

Same same but different: practical strategies and tools for helping people over 40 to rethink their careers.

Ms Joanna Maxwell¹

¹Australian Human Rights Commission

Biography:

Joanna Maxwell is the author of 'Rethink Your Career in your 40s, 50s and 60s', published by HarperCollins in 2017 and winner of the RSA Australian Career Book of the Year in 2018. She ran a successful career consultancy for over 15 years, increasingly focusing on helping older Australians make effective career choices. Many of the exercises and insights in the book were developed over years working with individuals and groups,

While writing her book, Joanna completed a Masters of Education in older workers, training and social change, which gave her a solid evidence base.

In late 2017, Joanna found herself changing her own career, and now works as director of age discrimination in the Australian Human Rights Commission, where she maintains a keen interest in the area of older workers and still conducts training sessions with workers and those who employ them.

This interactive session will offer practical strategies and tools for working with Australians over 40 who are looking to change careers or to remain relevant in a rapidly-changing world of work.

Mature workers face many of the same dilemmas as younger ones and so this session will be useful to all career practitioners. And the young workers of today are the mature workforce of tomorrow, so the earlier they are encouraged to consider a strategic career pathway through later decades the better they will be able to prepare.

Older workers face particular barriers in finding and keeping a job (including ageism and the need to retrain) and may have different needs from work (including particular types of flexibility). I will canvas these and offer strategic ideas for helping this cohort navigate what often seems to them to be a 'journey without maps'.

The tools I will demonstrate were developed over many years working with clients in their 40s and beyond and honed through research for a M.Ed on older workers, training and social change, as well as the interviews and other work done in writing my 2017 book, Rethink Your Career in your 40s, 50s and 60s.

The session will focus on innovative approaches and original exercises that participants can (at least partly) experience in the session. My work has always woven creative thinking with practical outcomes and so offers a fresh way to engage with clients and help them find useful insights and see new possibilities. This fits with the CDAA conference theme as it is a process of integrating past experiences and new insights to create a sustainable and satisfying future.

Attendees will receive an understanding of how to help mature workers effectively, as well as practical tips, creative exercises and strategies to take into their own work.