

A woman with braids is shown in profile, looking towards a man in a light blue shirt. The man is looking back at her with a slight smile. The background is a blurred office setting. The entire image has a blue tint.

IGNITE THE CONVERSATION

THERE'S **MORE** TO MOTOR



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Apprenticeship
Central

WHAT ARE CONVERSATION CARDS?

Conversation cards are a fun and supportive way to help young people talk about their ideas, interests, and hopes for the future. Each card includes an open question designed to spark curiosity, excitement, and enjoyment, making conversations about careers feel approachable and engaging rather than overwhelming.

Through these conversations, young people can better understand their own wants and needs, build confidence in their choices, and begin to identify goals that feel achievable, motivating, and meaningful to them as they grow and explore different career pathways.



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USER GUIDE

- Use one card at a time and give the young person time to think before responding. Let the conversation flow naturally, following their lead.
- There are no right or wrong answers, the value is in the thinking, not a “correct” response.
- Your role is to create a safe, encouraging space for exploring ideas and building confidence.



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HOW TO RESPOND

Listen First

- Let them finish speaking before responding.
- Pause for a moment, silence encourages reflection.
- Focus on understanding the responses, not solving them.

Reflect Back

- Show you are attentive to their responses with phrasing such as:
 - “It sounds like that really excites you”
 - “You seem unsure about this and that makes sense”



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HOW TO RESPOND

Ask Clarifying Questions

- Encourage deeper thinking with open-ended questions:
 - “What makes you say that?”
 - “How would you like to explore this further?”

Encourage Agency

- Highlight their strengths and choices:
 - “You’ve thought this through carefully”
 - “I can see why that’s important to you”



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HOW TO RESPOND

Normalise Uncertainty

- Accept that they might not have all the answers yet:
 - “It’s okay not to know right now”
 - “Exploring options is part of learning”

Resist Giving Advice Too Quickly

- Keep the focus on their thoughts and ideas.
- If sharing your experience, keep it brief and neutral:
 - “When I was your age, I explored a few options before deciding”

A woman with blonde hair, wearing a white lab coat, a white N95-style face mask, and blue nitrile gloves, is focused on a task in a laboratory. She is holding a small, dark, cylindrical object. In the background, a man in a white lab coat is standing near a piece of equipment. The scene is brightly lit, and there are various lab fixtures like a clock and safety signs visible.

SKILLS & STRENGTHS



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- What kinds of things feel easiest or most natural for you?
- When do you feel the most confident in yourself?
- What do people often ask you for help with?
- What's something you've improved at recently?
- What do you enjoy learning, even when it's challenging?
- If you had to teach someone something, what would you choose?

A group of people are gathered in a meeting or discussion. The image is overlaid with a semi-transparent blue filter. The text "INTERESTS & ENJOYMENT" is written in large, bold, yellow capital letters across the center of the image. The background shows several individuals, including a woman with glasses on the left and a man with curly hair in the foreground, all appearing to be engaged in conversation.

**INTERESTS &
ENJOYMENT**



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- What activities make you lose track of time?
- What do you most look forward to during the week?
- If you had a free day with no rules, how would you spend it?
- What topics do you enjoy talking about the most?
- What kinds of problems do you like solving?
- What have you tried recently that surprised you?

A close-up photograph of several hands from different people, all giving a thumbs-up gesture. The hands are arranged in a circular pattern, with some in the foreground and others slightly behind. The background is a soft, out-of-focus light blue. The overall mood is positive and celebratory.

VALUES & IMPORTANCE



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- What feels most important to you right now?
- What makes you feel proud of yourself?
- What kind of person do you want others to experience you as?
- When do you feel most like yourself?
- What do you care about enough to stand up for?
- Who do you admire, and why?

A person with voluminous, curly hair is seated at a desk, looking down at a laptop. They are holding a pen in their right hand. The entire image is overlaid with a semi-transparent blue filter. Centered over the image is the text "CONFIDENCE, CHALLENGE & GROWTH" in a bold, bright yellow, sans-serif font.

**CONFIDENCE,
CHALLENGE & GROWTH**



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- What feels challenging for you at the moment?
- What helps you keep going when something is hard?
- What's something you tried even though you weren't sure you'd be good at it?
- What have you learned from a mistake recently?
- What support helps you most when you're struggling?
- What's one thing you'd like to feel more confident about?

A photograph of two men in a workshop or laboratory setting. They are both wearing blue polo shirts and safety glasses. The man on the left has reddish hair and is looking down at a piece of equipment. The man on the right is Black and is also looking down at the same equipment. The background shows various pieces of machinery and a window with blinds. The overall lighting is somewhat dim, with a blueish tint. Overlaid on the center of the image is large, bold, yellow text.

CAREER CURIOSITY & FUTURE THINKING



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- What kinds of jobs or roles sound interesting to you right now?
- If money wasn't a concern, what kind of work might you enjoy?
- What problems in the world would you like to help solve?
- What kind of work environment do you imagine enjoying?
- What skills do you think will matter most in the future?
- What jobs have you seen that made you think, "that looks interesting"?



REFLECTION



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- What's one thing you're curious to explore next?
- Who can you identify that could support you in further exploratory conversations?
- What kind of support from me feels most helpful right now?
- What's one small step you might like to take next?