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The MEMPROW Girls NEWSLETTER



Career Focus: Your guide to planned success



A job is something done for pay whereas a career is a system of improvements over time, and a calling comes from intrinsic motivation regardless of pay.

Far too many people are dissatisfied with what they do for a living. Why is that? They make mistakes when choosing a career and end up in an occupation that isn't a good fit. They are faced with Life's crossroads while choosing between different options. At MEMPROW, we have decided that during this process of developing girls and young women's leadership capacities and self-reliance, we equip them with career development skills. We have achieved this through intergenerational mentoring dialogues within institutions of learning. This has resulted into young women's self-awareness, improved self-worth and knowledge. The Girls and young women are able to make informed choices regarding career and other life's options.

In this issue, we bring you different insights on how you can achieve success in your career like how to manage your time, secret to setting goals and many more



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- In 2017, 137 girls/young women from Makerere and Kampala International Universities participated in career leadership dialogues.
- 150 girls have been trained in career guidance in SSST this year.
- 46% of the respondents to 2014 evaluation report reported that they had as a result of the training, started and/or expanded their own small enterprises, and in some cases family owned enterprises.



Message from the Programme Director

"If the world puts you on a road you do not like, if you look ahead and do not want that destination which is being offered and you look behind and you do not want to return to your place of departure, step off the road. Build yourself a new path."...Maya Angelou

MEMPROW endeavors to support girls, young women and boys to recognize and gain insight into their personal strengths, traits, preferences and satisfiers, through a mapping process, that later informs their career choices. As a result, over 60% of our beneficiaries in Secondary Schools have changed from low to higher aspirations.

Higher aspirations, combined with positive self-worth, confidence and higher expectations have triggered students to demand more support from their teachers, which always yields higher education achievement.

We also appreciate the fact that career planning is an ongoing process. However, the benefits of starting early are enormous. These include early definition of life, identification of careers abilities and interest of individuals, giving professional direction and earlier opportunity to develop skills required to fulfill different career roles.

As we do career planning, our desire is that our beneficiaries enjoy career happiness tomorrow and in future. This positions them for greater power within, and career happiness which is rooted in meaningful work. It is a result of individuals' ability to find and successfully develop careers that allow them express their identities and values. Therefore MEMPROW believes that preparing young people for growth and change is more important than teaching them how to make a decision.

In this newsletter, MEMPROW and MEMPROW girls share some tips that are useful for career planning and career happiness.

I hope you will enjoy the reading.

Immaculate Mukasa
Programme Director



Who is a MEMPROW Girl?

One becomes a member of the MEMPROW Girls' Network through participation in MEMPROW activities.

- Social Survival Skills Training:** This is a two weeks' rigorous training in institutions of learning. It focuses on building self-esteem and confidence of girls with emphasis on skills for exercising social agency in changing their own lives. The training process creates awareness on Sexual and Reproductive Health Rights, encourages girls to have higher aspirations and to stay in school; boosts girls' life skills and provide career guidance.
- Intergenerational Mentoring and Gender dialogues:** These provide a space where girls and boys convene once every month at MEMPROW Offices to discuss different topics in the field of gender, human rights, entrepreneurship, current affairs, social etiquette among others. When one attends at least six sessions of the intergenerational dialogues, she becomes a member of the network.
- Any other training/activities** organised and conducted by MEMPROW such as the feminist leadership training, Sexual Reproductive Health and Rights (SRHR) training, business and entrepreneurship training among others.

MEMPROW Girl is:

- Socially intelligent
- Confident of who she is, loves herself, body, mind and soul
- An agent of change and a leader; she inspires and mobilises others for positive action
- An advocate for social change and ensures that social change will not stop with her
- Strong even in the face of unfair gender and age biases



Tips for Success

Time to decide your career

How to Choose a Career

Most people have a level of uncertainty on where to get help in how to choose a career. There are 3 basic steps that a person can take to help them with the question of How to Choose a Career.

Figure out where your career interests are by asking yourself:

- Where do my interests lie?
- What do I do well and enjoy?
- What kind of personality do I have?
- What's really important to me?
- What are my values?

Learn about your career options. Rarely do you have the opportunity to take a class in college that shows you what the work world as it actually exists. You have to take the initiative to explore it yourself. Also, talk to people; try out careers by taking internships or part-time jobs.

