



ALIGNED



*A Career Clarity
Workbook*

For Christian Homeschoolers

BY LILLY MINNICH

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ALIGNED - A Career Clarity Workbook for Christian Homeschoolers

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Introduction

Hi, and welcome to **ALIGNED – A Career Clarity Workbook for Christian Homeschoolers**.

I'm so glad you're here. I created this workbook to help you make a wise and thoughtful career decision – one that integrates a biblical perspective while honoring your unique story, personality, strengths, and gifts. Shaped by hundreds of career coaching conversations, this workbook is designed to guide you step by step as you discover who God created you to be and how that may influence your future career.

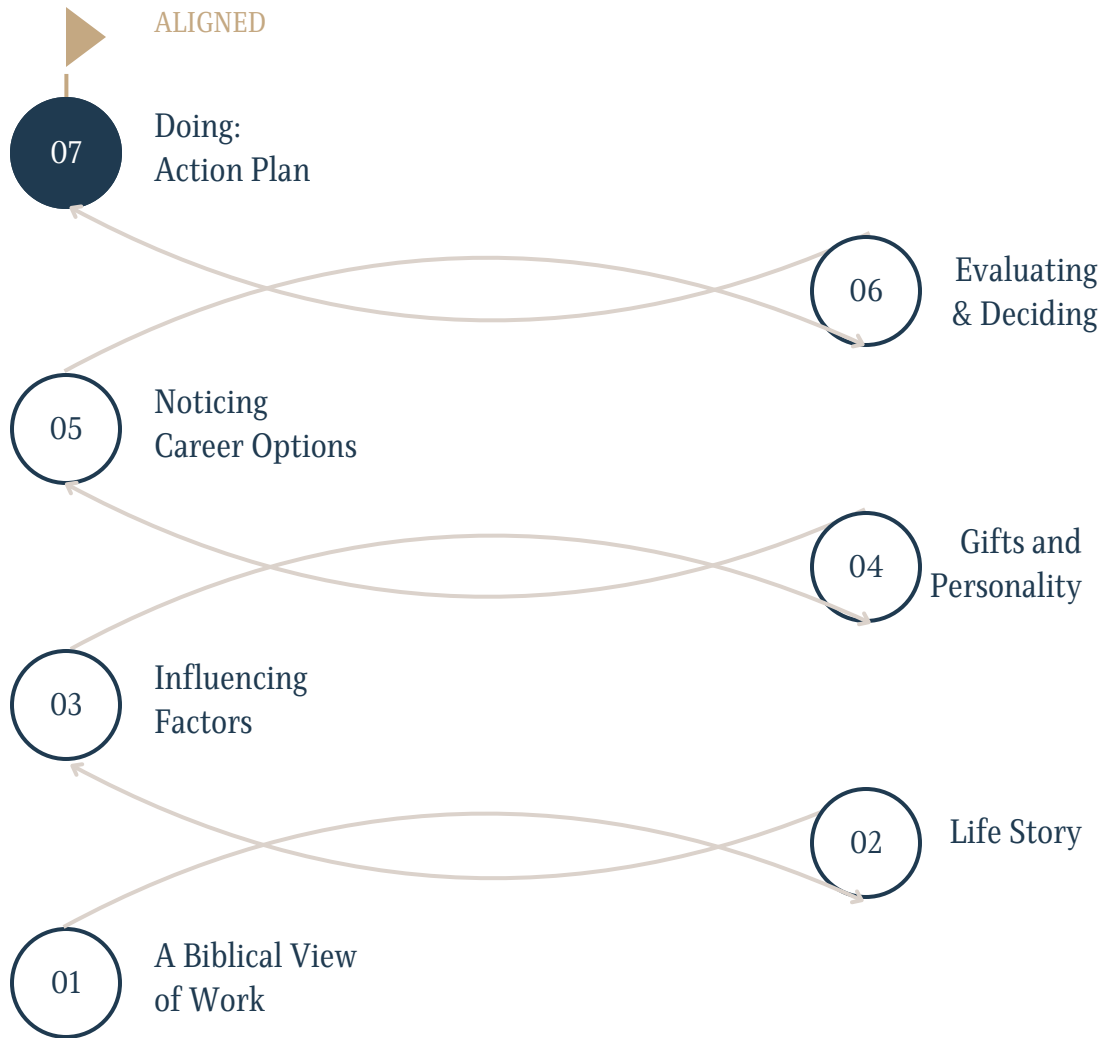
If you're feeling lost, unsure, or simply curious about what lies ahead, you're in the right place. This workbook consists of seven steps that will help you gain greater clarity, understanding, and confidence. Take your time, enjoy the journey, and don't hesitate to seek support if you have questions.

