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Career guidance for Generation Z: modern methods of professional orientation in a stress Period

Abstract: This article examines the importance of modern career guidance methods for Generation Z, focusing on the methods and tools used to create effective career guidance. The article examines the unique features of Generation Z and how they differ from previous generations and shows the need for individual approaches to professional orientation. It also discusses the advantages of using the Gallup Professional Orientation Test and the DISC personality test to determine individual professional orientation. Additionally, the authors examine Generation Z from a psychological point and found out that they feel stressed; anxious even in the classroom environment. Recently, many Z generation people are university students that suffer from speaking and sharing their points of view. Therefore, overall grades deteriorate noticeably. As a result, cognitive-behavioral therapy is the best method to cope with stress. Overall, this article contains valuable information for educators, career counselors, and professionals working with Gen Z to improve their professional development and future career prospects.

Keywords: Generation Z, career, test, CBT, stress, anxiety, speaking, students.

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Introduction

Career guidance is an important aspect of a person's life, especially for members of Generation Z. This article discusses the importance of career guidance for Generation Z and how modern career guidance approaches can help them make an informed career choice. This generation will make up a significant percentage of the workforce in the next decade. That is why it is very important to prepare them for the world of work through an effective professional orientation. Today's world is changing rapidly, and the demands of the labor market are changing with it.

Barlas (2018) studied the problems of Generation Z in the system of teacher and student and found out that Generation Z enters universities without professional orientation according to the national test outcomes. It is becoming more and more important to identify their strengths, interests, and abilities

in order to make an informed career choice. The vocational guidance process has also undergone significant changes with the introduction of modern methods. Moreover, language anxiety is one of the problems that is widely spread among Z-generation students and educators. Students who have entered the first year of the university usually feel anxious to answer the questions in the classroom (Kassymova et al., 2018), due to different levels of English. Therefore, speaking is one of the productive skills that hard to achieve fluency.

The purpose of this research is to study the formation of professional orientation for Generation Z using modern methods during their stress period.

Research methods

The study discusses the various ways, methods, and types of professional orientation work, the characteristics of Generation Z compared to other generations, as well as the advantages of using the Gallup professional orientation test (<https://www.gallup.com/cliftonstrengths/en/home.aspx>) and the DISC personality test (<https://www.123test.com/disc-personality-test/>) to determine professional orientation. This study also uses literature from various sources like journals, articles, books, and other documents.

Research results and discussions

Brief information about Generation Z: Table 1 shows different Western Cultural Generations according to Robinson (2023). Asia has its own generational definition based on major cultural, political, and economic influences (Robinson, 2023). Each generation based on history and economics has its own setbacks and difficulties over time. Asia’s Gen Zers (2021) born between 1997 and 2012 are going to embrace a quarter of Asia-Pacific’s population by 2025; they are expected increasingly make their presence felt in the global workforce (Asia’s Gen Z, 2021).

Table 1. Different generations by years

Generation Name	Births Start	Births End
The Lost Generation The Generation of 1914	1890	1915
The Interbellum Generation	1901	1913
The Greatest Generation	1910	1924
The Silent Generation	1925	1945
Baby Boomer Generation	1946	1964
Generation X (Baby Bust)	1965	1979
Xennials	1975	1985
Millennials Generation Y, Gen Next	1980	1994
iGen / Gen Z (Gen Zers) or Zoomers	1995	2012
Gen Alpha	2013	2025

Having been born in the availability of Internet access and information communication technologies, Generation Zers or Zoomers as they are also called, are true digital natives. They spend their spare time much more on the Internet than on TV (Asia’s Gen Z, 2021). The latest data from GWI (<https://www.gwi.com/>) shows that the typical global internet user now spends an average of almost 7 hours per day online (Simon, 2021), which means that humanity may be aware of stressful events in the lives of their friends or family. It may lead to the stress people have in their own lives (Keith Hampton, Lee Rainie, Weixu Lu, Inyoung Shin, and Kristen Purcell, 2015). Another study found that Gen Zers have no

memory of a world without the internet in comparison with the previous generations. Internet is an integral part of their life; almost half of Gen Zers spend 10 hours or more online per day, which means that they do not have time for face-to-face communication (Garnham, 2022).