Sort out your priorities for a career, some of your strong preferences may start to emerge. You might learn you don't want to be in an office environment. Or you might find that your interest in art wouldn't sustain a career, so you cross those types of jobs off your list. Whatever it is that you learn about yourself, you're making important discoveries that will help you choose a good career when the time comes.

Most importantly, keep it all in perspective: You don't have to live forever with any career decision you make. Most people change careers several times during their lives, so the first job you choose right after college probably won't be your career 15 or 20 years from now -- unless you want it to be. So don't put too much pressure on yourself to make the perfect decision, and always keep your eyes open, and use all available resources in your journey to find how to choose a career.



Get it right

Guidance along career lines had become trickier than ever before. The current generation is so pressuring to the extent that it's hard for one to know exactly what they want to do it because the forces applied on us are pretty many and yet we are soft wired to conform to the status quo. At the end of the day you have to be successful yet the education system indicates that we all have to take the same route. You know!

Career is much more complex than the word seems, and in order to get it right you have to take time yet in most cases there's no-time for one to try one thing and try another just to see where one fits career wise. But here is my opinion on this; Career should come from within, if one feels like they want to do something or feel like it's their purpose in life. Its better they start pursuing it and make a number of consultations about the career they want to pursue. It does not make sense one piling a lot of things in the head that are not going to benefit them, I mean the photosynthesis theory and trigonometry haven't contributed anything to my life but I remember the way each occurs and this is where we get it wrong.

So the Carrier guide to get it right is you to *Discover your purpose, consult the experts in it and pursue it*

Hawa Kimbugwe

Career Crossroads

A crossroad is a point in your life where you have to make important decisions which have far reaching consequences.

Career crossroads can happen at or can be due to:

- Redundancy
- Big birthday
- Your career progression is blocked
- You want to set up your own business
- You like self-employment but your business model isn't working for you
- You want to move to a less stressful job
- You want more flexibility
- You are seeking more meaning and purpose in your work
- You feel bored
- You want more variety
- You realise your career just isn't you
- Your company is relocating and you don't want to move and uproot yourself/your family
- As you move up the ladder, you do less and less of the things that you enjoy



Are you at a career/life crossroads?

Coming tao a crossroads in our career can be a terrifying experience- one that can permanently alter not just your means for putting bread on the table but also how you can contribute to society as a whole. Here are tips to help you on your new career path

- Check you're not just bored with other aspects of your life and are focusing your frustration on your work
- Speak with someone who has successfully made a career transition and ask for advice.
- Ensure that you have a good support system in place to help you through the change
- Research and read thoroughly
- Know your achievements and skills inside out
- Remember that you always have a choice and there is never on right road at the crossroads
- Think about what you most love doing and are best at
- Be clear about what you want

The Secret in Setting Goals

To start with, a goal is a desired result a person or a system/organization plans and commits to achieve a personal; it is the desired end-point in some process that aims to create a change.

Every stage in life requires one to set a goal or a number of goals with a deadline and as a student, this is a powerful tool that can make you reach milestones that others can only imagine. There are four secrets as to why one should have goals;

1. Goals give you focus

It's very clear that life without a goal is pointless. The energy and efforts you are putting in whatever you are doing is a waste. As a student, you are required to set a goal of when you want to finish school, which kind of marks you want to have at the end and what profession you want to be in setting such goals give you focus and a target of what to shoot at. Having an end point gives you a sense of direction and helps you automatically stay away from certain distractions like bad peer groups and focus on your goal.

2. Goals help you measure progress

Let's take an example, if you are in S.4 and set a goal of finishing high school in two years' time. When you are in S.6, you will realize that you are in your final year of working towards your goal. When you finally finish S.6 in two years that will mean you were able to achieve the goal in the set period and that's progress.

3. Goals help you overcome procrastination

When you don't have a goal, you tend to procrastinate a lot. You tend to go with every bandwagon that comes your way. You will always find yourself pushing what you were supposed to do today for another day. This makes you in the end lazy and not finishing what you were supposed to do yet time doesn't wait for any man.

Setting goals makes you realize that time is running out and also keeps you on track hence doing everything in its own time.

