

CHANGE THE QUESTION

A THANKSGIVING CONVERSATION GUIDE



For generations, we've asked young people, "What do you want to be when you grow up?"

But they don't have to choose just **one future**.

The average person may hold 18 jobs across six careers, so there are many possibilities to explore.



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CHANGE THE QUESTION

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Use the following questions to help young people explore what they're good at, what they're curious about, and the **many futures they can imagine**.

The questions go **both ways**, giving youth and adults a chance to learn from each other.

BLUE CARDS: ADULTS ASK YOUTH

TEAL CARDS: YOUTH ASK ADULTS



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CONVERSATION TIPS:



The workforce has changed a lot! As you listen, what seems different? What seems the same?

Stay curious. Ask follow-up questions and invite others to share more.

Listen to understand, **not just to respond.**



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CHANGE THE QUESTION

ASK A YOUNG PERSON:



What are you
really good at?



CHANGE THE QUESTION

ASK A YOUNG PERSON:



What are you
most proud of
learning this
year?

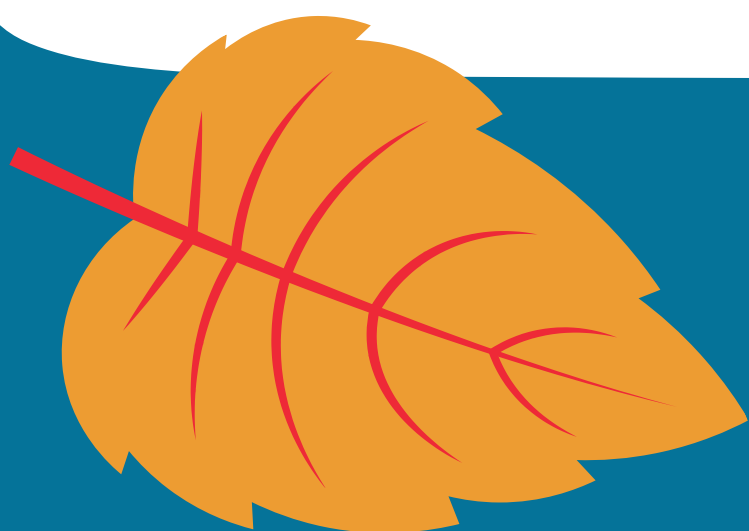


CHANGE THE QUESTION

ASK A YOUNG PERSON:



What do your
friends or
family come to
you for?



CHANGE THE QUESTION

ASK A YOUNG PERSON:



What do you
want to learn
next?



CHANGE THE QUESTION

ASK A YOUNG PERSON:

Who could
help you learn
more about
something
that interests
you?

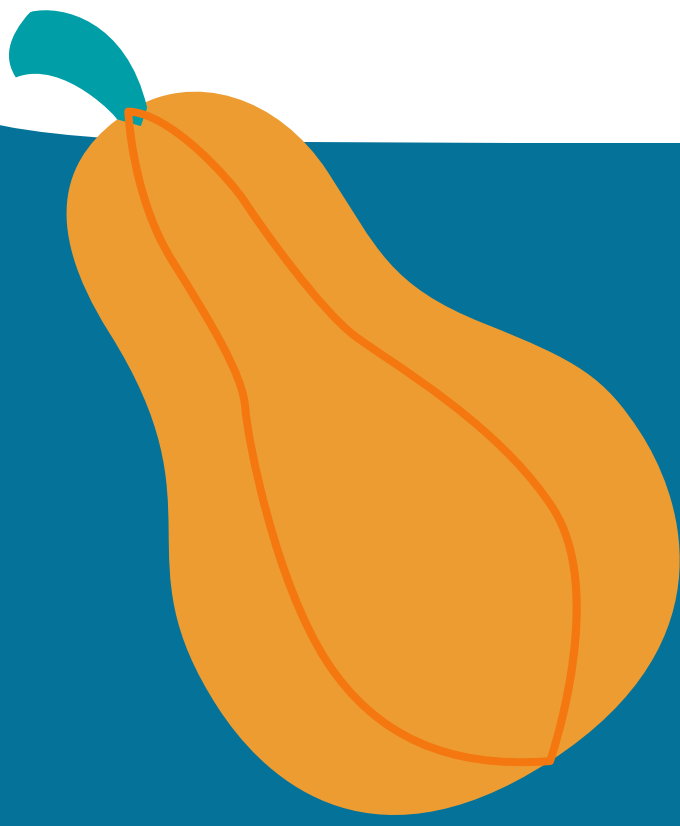


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ASK A YOUNG PERSON:



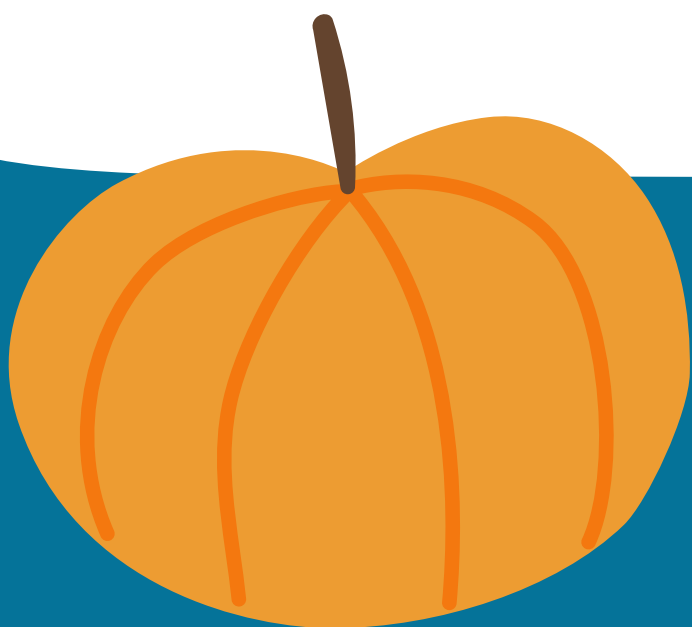
How many
futures can
you imagine?