A little about me: I'm Lilly – a homeschool mom of two teenagers and a business & career coach with experience in both management and career coaching. I am passionate about helping people discover how God has uniquely designed them so they can use their gifts to serve Him and others well. Let's get started!

Blessings, Lilly

Overview: *Aligned*

Your 7-Step Journey to Career Clarity



01 A Biblical View of Work and Calling

Before we talk about personality, strengths, or opportunities, we start with the foundation. I've selected three Bible verses for you to look up. Take a moment now to open your Bible, find those verses, and write them down. As you read, reflect on this question: What do these verses tell you about work – and about a healthy attitude toward it? Write down any thoughts that come to mind. You might also think about stories in Scripture where God called people into their work – for example Adam, Moses, Gideon etc. What do you notice about how God works through ordinary people in ordinary tasks? I encourage you to invite God into this entire process of career discovery. Ask Him to guide your Bible reading, your reflections, your conversations, and your research as you work through this book. He knows you better than anyone else. And He cares deeply about the direction of your life.

Proverbs 16:3

Colossians 3:23

Romans 12:6

How does the biblical view help you view work?

02 Life Story

In this step, we're going to explore your personal experiences – because your story matters more than you might think. Before you begin the Life Story questionnaire, I'd like to share a little of mine. Hearing someone else's journey often helps us recognize important moments in our own.

I grew up in Germany in a Christian home. As a teenager, I loved music, books, and meaningful conversations about faith and life. At 16, I was certain of two things: I didn't want to go to university, and I definitely didn't want a business career.

Career counseling changed my perspective. A career counselor suggested I study business while completing practical training with a publishing company through a University of Cooperative Education. It combined my love for books and music with practical business experience. Before starting at a Christian publishing company, I spent time attending Torchbearer Bible School, Germany and working as an au pair in the U.S. with a Christian homeschooling family – an experience that broadened my horizons and strengthened my faith.

Back in Germany, I began my business degree. Although I started out shy, I grew in confidence as I received encouraging feedback. Before graduating, I was offered a product management role in the music department, which I loved. Later, I was unexpectedly asked to develop financial reporting systems for the leadership team. It felt far beyond my abilities, but my manager believed in me. That opportunity very soon led to a seat at the management table, where I discovered a passion for leadership, management, processes and helping people thrive. During that season, I became an informal spokesperson for staff, helped develop policies and participated in recruitment. I also noticed how many capable people struggled to present themselves well in job applications – something that would later shape my career coaching business.

After another leadership role in the music department, I began praying about a possible calling to missions. During my prayer time, I sensed God leading me not into overseas missions, but to use my management experience to serve within a missions organization.

I then asked ten people to pray for me every day for a month as I sought God's guidance for the right opportunity. During that month, I received three job offers and accepted one in Switzerland. It was there that I met my husband – another wonderful answer to prayer. After returning to Germany, marrying, and working in quality management and leadership development, I became a mother. At that stage, I needed work that allowed greater flexibility. Around the same time, I helped two people with their job searches. One found work within two weeks after searching unsuccessfully for six months previously. Another secured a job after being unemployed for 18 years. These experiences confirmed that career coaching could become both meaningful work and a flexible business.

Starting my own business took courage, but the more I coached, the more I realized I had found my sweet spot. I loved the deep conversations and seeing practical change in people's lives. I was able to help hundreds of clients on their career and life journeys.

Later, our family moved to New Zealand. I refreshed my English, studied management at Postgraduate Level, and co-ran a growing building company, taking responsibility for areas including project management, developing staff, finances, coaching and interior design. In 2022, we began homeschooling. For two years, I continued working 32 hours each week while balancing work, family and education. Eventually, I realized I could no longer do everything well. Taking a significant leap of faith, I resigned and slowly rebuilt my coaching business.

Looking back, I can see that things I thought I didn't want at first became some of my greatest opportunities. God used each step – even the unexpected ones – to shape my gifts, grow my confidence and prepare me for the work I do now. Today, while I have enough time to focus on my family and homeschooling, I also have the privilege of supporting reflective, values-driven people as they navigate their career and business journeys. My work brings together faith, discernment, coaching, leadership, and business experience. My path has led me into various roles, and every part of it has helped shape who I am and how I help others.