Characteristic Gen Z based on Hadion Wijoyo, et al (2020): (1) They are the digital generation who are proficient and familiar with information technology and various computer applications. They will access information needed for educational and personal purposes quickly and easily; (2) They love and often communicate with all groups, especially through social networks such as Facebook, Twitter, or other social media platforms. Through this media they are freer to express what they feel and think spontaneously; (3) Tend to be tolerant of cultural differences and are very concerned about the environment; (4) Tend to be tolerant of cultural differences and are very concerned about the environment; (5) Accustomed to various activities at the same time. For example, reading, talking, watching, and listening to music at the same time. This is because they want everything to be fast-paced, and straightforward; (6) Tend to lack verbal communication, tend to be egocentric and individualistic, want instant results, impatience, and do not value the process.

Based on Dill (2015) through forbes.com write about Gen Z in North and South America, Africa, Europe, Asia, and the Middle East with the results that Gen Z is the first real global generation. High-tech in their blood, they have grown up in an uncertain and complex environment that dictates their views on work, learning, and the world. They have different expectations in their workplace, are career-oriented, an ambitious generation of professionals, possessing technical skills and language knowledge at a high level. Therefore, they are an excellent workforce (Arinwibowo et al., 2020; Kassymova, 2018; Sheriyev et al., 2016; Pratama et al., 2022).

Generation Z needs a little more care of their mental health because they are coming into the workforce at a stressful time. A study of 1,226 Zoomers from Australia, China, Hong Kong, and Singapore shows 73% felt stressed highly due to the COVID-19 pandemic in workplaces; in addition, 57% of them complained about their worsened mental health (Asia’s Gen Z, 2021). Research states that Generation Z is the most anxious generation to date. Anxiety is one of the most common mental illnesses worldwide (Facts & Statistics, 2023). The anxiety root cause is not only the pandemic COVID-19 but also unemployment, climate change, technology, online time, finances, current events, etc. among Generation Zers (Garnham, 2022).

The term “anxiety” or “language anxiety” has been described as an “alarming factor causing debilitating effects on foreign language learning process” (Nazeer et al, 2017) and “unease feeling, nervousness or a kind of fear due to individual’s perception in learning” (Rajitha, 2019). Moreover, according to Horwitz et al (1986) “the anxious foreign language learner ... experience apprehension, worry, even dread. They have difficulty concentrating, become forgetful, sweat, and have palpitations. They exhibit avoidance behavior such as missing class and postponing homework”. Many researchers explore speaking anxiety and divide them into two categories: trait anxiety and state anxiety. The most common descriptions from research that has been done in this area were dry mouth, changing voice temper, fear, shaking, and unusual gestures. In contrast, some scholars have done research studies that clearly show a positive effect of language anxiety in the educational process to oblige students to gather their thoughts. Therefore, Suleimenova (2013) claimed that anxiety in speaking a foreign language has a positive effect to lead students with anxiety to give concrete answers.

Another main source of anxiety comes from students’ characteristics of speaking in a foreign language such as shyness, personal characteristics, and self-motivation. While studying a new language, anxiety originates from “learners own sense of “self”, their self-related cognition ... and from the fear of losing self – identify” (Hahsemi, 2011). Therefore, the level of self-confidence has a vital role in speaking a foreign language without any fear (Rajitha, 2020). This position appears to be reasonable, as learners of a foreign language often have self-critique in their education process. Therefore, students usually suffer from internal factors of anxiety. For Suleimenova (2013) anxiety was found to cause problems related to “self-confidence, self-esteem, and risk-taking ability, and ultimately hampers proficiency in a foreign language”.

Cognitive-behavioral therapy (CBT) is suggested by psychologists to make changes to thoughts and feelings and improve coping skills such as learning without worries, relaxing, correct breathing, and recognizing and changing unproductive behaviors (McLeod, 2023; Psychological treatments for anxiety, 2023). CBT identifies our cognition how we think, our emotions how we feel, and our behavior how we act, and all of them are interacted together (see Figure 1).