CHANGE THE QUESTION

ASK A YOUNG PERSON:

If you could try
any job for one
day, what
would it be?

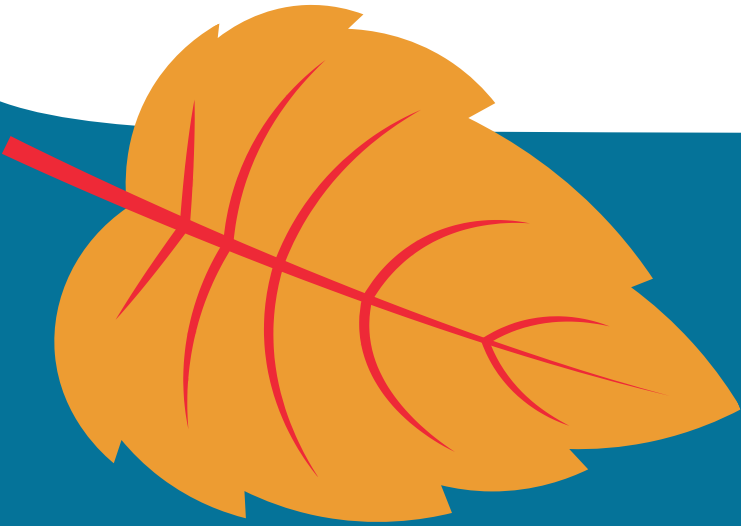


CHANGE THE QUESTION

ASK A YOUNG PERSON:



What
problems do
you enjoy
solving?



CHANGE THE QUESTION

ASK A YOUNG PERSON:

How do you
hope to help
other people?



CHANGE THE QUESTION

ASK AN ADULT:



What did you
want to do at my
age, and how is
your career
different now?



CHANGE THE QUESTION

ASK AN ADULT:

What's
something
you've tried
that led you
somewhere
unexpected?



CHANGE THE QUESTION

ASK AN ADULT:



Who is
someone you
met who
changed your
career for the
better?



CHANGE THE QUESTION

ASK AN ADULT:



What three
things do you
think I'm really
good at?



CHANGE THE QUESTION

ASK AN ADULT:

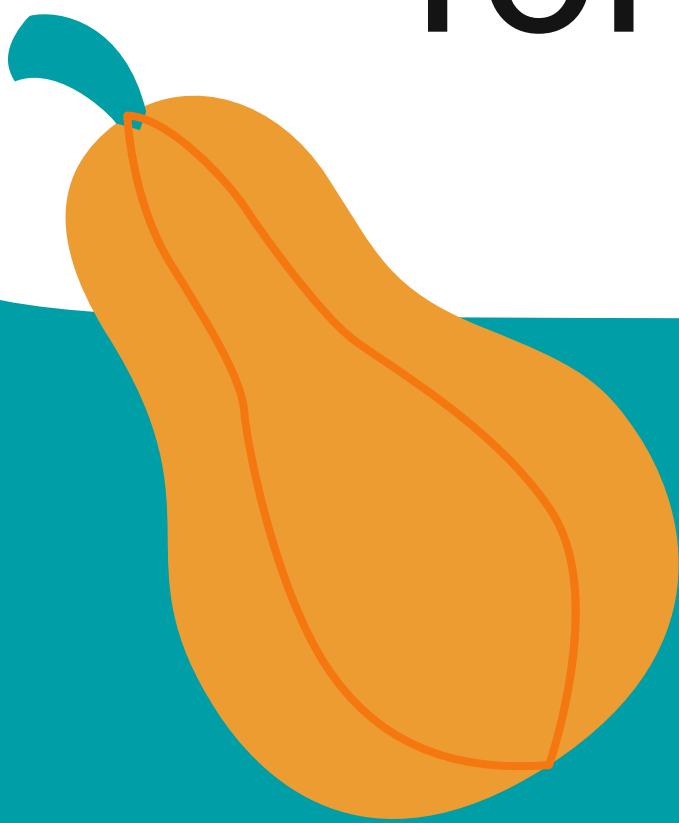
If you could
trade careers
with anyone
else at this
table, who
would you pick
and why?



CHANGE THE QUESTION

ASK AN ADULT:

How did you
learn what
careers
weren't right
for you?



CHANGE THE QUESTION

ASK AN ADULT:



What is
something really
important that
you learned
from a job, boss,
or mentor?



CHANGE THE QUESTION

ASK AN ADULT:



What skill do
you think I could
improve that
would help me
in any career?



CHANGE THE QUESTION

ASK AN ADULT:

Is there
someone you
know who I
could meet to
learn more
about a career?



CHANGE THE QUESTION

We'd love to see how
you're changing the
question.

Share using
#ChangeTheQuestion
and tag
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