Now it is your turn. Complete the Life Story questionnaire on the following pages. Take your time and reflect honestly. There are no right or wrong answers. If you feel stuck, ask trusted family members or friends what they see in you. Sometimes others recognize strengths and patterns that we find difficult to see ourselves.

Your story matters. Enjoy discovering what it may reveal.

Life Story Questionnaire

Key experiences that shape your career direction

No.	Question	Answer
1	What did you love to spend your time with as a child?	
2	Did you prefer to be inside or outside?	
3	When did you feel really good?	
4	Have you tried any leadership roles?	
5	What are your parents' professions?	
6	What do your parents like/dislike about their jobs?	
7	What skills have you acquired? (Trades, Mechanical, Technological, Social, Caring, Languages, Music, Other)	
8	What do you feel you can do well and enjoy doing?	

Life Story Questionnaire

No.	Question	Answer
9	What positive feedback have you received for specific traits?	
10	Where do you see your weaknesses?	
11	What are your favourite school subjects and why?	
12	What do you love to talk about?	
13	What are you not good at?	
14	What would you do if you knew everything you did would be successful?	
15	What would you do if you only had 12 months left to live?	
16	How do you define success?	

Life Story - Common Themes

You've reflected on many different parts of your life – your interests, experiences, strengths, hobbies, and the people who know you best. Before moving on, take a moment to step back and look at the bigger picture.

Rather than focusing on individual answers, look for the patterns that appear again and again. These recurring themes often provide valuable clues about how God has created you and the types of work and environments where you may thrive. There are no right or wrong answers. Simply notice what stands out. What themes do you notice?

Which words or ideas appeared repeatedly throughout your questionnaire?

- | | |
|---|---|
| ☐ Helping or caring for people | ☐ Nature or the outdoors |
| ☐ Working with children | ☐ Animals |
| ☐ Teaching or explaining | ☐ Health or wellbeing |
| ☐ Listening or encouraging | ☐ Business or entrepreneurship |
| ☐ Leadership or influencing others | ☐ Organization and planning |
| ☐ Creativity or design | ☐ Adventure or exploring the world |
| ☐ Writing or communicating | ☐ Working independently |
| ☐ Mathematics or problem-solving | ☐ Working as part of a team |
| ☐ Science or research | ☐ Serving others |
| ☐ Technology or computers | ☐ Faith and ministry |
| ☐ Building or fixing things | ☐ Other: _____ |
| ☐ Practical hands-on work | |

The strongest patterns I discovered:

03 Influencing Factors

In this step, we'll explore some of the key factors that influence our career choices. I've selected twelve that I believe have the greatest impact. While this isn't an exhaustive list, it provides a strong foundation for understanding what matters most to you.

On the next page, you'll find a diagram where you can record your own reflections. As you work through each factor, ask yourself: How important is this to me? Which factors have shaped my decisions in the past? Which ones will influence my future? Some will stand out more than others – and that's where you will understand more about yourself.

Parents' Influence: Some people choose careers to please their parents – only to find themselves unhappy later. Others don't want to follow their parents' path, yet discover similarities over time. Jesus worked as a carpenter like Joseph, the man who raised Him. Think about your parents' professions. What might you learn from observing them? Have their words increased your confidence – or perhaps limited it?

Finances: Financial considerations matter. In my case, my parents could not fund university studies, and I didn't want to begin adulthood in debt. The employer-funded study model was a key factor in my decision. How much does your or your family's financial situation influence your career decision?

Physical Activity Level: Do you prefer physical work? Outdoor environments? Or quiet desk-based tasks?

Confidence: Sometimes we avoid certain paths because we lack confidence. But confidence can grow. As a teenager, I wasn't particularly confident. Over time, I shifted from self-confidence to what I call "God-confidence." I chose to care more about what God thinks of me than other people's opinions. Confidence often develops through experience and obedience.

Interests & Ambition: Some people want their interests integrated into their career. Others prefer to keep them as hobbies. Interests can include working with people, animals, systems, creativity, outdoors, ideas or practical tools. Interestingly, I didn't initially recognize my love for deep conversations as an "interest." But it eventually shaped my career choice.

Future Family Plans: Future family plans and lifestyle considerations can also influence career decisions. For example, some physically demanding roles may be more difficult to sustain over many years. Certain professions are easier to combine with raising children, homeschooling, part-time work, or working from home. Others may require frequent travel, long hours, or relocation.

Level of Education: Your current level of education shapes available opportunities. If you are still in your homeschooling years, you can intentionally choose subjects aligned with possible career directions. If you've completed schooling, your qualifications influence your options – though they don't define your entire future.

