

Beating the Odds

Contributing Factors

Based on the leaders' stories of beating the odds, six thematic factors were identified...

1.

INTERESTS & PASSIONS

Leaders mentioned how important it was for them to realize their passions, which translated into intrinsic motivation for them to overcome struggles and keep moving forward.

2.

GOALS

Research shows that having clear goals promotes career exploration and planning related to these goals. The closer the leaders got to their goals, the farther away they were from the influence of their negative conditions.

3.

FIT

When leaders perceived that they had a good fit job or a good fit organization, they typically had a more positive attitude towards work-related challenges. Greater fit was also associated with greater commitment, performance, and satisfaction.

4.

EXPERIENCES

Leaders stressed the critical role of having experiences to prepare for beating the odds. They viewed experiences as important learning tools. As a result of their experiences, leaders gained knowledge, skills, and attitudes about education and work.

5.

ROLE MODELS

By observing role models, the leaders learned important skills needed for college and career planning, as well as behaviors to cope with challenges. Role models also helped the leaders to develop positive attitudes towards work and specific mindsets for overcoming obstacles.

6.

SUPPORTS

Research indicates that supports empower individuals to overcome perceived barriers and lead to positive career outcomes. The leaders pointed out different types of supports, such as family, peers, friends, mentors, community organizations, programs, and schools.