

Common Constraints	Considerations	Basic Strategies
<b>Job market constraints</b>	Is it a perception or fact? Are they able to re-locate for opportunities? Are goals defined too narrowly?	Have them research the job market Self-assess to identify alternative occupations Expand possibilities
<b>Lack of education, training, qualification or credentials</b>	What are the real requirements for work in their preferred field? Is upskilling feasible?	Investigate on-the-job learning options If qualifications are required, invest in education if possible
<b>Ageism, sexism, racism</b>	Is a structural problem within the organization? Is it a personal bias of an individual blocking them?	Seek organisations with stated diversity policies and demonstrated inclusion practices Look for more supportive environments
<b>Low self-confidence</b>	Is it really confidence issues or structural barriers that constrain them?	Explore the evidence Help them review and identify achievements and strengths Learn public speaking
<b>Non-negotiable commitments eg. Co-parenting/co-careers Elder care</b>	Is the situation permanent or temporary? Have shared responsibilities at home been negotiated fairly?	Set long-term goals but look for ways to increase work/life satisfaction Specialist counselling may be called for
<b>Financial eg. mortgage, credit card debt, personal loans, student loans</b>	Is it income or spending that is the problem?	Requires specialist input eg. budgeting, mortgage shopping for lower interest rates
<b>Poor social skills</b>	Is it just their natural temperament misunderstood? In what ways do social skills hold them back?	Involvement in activities with others with shared interests Specialist coaching or training