God's Guidance: For us as Christians, this is central. Sometimes we have many ideas – but only one door opens. God lives in you through His Holy Spirit. Invite Him into this process.

Personality: This is a big one. I've coached people who chose careers that didn't align with their personality. One client, a strong introvert, repeatedly chose highly social, people-facing roles. She struggled deeply – not because she was incapable, but because the environment didn't suit how she was created. Understanding your personality prevents unnecessary frustration. We will have a closer look at this in the next step.

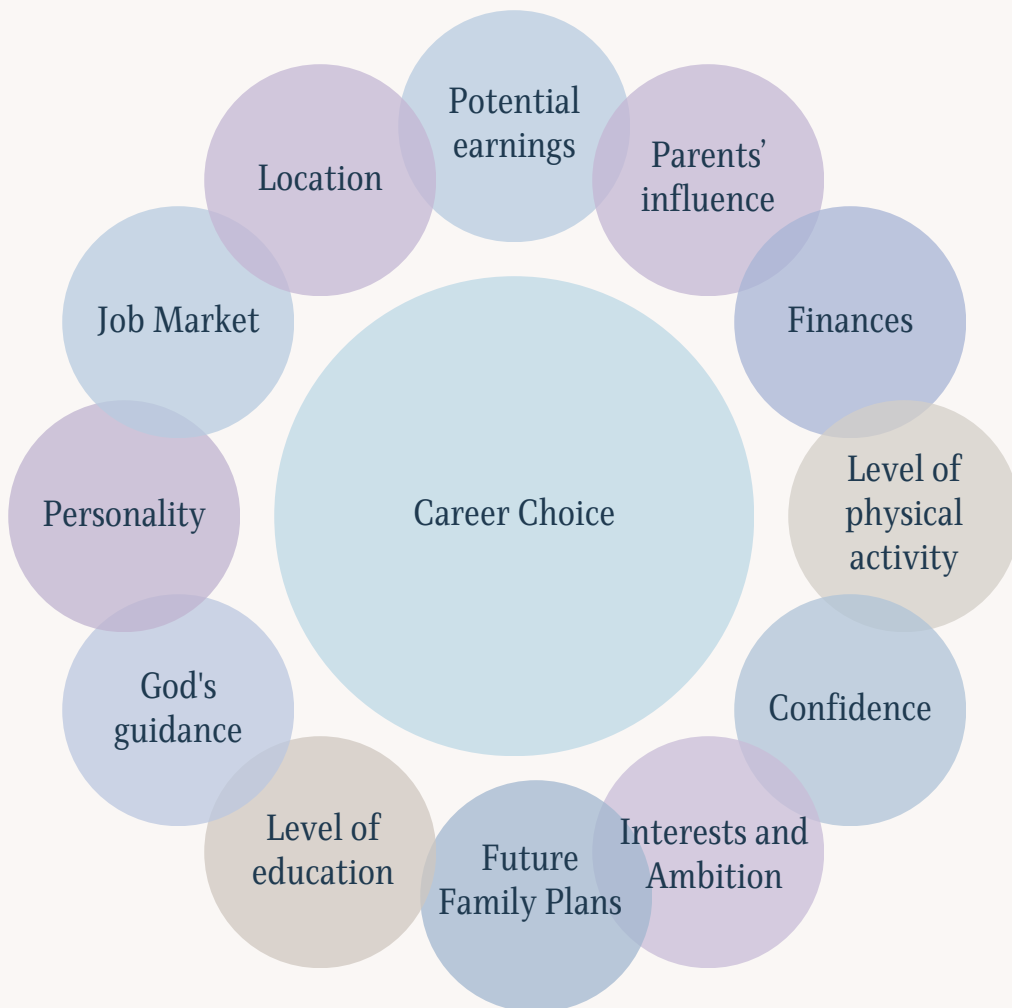
Job Market: Career opportunities vary depending on where you live. Local industries, economic conditions, technology, and community needs all influence the jobs available. As you explore your options, consider the opportunities around you and where your gifts might meet a genuine need. A note about Artificial Intelligence (AI): Above all, ask God for wisdom as you discern how AI and other emerging technologies may shape your future career.

Location: Is staying close to family important to you, or would you consider relocating? Think about the lifestyle you hope to have and where you would enjoy living. Some careers offer opportunities almost anywhere, while others may require moving to a different city or even another country.