4. Goals give you motivation

There's no one in life that will ever motivate you or inspire you more than the goals you have set yourself. The endpoint in mind of being a doctor, engineer or teacher brings a lot of excitement that motivates you to work towards finishing. A mere read of your goals or remembering them makes you focus your energy in the positive direction.

Goals change as your priorities change. You will realize that you were actually good at something different from what you thought yesterday. This calls for a visit of your goals and add in some new ones as you delete others.

Ideas turn into reality when you choose to write them down and work towards them.

The big question is; what's your goal in life? Write it down.

Managing Deadlines

I have course work to submit next week. How do I meet the deadline for it? This happens to us when at school, in the workplaces and while doing different projects, sometimes even panic sets in. Well at MEMPROW we believe in taking all deadlines serious and respecting them-it shows respect for others. I am here to guide you on how you can manage deadlines.

Focus all your energy on completing the project on time. Be determined to meet that deadline. Don't underestimate the power of positive thinking.

Managing good time management: When setting a completion time, it's good to be realistic about how long it could potentially take you to complete the project. Consider what you're expected to deliver, how much time you can dedicate to it, how large the project is. You can as well keep a calendar on your desk and highlight the due date. Count how many days remain until the due date and write this on the calendar each morning in brightly colored ink to keep reminding you of your diminishing number of days

Break the project down into segments and give yourself due dates for each part. Focus on only one step at a time, so you won't feel overwhelmed or get blocked. Set a maximum time limit for how long you will devote to each step

Finish one project at a time. Though many of us are forced to multitask in our day to day lives, it's important that you dedicate enough time to each individual project you are working on. Dedicating your attention to a single project makes you more efficient

Prioritize what you must do each day; Always start with your most important tasks first. Deal with the easier parts of each task first, and get them completed before you tackle the more difficult parts that could keep you busy for most of the day and leave you no time for anything else

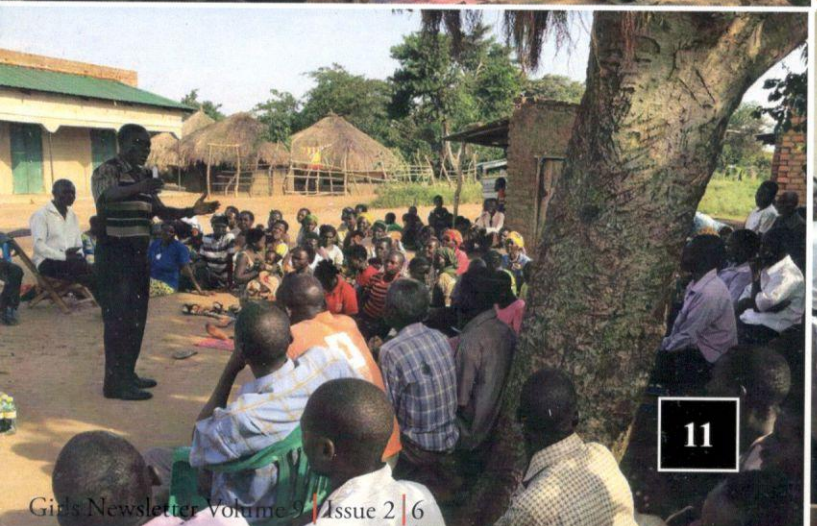
Plan Ahead: Meeting deadlines is a lot like playing a good game of Chess. Good chess players plan five to ten moves ahead. Bad chess players only concentrate on the current move. It's important that you factor in unintended circumstances that may delay your project. For some things, this may mean not having the required materials in time, someone getting sick, or a personal emergency. In such cases and you are unable to meet the deadline, let the person who gave you the assignment know!

