

## Step 6 Barriers

**Aim of Step 6:**  
**Is to identify barriers to your career progression**

### Introduction to Barriers:

Regardless of the job market, there are frequently barriers that can hold us back from successfully moving back into employment.

In this section we explore those things that might be stopping you or interfering in some way with your attempts to progress your career.

While we may be aware of some barriers, sometimes we are not, or we don't realise what they are.

This is an opportunity to think about your barriers and overcome or lessen their impact.

Barriers come in two forms:

1. **Perceived Barriers**
2. **Real Barriers**

Believe it or not, a huge amount of our barriers are perceived. A perceived barrier is one that we create in our own minds and convince ourselves that it's true, and if you believe it's true – then it is true. They are often based on or linked to disempowering beliefs. An example of a perceived barrier could be for instance; an individual who does not apply for a sales job because they imagine that the ability to sell is something you must be born with. The real truth is that selling is a skill that can be developed.

Perceived barriers can appear very real, but once identified it is possible to deal with them.

Real barriers are just that; genuine barriers. If you are fifty years of age and you'd like to join the Army, you just won't be accepted. If you're five feet tall and forty, a career as a basketball player is a bit of a long shot.

**It is critically important that you can distinguish between perceived and real barriers.**

Is lack of qualification a real or a perceived barrier? You could argue that it is a real barrier, until you decide to attain the necessary qualification.

Is age a real barrier? It can be, depending on the particular occupation you are interested in, or the particular company you are applying to, but it can also be a perceived barrier.

Typical barriers can centre on:

- Age
- Experience
- Sex
- Qualifications
- Education
- Address
- Colour/creed

**Aim of Step 6:** Is to identify barriers to your career progression.

#### **Objectives:**

At the end of this step you should:

- Have a list of barriers that affect your career ambition
- Have identified which of your barriers are real and which are perceived
- State how you can overcome your perceived barriers

**Barriers Tool** 