Potential Earnings: How important is earning potential to you? What standard of living are you envisioning? Some people are content earning less if their work feels meaningful, while others value greater financial security or flexibility. Consider the lifestyle you hope to build and how your career could help support those goals.

Influencing Factors

Rate each of these factors in their importance to you. As you work through these, you are gathering pieces of a puzzle and slowly, a picture will begin to form.



04 Gifts and Personality

One of the most valuable parts of discovering a fulfilling career is getting to know yourself better. God has created each of us with different personalities, strengths, gifts and ways of interacting with the world. The more we understand how we are naturally wired, the better equipped we are to choose work environments, roles and careers where we can thrive and make a meaningful contribution.

One helpful tool for understanding personality is the DISC Personality Model. DISC doesn't place people into boxes or define who they are. Instead, it provides a simple framework for recognizing natural behavioral preferences, communication styles, and motivations. It helps explain why certain tasks energize us, why we approach challenges differently from others, and what kind of work environment we are likely to enjoy.

Understanding your DISC style can help you:

- recognize your natural strengths
- identify areas that may require intentional growth
- communicate more effectively with others
- appreciate differences in people around you
- make career decisions that align with who God created you to be.

The Four DISC Personality Styles

D – Dominance

People with a high D preference tend to be decisive, confident, and action-oriented. They enjoy solving problems, taking responsibility, and leading others. They are often drawn to roles that involve decision-making, innovation, or achieving ambitious goals.

I – Influence

High I personalities are enthusiastic, optimistic, and people-focused. They enjoy connecting with others, inspiring people, and bringing positive energy into a team. Careers involving communication, teaching, coaching, sales, or customer relationships often suit them well.

S – Steadiness

Those with a high S preference are patient, dependable, and supportive. They value harmony, loyalty, and meaningful relationships. They often thrive in caring, service-oriented, or collaborative environments where they can help others grow and succeed.

C – Compliance

High C personalities tend to be analytical, thoughtful, and detail-oriented. They value quality, accuracy, and careful planning. They often enjoy roles that require research, problem-solving, organization, or technical expertise.

A Christian Perspective

While our personality is part of God's unique design, it is not our identity. Our identity is found in Christ. Personality helps explain how we naturally respond to life, but it does not limit what God can do through us.

Every personality style comes with both strengths and weaknesses. A confident leader may become impatient. A caring supporter may avoid difficult conversations. An enthusiastic encourager may struggle with organization. A careful planner may find it difficult to embrace change.

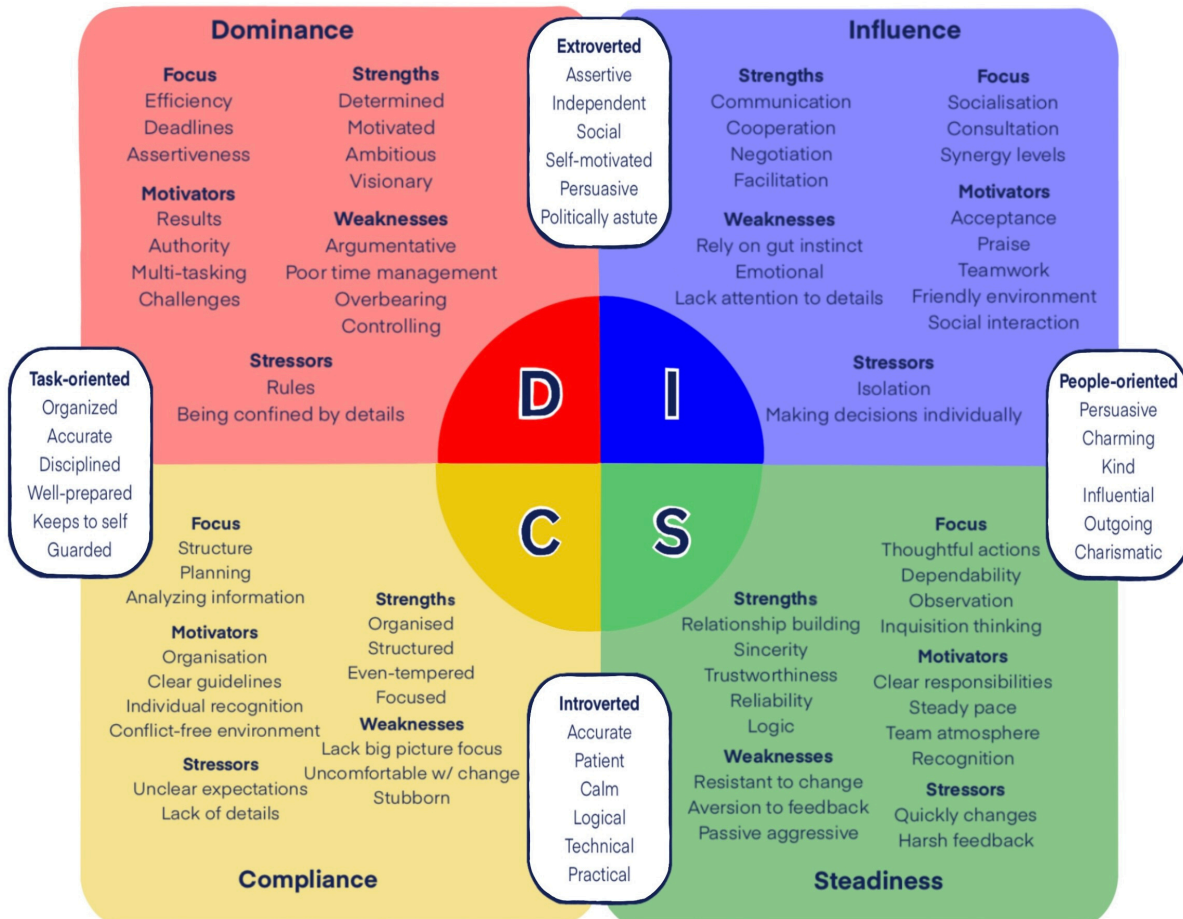
As followers of Christ, we are continually being shaped by the Holy Spirit. God doesn't ask us to become someone else; He transforms us to become more Christ-like. As we grow in our relationship with Him, He strengthens our natural gifts while gently helping us overcome our weaknesses. Through His wisdom, grace, and guidance, we can learn to lead with humility, communicate with love, serve with courage, and use our unique personality to glorify Him.