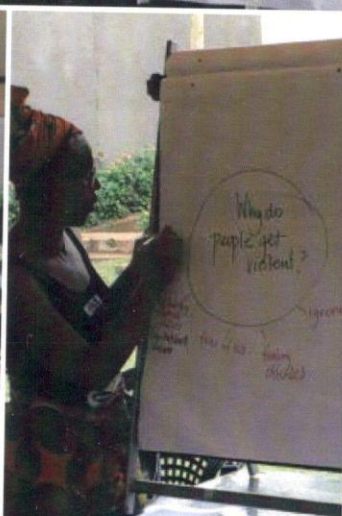
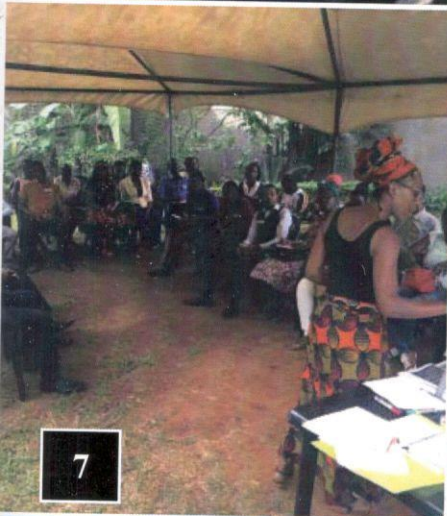
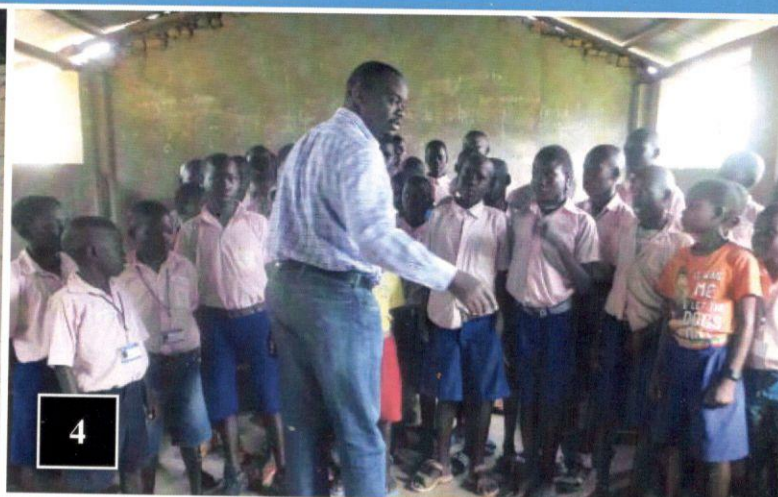
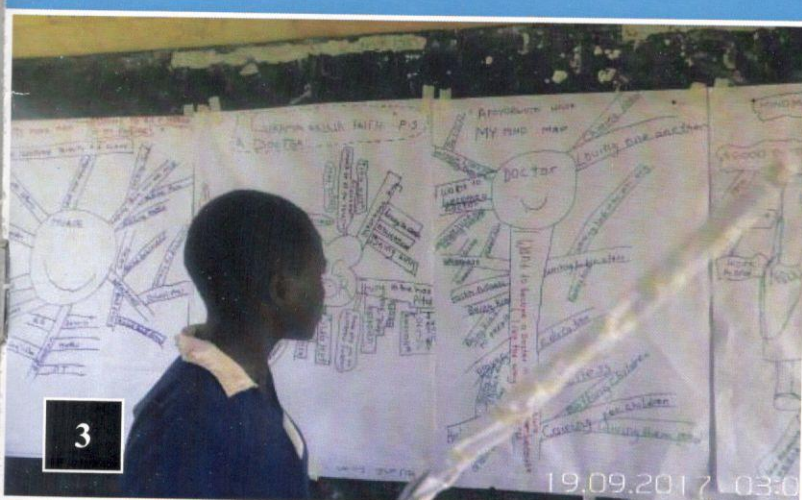
Reward yourself: Constantly working without taking any breaks makes you less efficient. Instead of working yourself out, take 10-15 minute breaks in your day so that you don't lose focus. You can also reward yourself with a night out, a nice dinner or a gift for yourself whenever you achieve small/big tasks, abstain from an addiction

- Take time to think about what you like to do; dream and imagine ideal careers.
- Challenge yourself in high school, but don't overwhelm yourself.
- Work, volunteer or otherwise gain some experience.
- Get as much education as you can.
- Remember that everyone must follow his or her own path in life.
- People change; don't feel locked into any college or career now.
- Don't let anyone control your dreams and ambitions.
- It's never too early nor too late to get organized and begin making plans.
- Never stop learning... read, grow, and expand your mind.



