



# HIRE-FIRE

**A GUIDE FOR YOUTH WORKERS  
AND CAREER ADVISORS**

**MODULE 2**

**THE CLASH BETWEEN  
EXPECTATIONS AND JOB  
MARKET REALITIES**



Co-funded by  
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# MODULE OVERVIEW

This module – 'The Clash Between Expectations and Job Market Realities' – explores the gap between young people's career expectations and the realities of the labor market. It helps learners understand where their expectations come from, how social comparisons and generational narratives shape their thinking, and how to align personal values with realistic opportunities.

## 1. LEARNING OBJECTIVES

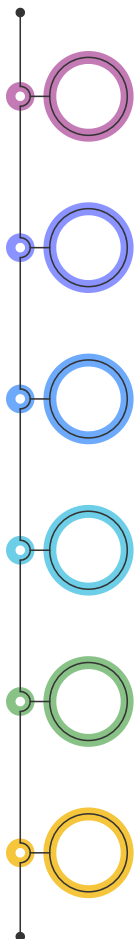
**After the session, participants will be able to:**

- **Recognize** how their expectations about work are formed (self, family, media, peers).
- **Identify core personal values** and distinguish them from external expectations.
- **Define what a 'good job' means** in realistic, value-based terms.
- **Reflect on limiting beliefs** and reframe them into supportive thoughts.
- **Understand the difference** between idealized and realistic career paths.



## 2. SUGGESTED SESSION FLOW

Estimated duration: 90 minutes



- 1. Warm-up (10 min):** 'What does success mean to you?' – short sharing round.
- 2. Reflection (20 min):** 'Where do my expectations come from?' Learners complete the influence chart (family, school, media, peers, own experience).
- 3. Group discussion (15 min):** Compare results and discuss generational influences.
- 4. Mini-workshop (25 min):** 'Redefining a Good Job' – identify 3 key values and link them to realistic work situations.
- 5. Cognitive exercise (15 min):** Reframing limiting beliefs – individual reflection and pair sharing.
- 6. Summary and quiz (5 min):** Quick check-in using the module's quiz questions.



## 3. DISCUSSION PROMPTS & ACTIVITIES

### Discussion questions

- How does social media shape your vision of success?
- Which expectations about work feel truly yours – and which come from outside?
- How can young people balance idealism with realism when entering the job market?

### Active methods

- Value map (participants visually map their top 3 values).
- Role-play: job interview focusing on value-based questions.
- Myth-busting exercise: identify and challenge common internet myths about career.



## 4. EDUCATOR'S ROLE & FACILITATION TIPS

- **Create a safe and non-judgmental environment.** Encourage reflection rather than giving ready-made answers.
- **Use open questions** to help participants explore personal experiences.
- **Normalize uncertainty and nonlinear career paths** – emphasize learning and experimentation.
- **Watch out for emotional responses:** feelings of pressure, inadequacy, or frustration are natural and should be validated.



## 5. SUMMARY & EVALUATION

### End the session with a (group) reflection:

- What's one insight you're taking away about your own career expectations?
- What feels different about how you now define 'a good job'?

Conclude by emphasizing that building a career is a continuous process of self-discovery, negotiation, and adaptation.



What's one insight you're taking away about your own career expectations?



What feels different about how you now define 'a good job'?

# HIRE-FIRE. AVOIDING FAILURES IN CAREER DEVELOPMENT

The HIRE-FIRE project has been developed by youth workers, educators, career advisors, and young people, who teamed up to assist you in avoiding the common mistakes at the beginning of your professional journey.

To be able to support youth, we offer you free content:

- **Learning platform**, offering a course on how to avoid common mistakes in navigation on the labor market, which you can use in your daily activities with young people
- **Short informative videos** offering solutions to the main problems and mistakes presented in this e-book.
- **Guides** for youth workers and career advisors on how to deliver workshops
- **e-books**

Follow our website: <https://hirefireproject.eu>

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