The DISC model is therefore not about labeling people, but about increasing self-awareness. It helps us understand how God has uniquely designed us so we can steward our gifts well, grow in character, and pursue work that allows us to serve others faithfully and joyfully.

On the following page, you'll find an overview of the four DISC personality styles. As you read through them, notice and highlight which descriptions resonate most with you. Many people identify with two styles rather than just one, and it is often this combination that shapes their strengths, communication style, and natural way of working.

THE DISC MODEL

Activity: Which 1 or 2 of these personality types resonate most?



Used with permission from Discflex

Reflection Questions:

Which style or two feels most like me?

How do I behave under stress?

How do others experience me?

When do I feel most energized?

If you'd like to explore the DISC personality model in more depth, there are many excellent books and online assessments available.

Spiritual Gifts

Next, we are going to look at spiritual gifts. Maybe you have already explored this topic before - or maybe it is completely new to you. Wherever you are on that journey - that's perfectly fine. Below I have gathered several bible verses that speak about spiritual gifts. Take some time to read through the verses slowly and prayerfully. As you read ask yourself: What stands out to me? Where have I seen God use me in the life of others? What kind of situations seem to bear fruit when I step into them? Write down any questions, reflections, or observations you've noticed in your life.

Bible Verse	Question	Thoughts
1 Cor 12:12-26	What gifts are mentioned and how are we meant to look at our gifts?	
1 Peter 4:1-11	What gifts are mentioned and what is their overall purpose?	
1 Cor 13:1-13	What is the purpose of our gifts?	
1 Tim 4:14	What is the warning here?	

Write down the spiritual gifts you believe God has given you based on your experiences and the ways He has used you to serve others. If you're unsure, ask your parents, a mentor, or trusted members of your church. They may recognize gifts in you that you haven't yet seen yourself.

Spiritual Gift

Gifts and Personality - Summary

Based on your DISC personality style and your spiritual gifts, write down the strengths and gifts that stand out most. Consider how these qualities have shaped your experiences, and how God might use them in your future career and calling.

As you look at this page filled with your strengths, I hope you begin to see something important. You are not a random thought, you are thoughtfully designed.

No.	Strength/Gift

05 Noticing Career Options

Career Opportunities

Exploring job markets and industry trends

01

Emerging Industries

02

Job Market Trends

03

In-Demand Skills

Now that you know more about your personality and what matters most to you, it's time to dream a little and start exploring. On the next page, write down as many careers as you can think of that match your personality style and priorities.