Pictorial





1. Tackling health issues: A gynecologist demonstrating a breast cancer self test to Kyambogo University participants during SRHR Training
2. MEMPROW Participants as they engage in a self-awareness session during, SSST
3. Defining dreams: A student of Afere Primary school in Nebbi district explains her aspirations- Mind mapping during SSST.
4. Boys too can support girls to stay in school: Boys of Afere Primary School engaging in a two days gender awareness session
5. MEMPROW provided sanitary pads to 40 girls of Afere Primary school after SSST.
6. Teachers answering questions related to their profiles at the beginning of the gender awareness training. MEMPROW inspires teachers to promote violence free learning environment.
7. Peace begins with being able to trust oneself to control emotions and prevent violence, Dialogue on Emotional Self Defense was held at MEMPROW Office.
8. The Feminist Conversation brings together young, old feminists who trace their feminist journey and discuss ways to bridge the different gaps
9. A woman with voice is by definition a strong woman: One of the participants expressing her views during a community dialogue in Padhia SS, Zombo district.
10. Student of St. Timothy Nursery teachers college share a light moment during the HeForShe Campaign launch.
11. Community dialogues been one of the effective ways to understand GBV: Community Champion Mr. Onoba engages community members in a dialogue in Paidha sub-county, Zombo district
12. Meaningful sexual health is an essential component of overall well-being and a key component in health lifestyle: students of Makerere University engage in SRHR session.

STORIES OF CHANGE



Learning never ends at MEMPROW

MEMPROW has been a learning point in my life! As a woman in society, it has built my self-esteem; I accept the fact that we are not created the same in terms of abilities. I have learnt to focus on what I can do rather than what I can't do. I am also in the process of helping other women build their self-esteem in the society as well as my two teen girls

I have also come to learn that healthy living isn't just about treating diseases in my body but also about my day to day living like minding what I eat, exercise, enough rest, stress free mind and good relationships. This is a process I am trying my best to achieve.

Learning never ends at MEMPROW, I am proud to be part of this family...*Achayo Christine*

My body, my healthy, my responsibility, indeed it's my concern to care for myself. However knowingly and unknowingly I lacked knowledge and personal empowerment that are important aspects of life. Here comes MEMPROW teaching us on sexual reproductive health and rights at my university (Kyambogo University), this training helped me understand or view health in different perspectives that is physical, mental, social, economic and emotional health.

As ladies of the nation, we should have rights over our bodies in various places like schools, clubs relationships even on how societies treat us as women. We should come out together and challenge the nation that ignores women in all developmental aspects.

I thank MEMPROW so much because I was enlightened of the major concept of unlearning and this increased my insight towards different social problems. Following my concept of

"together we share challenges and overcome them," I know and believe that these continuous trainings of MEMPROW will open the eyes of women and will Increase our status in society.

We should fight violence and live together harmoniously where there is gender balance because we have the same and equal abilities, capacities and talents thus giving us a competitive environment.

I take this opportunity to thank all the facilitators from MEMPROW because they surely did a great work in my life, family and my community as well since I am to impart these messages to them as I got it. Thank you and I am willingly to attend any meeting/ training of MEMPROW in case of any opportunity...*Mbabazi Jackline, Kyambogo University, SRHR*



I am privileged to be a MEMPROW Girl. It has been an honor being part of MEMPROW family. I have attended many dialogues and trainings, all of which have contributed to my emotional, physical and psychological development.

For many girls like me who have no fathers and even acting mothers, we find it hard to accept who we are and what the future holds for us. But with MEMPROW all that came to pass,

MEMPROW has become a ground for me to evaluate myself and accept who I am despite of the situation I go through in life.

The trainings I have had have helped me accept who I am and also reflect on my achievements. I have realized that I have a life ahead of me. I have also promised to become an agent of change to all the girls out there.... *Nabwami Molly*

Sense of Belonging

I have lived a sad and miserable life; emotionally defamed and I didn't know how to make it on my own, I needed to cling to someone. But the training I have had at MEMPROW on emotional self-defense changed my life; I learnt to defend myself emotionally.

Being part of MEMPROW not only brought love to my life but also friendships and a sense of belonging. I feel special, I don't feel marginalized. In addition the training boosted my confidence, I am now proud of who I am, I can stand tall with my head held high.

