

Work in the World: Preparing for Change in Pakistan

by Brian Hutchison, Ph.D., CCCE, ACF21

In many cultures, New Year resolutions are an impetus for career goals and frustrations. Research suggests that only 8% of New Year's resolutions remain intact at the end of the year in which they are made, and a full 25% of resolutions have been broken by mid-January. These data highlight the difficulty in goal achievement using "methods of will power." Raza Abbas is an excellent person to turn to for deeper insight into goal setting and achievement processes in career work.

Mr. Abbas is an organizational development advisor and career professional based in Pakistan. As a social entrepreneur in the career services space for 14 years, he has targeted the shortage of career guidance initiatives for youth in Pakistan, who comprise 60% of the population. In Pakistan, he is a pioneer in establishing career infrastructure building his network of training, services delivery, and advocacy from the ground up. Mr. Raza has led and advocated for an array of inclusive career initiatives in schools, colleges, academies, foundations, NGOs, vocational institutes, universities, and incubation centers in Pakistan, and has received global recognition for his work.

Mr. Abbas uses two models for doing goal work in his practice. The Grow Model helps clients clarify goals using this acronym:

- **G**oal: What do you want?
- **R**eality: Where are you now?
- **O**ptions: What could you do?
- **W**ill: What will you do?

Once this process of clarification is established, Raza then uses the SMART Model for setting and monitoring goal achievement. SMART goals are: **S**pecific, **M**easurable, **A**chievable, **R**elevant, and **T**ime bound.

Even with these two tools, goal achievement is rarely easy and Raza and his team provide ongoing support of clients. As Raza stated in our interview, "I am an advocate of nurturing professional career relationships; ensure timely follow-up and having open lines of communication in case clients get stuck. They can always email to schedule a conversation. I not only help them navigate their immediate career goals but also have back-up plans in place in case things do not go as they one would have originally imagined."

One of the things I enjoy most about speaking with Raza is his mastery of perspective. When thinking about career



Raza Abbas in his element while presenting on career topics.

development in Pakistan, he describes the context of his country clearly and precisely so that I, who have not yet had the pleasure of a visit, can understand. Yet, when the discussion shifts, he is equally adept at speaking about career development at the regional or even global level. The thing that pulls it all together, the reason he and many reading this work is Raza Abbas' core belief that "Never before in human era has careers guidance been so critical as it is presently; we are on the bridge of human transformation."

We know that transitions, and even more so transformations, can be quite scary for us humans. It is my belief that clear thinking, globally aware, and morally forthright career professionals like Raza Abbas will be the salve to our anxieties as we navigate this exciting, uncertain future.

Mr. Abbas invites you to subscribe to his [YouTube](#) channel and to connect with him on [LinkedIn](#) and [Twitter](#).

"Never before in human era has careers guidance been so critical as it is presently; we are on the bridge of human transformation." – Raza Abbas

Brian Hutchison, PhD, CCCE, ACF21 is a Counseling Professor who focuses on career issues. Also known as Global Career Guy he provides career coaching, counseling, speaking, and consultation focused on globalized work and mental health. Contact - email: globalcareerguy@gmail.com, Twitter and Instagram - [@globalcareerguy](#).

