <input type="checkbox"/> I use public transit |
| <input type="checkbox"/> I rely on rides from others | <input type="checkbox"/> Transportation is a challenge for me |
| <input type="checkbox"/> I would work from home or within my community | |

Is housing stable for you right now?

- | | |
|--|--|
| <input type="checkbox"/> Yes, I have stable housing | <input type="checkbox"/> Somewhat — temporary or uncertain |
| <input type="checkbox"/> No — housing is a challenge right now | <input type="checkbox"/> Prefer not to say |

How would you describe your health and wellbeing right now?

- | | |
|---|---|
| <input type="checkbox"/> I'm doing well overall | <input type="checkbox"/> I'm managing, but it's not always easy |
| <input type="checkbox"/> I'm dealing with some physical health challenges | <input type="checkbox"/> I'm dealing with some mental health challenges |
| <input type="checkbox"/> Both — it's been a hard time | <input type="checkbox"/> Prefer not to say |

5 WHAT HOLDS YOU BACK

The things that make it harder

Everyone has something that makes the path forward more difficult. Naming it helps us understand how to support you best.

This section takes courage to fill out honestly. You don't have to share these answers with anyone — they're here to help you understand what kind of support might help most.

Which of these have made it hard to apply for or keep a job?

Select all that apply — be honest with yourself

- | | |
|--|--|
| <input type="checkbox"/> I don't have the right documents or ID | <input type="checkbox"/> I don't feel confident in interviews |
| <input type="checkbox"/> I'm not sure how to write a resume | <input type="checkbox"/> I've experienced trauma that affects my daily life |
| <input type="checkbox"/> I'm dealing with grief or loss | <input type="checkbox"/> Mental health challenges make it hard to show up consistently |
| <input type="checkbox"/> Substance use has been a part of my life | <input type="checkbox"/> I've had contact with the justice system |
| <input type="checkbox"/> Racism or discrimination at work | <input type="checkbox"/> I don't have affordable childcare |
| <input type="checkbox"/> I'm afraid of losing my benefits if I start working | <input type="checkbox"/> I don't have reliable internet or a phone |
| <input type="checkbox"/> I don't know how to get started | <input type="checkbox"/> I've had bad experiences with employers before |
| <input type="checkbox"/> I feel like jobs aren't available in my area | <input type="checkbox"/> I'm not sure what I'm qualified for |
| <input type="checkbox"/> Other: _____ | |

Is there anything else holding you back?

(optional — in your own words)

6

CONFIDENCE & READINESS

How ready do you feel?

There's no wrong answer. This is simply about where you're at right now — not where you need to be.

How confident do you feel about finding a job?

1

2

3

4

5

1 = Not at all confident 5 = Very confident

How motivated are you to start working or get training soon?

1

2

3

4

5

1 = Not motivated 5 = Very motivated

How supported do you feel right now?

1

2

3

4

5

1 = Very alone 5 = Well supported

Is there something you wish your coordinator understood about your situation?

(optional — stays private unless you choose to share it)

7

DOCUMENTS & PRACTICAL

The practical side

Let's see where you're at with the basics — no judgment, just a starting point.

Which of these do you currently have?

Check everything that applies

- | | |
|---|--|
| <input type="checkbox"/> Photo ID (status card, driver's licence, passport) | <input type="checkbox"/> Social Insurance Number (SIN) |
| <input type="checkbox"/> Bank account | <input type="checkbox"/> Up-to-date resume |
| <input type="checkbox"/> Professional email address | <input type="checkbox"/> A reference or someone who can speak to my work |
| <input type="checkbox"/> Education credentials or certificate | <input type="checkbox"/> Reliable phone or internet access |

Have you participated in any employment or training programs before?

- | | |
|---|---|
| <input type="checkbox"/> Yes, and it was helpful | <input type="checkbox"/> Yes, but it did not work out |
| <input type="checkbox"/> No — this is my first time | <input type="checkbox"/> I've heard of programs but don't know how to access them |

What type of support would be most helpful right now?

Select all that apply

- | | |
|--|--|
| <input type="checkbox"/> Help with a resume | <input type="checkbox"/> Interview coaching |
| <input type="checkbox"/> Help getting ID or documents | <input type="checkbox"/> Training or skills upgrading |
| <input type="checkbox"/> Mental health or wellness support | <input type="checkbox"/> Childcare or family support |
| <input type="checkbox"/> Financial support while in training | <input type="checkbox"/> Connection to local job opportunities |
| <input type="checkbox"/> Help starting my own business | <input type="checkbox"/> Mentorship / someone to guide me |

What Happens Next?

We are here to understand you and walk alongside you — not to tell you what to do or how to do it. Your pathway is yours. We are simply here to help you see it more clearly and connect you with supports that fit your life.

Now that you've completed this workbook, here are some ways to use it:

- 1 Keep it private.** This workbook is yours. Store it somewhere safe. You decide who sees it.
- 2 Bring it to your next appointment.** Your completed workbook helps your coordinator understand your situation quickly — so less time on paperwork, more time on what matters to you.
- 3 Use it as a starting point.** This isn't a final assessment — it's the beginning of a conversation. Your answers will change over time, and that's a good thing.
- 4 Ask about programs that match your goals.** Your coordinator can help connect you with programs, training, and services that fit your specific situation and community.

Want support from a real coordinator?

Insight Pathways Consulting works with First Nations communities across Ontario. We are here to understand and guide — not to tell you what to do or how to do it. If your Nation needs custom tools, frameworks, or program support built around your specific context, we can build that with you.

insightpathwaysconsulting.ca | [Contact us through the website](#)

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