

What's Valuable about Employment?

WHAT CAN YOU GAIN AND HOW DOES IT HELP YOU?

[Home](#) > [Trends in Psychology](#) > [Article](#)

Exploring Young Offenders' Conceptions of Meaningful Employment

Original Article | [Open access](#) | Published: 14 December 2021

Volume 31, pages 50–74, (2023) | [Cite this article](#)



Behavioral
Medicine
REVIEW

Katherine R. Arlinghaus, MS, RD, and Craig A. Johnston, PhD

The Importance of Creating Habits and Routine



SCHOOL OF MEDICINE

Center for Health Equity Research

To search, type and hit enter.

Search

Search this site Search UNC School of Medicine

[Home](#) [About](#) [People](#) [Projects](#) [Abacus Evaluation](#) [Equity-Centered Leadership](#) [Resources](#)

COVID-19 Shared Resources

[Home](#) / [News](#) / [The Benefits of Experience: New Study Finds More Work Experience Benefits for Youth](#)

The Benefits of Experience: New Study Finds More Work Experience Benefits for Youth

JHR

THE JOURNAL OF HUMAN RESOURCES

[Home](#) [Content](#) [Info for](#) [About Us](#) [More](#) [Alerts](#) [Special Issue](#)

Research Article | [Article](#)

The Effect of Social Benefits on Youth Employment

Combining Regression Discontinuity and a Behavioral Model

Olivier Bargain and Karina Doorley

Journal of Human Resources, October 2017, 52 (4) 1032-1059; DOI: <https://doi.org/10.3368/jhr.52.4.1115-7510R>



U.S. DEPARTMENT OF LABOR BLOG

[SPECIAL INITIATIVES](#) [DATA AND TECHNOLOGY](#)

Youth Employment: A Foundation for Mental Health and Well-Being

Filed in [Special Initiatives](#), [Good Jobs Initiative](#) • By: [Julie Su](#) • May 8, 2024

1. STRUCTURE

- ▶ A routine can reduce anxiety
 - Provides a sense of belonging – you know where and when you need to be
- ▶ Can improve:
 - Sleep habits
 - General physical health – keeps you active
 - Stress levels
 - PROMOTES INTENTIONALITY IN YOUR TIME SPENT
 - You become all too aware of the value of your free-time, how you spend your days vs. how you want to spend your days
 - Considering 'how you spend your time' can impact yourself and others
 - It can give perspective on fulfillment



TIPS:

1. Keep a Calendar



Employers value organizational transparency

- Allows you to plan out and be intentional about your free time
- Keeps track of your shifts/work schedule
- Helps plan-ahead to ask for time off/make sure others can cover your shift if needed

2. Consistent alarms



- Allows your body to mold to a helpful, healthy sleep schedule
- Keeps you on time