I am so proud of the person I have become, thank you MEMPROW, despite my past, you have embraced me. I am now a girl of value and purpose. Thank you for helping me appreciate myself before anyone else....

Anonymous



POEMS

A SAVIOR FOR HER

My Master, The player
My sour is a string
Resonating with each of your tugs
You pull and pluck and pluck
Twang bow waw twang bow waw

Is the world pleasing women?
Does your appearance make any senses?
For I hear no sound, no song, no hymn
For instruments are deaf, blind or mute!
To he who cannot hear, MEMPROW is here
I have heard enough now, I can create change

The voices are open, MEMPROW has opened the door
The change is here, I break the barrier
The master player, the player
MEMPROW is the master, we are the players
Reclaiming the lost identity for women and girls
Alinanye .M. Shalot, Kyambogo University

MEMPROW! MEMPROW! MEMPROW

You have done a great change in my life
You have made me know things that I have never knew before
You have made me understand how I should live in this world.
I learnt very many things but most importantly on how to
achieve my goals. I now know how to deal with things that
have been hindering my growth.

MEMPROW! MEMPROW! MEMPROW

You have made me understand the importance of healthy
living, being open to new ideas and expressing my emotions
wisely. You have empowered me and given me many solutions
to my problems.

You have empowered me with knowledge on antenatal
services, family planning, diseases like UTIs and STIs,
abortion, danger signs during pregnancy. I promise to impart
this knowledge in others.

Oh what a wonderful Girls' Network.

Wor Helen, Kampala International University



The Inspirational Corner

1. If you cannot do great things do small things in a great way
–**Napoleon Hill**
2. “You will become as small as your controlling desire, or as great as your dominant aspiration” –**Mark Victor Hansen**
3. have big dreams...you will grow into them
4. Practice like you’ve never won. Perform like you’ve never lost
5. It’s a beautiful thing when a career and a passion come together
6. “You can have it all. Just not all at once.” –**Oprah Winfrey**
7. Procrastination makes easy things hard, hard things harder
–**Mason Cooley**
8. “The trouble with not having a goal is that you can spend your life running up and down the field and never score.”
–**Bill Copeland**
9. “You will become as small as your controlling desire; as great as your dominant aspiration.” –**Mark Victor Hansen**
10. “Self-esteem comes from being able to define the world in your own terms and refusing to abide by the judgments of others.” –**Oprah Winfrey**
11. “Be sure you put your feet in the right place, the stand firm”
–**Abraham Lincoln**
12. “Do not wait until the conditions are perfect to begin. Beginning makes the conditions perfect.” –**Alan Cohen**
13. “The secret to living the life of your dreams is to start living the life of your dreams today, in every little way you possibly can.” –**Mike Dooley**
14. “Give me six hours to chop down a tree and I will spend the first four sharpening the axe.” –**Abraham Lincoln**
15. “It took me quite a long time to develop a voice, and now that I have it, I am not going to be silent.” –**Madeleine Albright**
16. “The problem with popular thinking is that it doesn’t require you to think at all.” –**Kevin Myers**
17. “You’ll never change your life until you change something you do daily. The secret of your success is found in your daily routine.” –**John C. Maxwell**
18. “Small opportunities are often the beginning of great enterprises.” –**Demosthenes**
19. “Doing the best at this moment puts you in the best place for the next moment.” –**Oprah Winfrey**
20. “A man must be big enough to admit his mistakes, smart enough to profit from them, and strong enough to correct them.” –**John C. Maxwell**
21. “If you don’t have peace, it isn’t because someone took it from you; you gave it away. You cannot always control what happens to you, but you can control what happens in you.” –**John C. Maxwell**
22. “If we are growing we are always going to be outside our comfort zone.” –**John C. Maxwell**

About MEMPROW

VISION: "A transformed, violence free society where young women and girls can claim their rights And achieve their aspirations.

MISSION: To develop girls and young women's leadership capacities and self-reliance through training and inter generational mentoring; feminist movement and advocacy networks building; social analysis and research; as well as peer learning within institutions of learning and local communities.

THE GOAL: To be a centre of excellence in promoting girls and young women's access to their rights.

Editorial

MEMPROW Girls Network Uganda

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