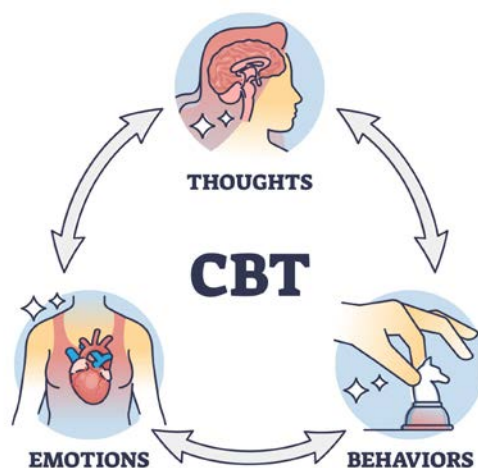


Figure 1. Cognitive-behavioral therapy (CBT)

Methods of creating vocational guidance work

The process of vocational guidance includes identifying one's interests, strengths, and abilities and matching them to the requirements of the labor market. To help individuals determine their professional orientation, modern methods and tools for creating a professional orientation system have been developed. These methods include self-assessment tests, counseling sessions, and performance monitoring.

Self-assessment tests are one of the most common methods used to determine professional orientation. These tests are designed to assess a person's personality, interests, and abilities. Tests usually consist of a series of questions and the results are used to create a profile of a person's strengths and weaknesses (Heppner & Williams, 2017). "Gallup professional test", "16 personalities", "disc test" and many other tests are becoming popular recently.

Counseling is another method used for career guidance. These sessions involve one-on-one interaction between a career counselor and an individual. A counselor assesses a person's interests, strengths, and abilities and makes recommendations about possible career paths. A counselor can also provide information about job requirements, career prospects, and the labor market (Farooq, Pitafi & Akhtar, 2013).

Job shadowing is a technique that allows people to gain experience doing a specific job. This involves spending time with an experienced professional in a particular field to understand the job requirements, day-to-day tasks, and challenges. Job tracking can give people real insight into the job and help them make an informed career choice.

Characteristics of Generation Z compared to other generations

Generation Z refers to people born between the mid-1990s and early 2010s (Heppner & Williams, 2017). Some features of Generation Z compared to other generations:

- *Technology*: Generation Z has grown up in technology and is more comfortable than previous generations. They are digital natives and are accustomed to using smartphones, social media, and other technologies from a young age (Liang & Lenz, 2019).
- *Diversity*: Generation Z is more diverse than previous generations, with a greater mix of races, ethnicities, and cultures. This has led to more open and accepting thinking about diversity and inclusion (Heppner & Williams, 2017).
- *Entrepreneurship*: Generation Z is more adventurous than previous generations. They are interested in starting their own business and being their own boss. This may be due to a lack of job security and a desire for greater independence and flexibility (Heppner & Williams, 2017).

- *Community Consciousness:* Generation Z is more socially conscious than previous generations, focusing on issues such as climate change, social justice, and human rights. They are more likely to get involved politically and act to change the situation for the better (Heppner & Williams, 2017).
- *Work-life balance:* Generation Z values work-life balance more than previous generations. They prioritize their mental health and well-being and seek flexible working arrangements (Heppner & Williams, 2017).

Compared to other generations, Generation Z has grown up with technology as an integral part of their lives. They were born where access to the internet has become a global culture, thus affecting their values and views on life goals. They feel comfortable in digital communication and quickly adapt to new technologies. This generation is also socially aware and values diversity and inclusion. They will prioritize social and environmental issues and be willing to take action to achieve change (Khan & Hashim, 2018).