To help spark ideas, I've listed some examples on the next pages. Highlight any that feel exciting, interesting, or "so you." Think about which DISC styles might fit each profession best. This can provide helpful clues about which careers may feel like a natural fit for you. It's also good to think about emerging industries, new technologies, job market trends, and in-demand skills.

Other Resources: Government websites, Universities, Trades Academies, Immigration Green List (Wanted jobs in your country), Job Seeker Websites, Friends and Family.

Take time to reflect on these careers, and write down the 3-4 (on page 22) that resonate and excite you most. These are not final choices. They are working ideas. We will refine them further in the next steps.

Your Career Ideas

Brainstorm as many ideas as you can come up with

Career Ideas

01

For Analytical Thinkers

Often strong in math, research, problem-solving, or working independently.

Possible Fields:

- Accounting & Finance
- Data/Statistics
- Engineering (civil, mechanical, chemical, electrical)
- Computer Programming & Software
- Cybersecurity / IT Support / New technologies
- Architecture & Drafting
- Science & Laboratory Research
- Medical Diagnostics

02

For Creative Students

Good with design, writing, expressing ideas, or hands-on arts.

Possible Fields:

- Graphic Design / Digital Art
- Photography & Videography
- Writing / Editing / Blogging
- Music, Worship Ministry, Audio Tech
- Illustration, Craft Design, Handmade Goods
- Interior Design / Fashion
- Marketing / Advertising / Social Media

03

For Caring Students

Enjoy helping others, teaching, encouraging, or teamwork.

Possible Fields:

- Nursing / Healthcare Support
- Teaching / Tutoring
- Counseling / Social Work
- Children's Ministry / Youth Work
- Missions / Nonprofit Work
- Customer Service
- Speech / Learning Support
- Human Resources / Training

More Career Ideas

04

For Practical/Hands-on Students

Like working with tools, building, movement, fixing things.

Possible Fields:

- Trades (carpentry, plumbing, electrical, welding)
- Automotive Technician
- Landscaping / Outdoor Work
- Construction & Home Renovation
- Farming / Agriculture
- Drone Operation / Surveying
- Manufacturing / Machine Operation

05

For Entrepreneurial/ Business-Minded Students

Like leading, organizing, selling, or starting projects.

Possible Fields:

- (Small) Business Owner
- Real Estate
- Sales & Marketing
- Online Business (Etsy, Shopify, coaching, etc.)
- Event Planning
- Bookkeeping / Office Management
- Consulting / Freelancing

07

For Faith-Centered Students

Want to serve God and others directly in their work.

Possible Fields:

- Pastoral Ministry
- Worship & Music Ministry
- Missionary / Outreach
- Christian Counseling
- Christian Education / Homeschool Support
- Nonprofit Administration, Teaching or Leadership
- Camp Leader

My top Career Options

Based on everything you've discovered so far, what are your top three or four career options? Which ones excite you the most and seem to align with your strengths, interests, values, and God-given gifts?

1

Career Option 1

2

Career Option 2

3

Career Option 3

4

Career Option 4

06 Evaluating & Deciding

You've come a long way. Throughout this workbook, you've taken time to understand how God has uniquely created you. You've reflected on your life story, explored your personality, identified your strengths, gifts and key influencing factors, considered your interests and motivations, and thought about the practical factors that influence career decisions.

By now, you should have a clearer picture of who you are and what matters most to you. The next step is to bring all of these pieces together and evaluate the career options you are considering.

Remember, choosing a career is rarely about finding one perfect job. More often, it's about discerning which opportunities best fit the person God has created you to be at this stage of your life. Some career options may align well with your gifts but not with some of your key influencing factors. Others may suit your interests but not your current circumstances. This process helps you prayerfully weigh each possibility.

Invite God into your decision-making. Pray for wisdom, discernment, and peace. Ask Him to guide your thoughts, open the right doors, and close those that are not part of His plan. Sometimes God leads through a growing sense of conviction, sometimes through wise advice, unexpected opportunities, or circumstances He places in our path.

As you complete the following evaluation, don't aim for perfection. Instead, look for the option that best aligns with your God-given design, your season of life, and the opportunities He has placed before you. Trust that God is able to guide each step as you continue to walk closely with Him.

"Trust in the LORD with all thine heart; and lean not unto thine own understanding. In all thy ways acknowledge him, and he shall direct thy paths" – Proverbs 3:5–6

Evaluating & Deciding

Career Option 1:

Use the questions below to evaluate one of your top career options. Write your thoughts in the space provided.

What interests me about this job?

What might be challenging?

What's the work environment like (office, home, outdoors)?