Set the reminder for when you know you can deal with the task

3. Keep an Agenda/Use the Reminders App

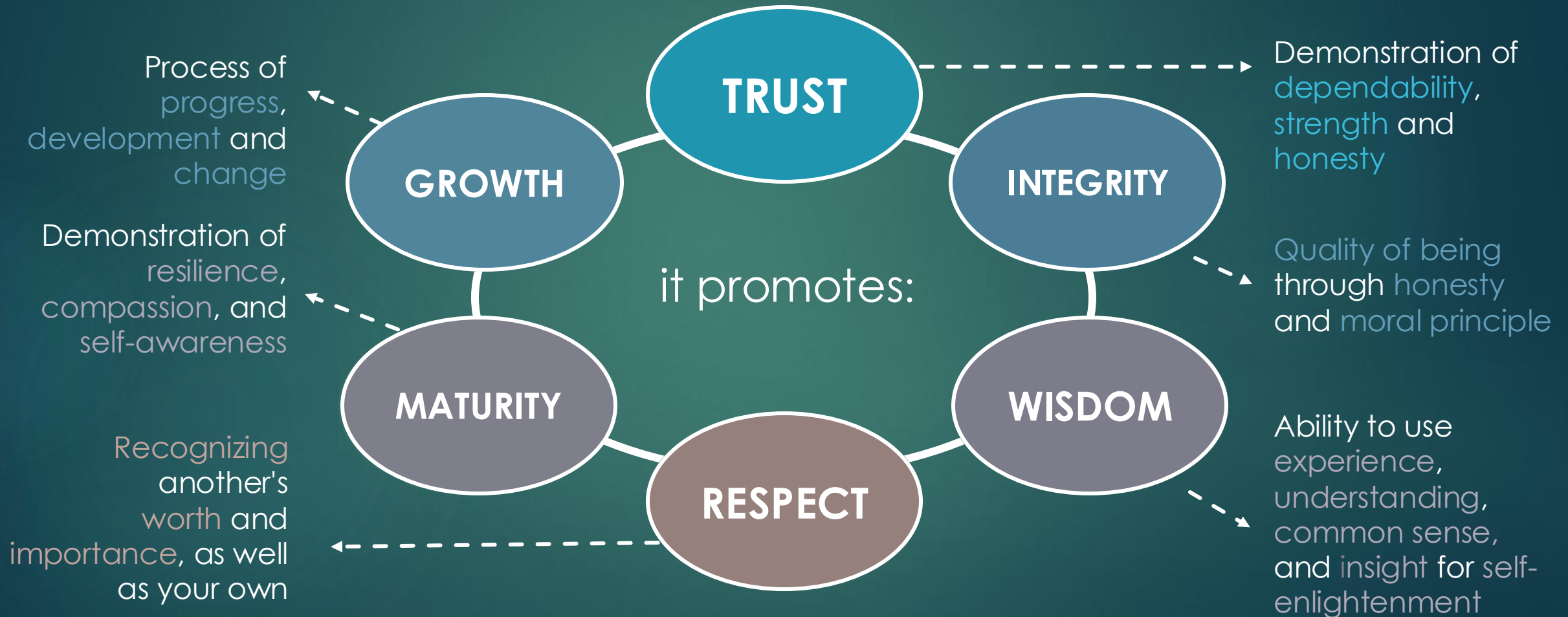


- Helps you keep track of to-do's outside of work.
- Keeps you accountable

This includes a relatively consistent bedtime during the work-week

2. ACCOUNTABILITY

A word you have heard a lot
WHAT DOES IT ACTUALLY MEAN?



Scenario Example of Accountability:

During his first few shifts, Jimmy is tasked with prepping ingredients for the Restaurant's kitchen to help meal-plan for the upcoming week.

When moving produce into the walk-in fridge, Jimmy knocks off a couple of batches of fresh lettuce needed for the week's salads from the fridge shelf onto the floor (contaminating the food!)

Instead of throwing it away without saying anything or ignoring what happened and putting the lettuce back on the shelf, Jimmy informs his head chef.

Jimmy puts the lettuce aside, apologizes for his mistake, states he will be more mindful in the future, and asks what he should do to help rectify his mistake.

The Chef thanks Jimmy for informing her and asks him to log how much lettuce was lost so they know how much they need to re-order for the week.

Jimmy logs the amount, and throughout the week, he makes sure to turn on the fridge light every time he goes in, so he is extra mindful about what is on each shelf and where so he won't bump into anything.

Displaying
Integrity and
Maturity

Building **Trust**
and **Respect**
with the Chef

Intentional
Growth

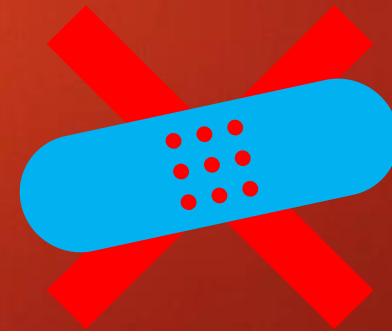
TASK:

Given the example on the last slide - take a fresh piece of paper and brainstorm a new scenario:

Your example can be in any industry—think of a problem/mistake/tuff situation that could happen in the workplace

From your scenario - list out ways to approach it, and how each way could demonstrate the elements of Accountability you just learned:

*You can just list out one solution if that's all you can think of—**but** the **KEY** is to identify what about your solution displays how you are being accountable.*



3. SELF APPLICATION

"DO, REFLECT,
THINK, APPLY"

- ▶ The fastest, most effective way to grow is through **direct experience**
 - You learn it when you're in it:
 - *Meaning:* you learn what you **need** when you're in the hot-seat to **perform**.
- ▶ Hands-on learning can reveal **you are often more capable than you think**
 - **You just have to 'start somewhere'** to get the job done and/or solve the problem:
 - Trial and error ISN'T BAD—the important part is you learn from what happens, what works AND what doesn't, and move forward smarter
 - This skill can be applied in all areas of life
- ▶ It's easier to retain/remember skills when you experience it in action
 - **ACTION** based learning vs. **PASSIVE** based learning. It's easier to zone out in class than when you are on the job.



4. SKILL-BUILDING

Not just *JOB* skills
but *LIFE* skills.....

EMPLOYMENT HELPS DEVELOP...

- How to manage professional and personal relationships
 - "Managing-Up"
 - ▶ Managing your boss(es)
 - Setting boundaries
 - ▶ Self-advocating
 - Clear communication
 - ▶ Clarifying intent
 - ▶ Clarifying bandwidth
 - ▶ Clarifying expectations
 - Conflict resolution
 - ▶ Compromising
 - ▶ Problem solving
- How to manage personal development and achievement
 - Time Management
 - ▶ Creating your own schedule
 - ▶ Setting goals
 - Perseverance
 - ▶ Managing set-backs
 - ▶ Adapting to challenges



5. FUTURE EMPLOYMENT

GAINING EMPLOYMENT EXPERIENCE
LEAVES YOU MORE QUALIFIED FOR
FUTURE EMPLOYMENT OPPORTUNITIES

Employers look for those *specifically with work experience (so build your resume)*



Learn what you *LIKE* so you can learn what you *WANT*

The more experience, the more you learn, *the more you progress*



Having a first job under your belt *provides a stepping-stone* for you to build up

INFORMATIVE SOURCES (the research)

- ▶ Arlinghaus, Katherine R, and Craig A Johnston. "The Importance of Creating Habits and Routine." *American journal of lifestyle medicine* vol. 13,2 142-144. 29 Dec. 2018, doi:10.1177/1559827618818044
- ▶ "Health Benefits of Having a Routine." *HealthBeat*, Northwestern Medicine, Dec. 2022, www.nm.org/healthbeat/healthy-tips/health-benefits-of-having-a-routine.
- ▶ Kong, Yangtao. "The Role of Experiential Learning on Students' Motivation and Classroom Engagement." *Frontiers in Psychology*, U.S. National Library of Medicine, 22 Oct. 2021, www.ncbi.nlm.nih.gov/pmc/articles/PMC8569223/.