Advantages of the Gallup Professional Orientation Test

"Gallup" professional orientation test is a valuable tool for determining professional orientation. It measures a person's natural aptitudes, interests, and talents to provide insight into career paths that may be suitable. The test is based on the Clifton Strengths Assessment, which identifies a person's core strengths and how they can be used to achieve career success. The Gallup professional test helps Gen Z make informed career decisions and serves as a starting point for exploring different options. There are several useful points of the test in providing professional orientation in Generation Z:

- *Self-awareness:* Taking the Clifton Strengths Test helps Gen Zers gain a better understanding of their strengths, which helps them better understand themselves and make better decisions about their careers and personal lives (Suzanne M. Savickas & Philip G. DeVol, 2013).
- *Career Development:* Knowing your strengths helps Gen Zers identify potential career paths that match their natural talents and abilities. This can lead to job satisfaction and a fulfilling career (Suzanne M. Savickas & Philip G. DeVol, 2013).
- *Personal Growth:* Understanding their strengths can help Gen Zers thrive in areas that have previously been difficult. For example, if someone is naturally empathetic, they can use this strength to improve their communication skills (Suzanne M. Savickas & Philip G. DeVol, 2013).
- *Improve communication:* The Clifton Strengths test helps Gen Zers understand how their strengths interact with others, which can lead to more effective communication and stronger relationships (Suzanne M. Savickas & Philip G. DeVol, 2013).
- *Confidence:* By understanding their strengths, Gen Zs can be confident in their abilities and willing to take risks and achieve their goals (Suzanne M. Savickas & Philip G. DeVol, 2013).

Overall, the CliftonStrengths test can provide valuable information to help Gen Z better understand themselves, develop their talents, and achieve successful careers and relationships.

The "DISC" personality test

This test can be useful for Gen Z in several ways. Some of the benefits of the "DISC" personality test for Gen Z are:

- *Understanding Personal Strengths and Weaknesses:* Taking a DISC personality test can help Gen Zers understand their personal strengths and weaknesses. This can give you insight into their communication style, how they work in a team, and what motivates them. This knowledge can be useful in making informed decisions about their education, career and personal development (Carlson, Bundick, Dinkmeyer, 2010).
- *Improving Communication Skills:* The "DISC" personality test helps Gen Z people improve their communication skills by giving them insight into their communication style. By understanding their communication style, they can adapt their style to communicate effectively with others, including different types of people (Carlson, Bundick, Dinkmeyer, 2010).
- *Career orientation:* The DISC personality test helps Gen Z people choose a career that fits their personality type. This can give them an idea of the types of jobs they are suitable for and the skills they need to develop to succeed in their chosen career (Carlson, Bundick, Dinkmeyer, 2010).

- **Building Better Relationships:** Understanding the different personality types can help Gen Zers build better relationships with peers, family, and friends. By understanding how others communicate and what motivates them, they can adapt their approach to building stronger and more productive relationships (Carlson, Bundick, Dinkmeyer, 2010).
- **Personality development:** The DISC personality test can be used as a personality development tool. It helps Gen Z people identify areas for improvement and create strategies to overcome challenges and achieve their goals (Carlson, Bundick, Dinkmeyer, 2010).

Overall, the DISC personality test can be a valuable tool for Gen Zers as they navigate their personal and professional lives. It can provide insight into their personality type, communication style, strengths, and weaknesses, helping them make informed decisions and achieve their goals.

Conclusions

To sum up, there are many factors leading to stress. Generation Z is believed to feel more stress than the previous generations. Every student entering the university should have a basic knowledge about personality tests and general psychology. Then, as a result, everyone can conquer the anxiety of speaking and performing in the classroom. Therefore, this research can be beneficial to students who suffer from stress in modern life. Teachers should develop their awareness of all types of anxiety and can produce a suitable education environment and determine the needs of students, especially those who feel anxiety. Cognitive-behavioral therapy is recommended to reduce stress levels. Choosing the right career path is also stressful action. It is the most important decision that can have a significant impact on one's life. With the help of modern methods and tools for creating a career guidance system, Generation Z can make informed decisions about their careers. The Gallup career orientation test and the DISC personality test are two valuable tools to help Gen Z determine their career path. By understanding their natural aptitudes, interests, and talents and aligning them with their personal style and work preferences, Gen Z can create careers that are fulfilling and aligned with their values.

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