What would a typical day look like? Who would I work with?

Required training/education/length and cost

Which of my strengths/gifts would I use?

Compatible with future plans (family/homeschooling etc.?)

Evaluating & Deciding

Career Option 2:

Use the questions below to evaluate one of your top career options. Write your thoughts in the space provided.

What interests me about this job?

What might be challenging?

What's the work environment like (office, home, outdoors)?

What would a typical day look like? Who would I work with?

Required training/education/length and cost

Which of my strengths/gifts would I use?

Compatible with future plans (family/homeschooling etc.)?

Evaluating & Deciding

Career Option 3:

Use the questions below to evaluate one of your top career options. Write your thoughts in the space provided.

What interests me about this job?

What might be challenging?

What's the work environment like (office, home, outdoors)?

What would a typical day look like? Who would I work with?

Required training/education/length and cost

Which of my strengths/gifts would I use?

Compatible with future plans (family/homeschooling etc.?)

Evaluating & Deciding

Career Option 4:

Use the questions below to evaluate one of your top career options. Write your thoughts in the space provided.

What interests me about this job?

What might be challenging?

What's the work environment like (office, home, outdoors)?

What would a typical day look like? Who would I work with?

Required training/education/length and cost

Which of my strengths/gifts would I use?

Compatible with future plans (family/homeschooling etc.?)

07 *Doing: Action Plan*

Has the evaluation helped you to gain more clarity on your options? Perhaps one direction stands out clearly. Or maybe you would like to keep two or three possibilities that you'd like to explore further. Both outcomes are perfectly normal.

The goal of this step is not to have every detail of your future figured out yet. Instead, it's to identify the next few practical steps that will help you on your journey.

It's time to create your personal action plan. Your action plan should include up to five realistic and achievable steps. They don't need to be big. Small, intentional actions often lead to the greatest progress.

Some examples might include:

- Pray regularly for God's guidance and wisdom
- Speak to someone working in a career you're interested in
- Arrange to shadow someone for a day
- Research courses or training opportunities
- Volunteer or gain work experience in a particular field
- Update your CV or Social Media Profile
- Apply for a job, internship, or apprenticeship
- Meet with a mentor, teacher, or career coach
- Read a book, or listen to a podcast about a career that interests you.

As you make your plan, ask God to guide your steps. Be willing to take action, but also remain open if He redirects your path. Sometimes the next step simply provides more clarity for the one after it.

Remember, God rarely reveals the entire journey at once. More often, He invites us to take the next faithful step, and trust Him with the rest.

My Action Plan

A roadmap to achieve my career objectives

Use this plan to break your career goal into manageable steps. For each step, define a clear action, and set a realistic deadline. Small, consistent progress can lead to big results.

STEP	ACTION	DEADLINE
1	Action: _____ _____	Deadline: _____
2	Action: _____ _____	Deadline: _____
3	Action: _____ _____	Deadline: _____
4	Action: _____ _____	Deadline: _____
5	Action: _____ _____	Deadline: _____

Final Thoughts

I hope this journey has helped you discover more about who God created you to be and given you greater confidence as you think about your future. Whether you have found one clear direction, or are still exploring a few possibilities, remember that this workbook is only the beginning of the journey.

Take a few moments to pause and reflect.

What has been your biggest insight?

What surprised you about yourself?

What strengths or gifts have become clearer?

What career option excites you the most, and why?

What is the next step God is inviting you to take?

Career decisions are important, but they don't define your worth. Your identity is found in Christ, not in your job title or achievements. Whatever path you choose, God can use your gifts, experiences, and willingness to serve Him for His purposes. Sometimes that calling invites us to step beyond our comfort zone – and we know He will be there with us, in us.

"For we are his workmanship, created in Christ Jesus unto good works, which God hath before ordained that we should walk in them." – Ephesians 2:10

Finally, thank God for the way He has created you. You are unique, valued, and loved. Ask Him to continue opening the right doors, giving you courage to take the next step, and shaping your character as you grow.

Closing

This page provides some space for your final reflections.

Congratulations!

You have completed this Career Clarity Workbook! Thank you for inviting me to be part of your journey.

Although we've never met, I've been thinking about you as I created this workbook. My hope has always been that it would help young people like you discover more about who God created them to be and approach the future with confidence and excitement.

Your career is only one part of your story. Continue to grow in character, stay curious, serve others well, and trust God with each next step.

Wherever your journey leads, I pray you will find joy in using the gifts He has given you.

May God bless you richly,
Lilly

