

6. "Career development and counselling needs of LGBTQ high school students" by Charles P. Chen and Amanda Keats

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Bringing focus to before the workplace, authors of "Career development and counselling needs of LGBTQ high school students" Charles P. Chen and Amanda Keats instead take a different route to focus on the changes that can be implemented in school to later help in the real world. By addressing the "career development needs of LGBTQ high school students", the authors break down the challenges these individuals will most likely face when out in the working world and may not be prepared to handle the discrimination and hardships that they will stumble upon. Already questioning the reality of their sexuality, the authors mention how this "hidden minority status and internalized homophobia" are just a few things that come as an obstacle for LGBTQ individuals to work out and overcome within themselves. Except these obstacles can be tackled much easier if these said LGBTQ students were exposed to available support and means of communication with people who are there to help them cope with the confusion they may feel. Dealing with restricted career interests as well, these LGBTQ students are not given the same opportunity to dream like their heterosexual companions. Having a helping hand when determining the future career path of an LGBTQ individual is crucial to help student build an understanding of the world they live in and the opportunities they have, while also strengthening their confidence of themselves.

The focus on high school students was new to me, as no other article I found went as far back to say that there is room for change even within the educational school systems. After going through high school, myself, this article hit different as I have already completed or closed the chapter of that stage of my life. Since I have moved onto college, this article had me place myself in someone else's shoes, one of an LGBTQ identifier in high school trying to navigate and contextualize the world. Promoting more support for those who are part of the LGBTQ minority is huge, an idea that really had me reconsider the other articles I read in favor of change within a business. The foundation of any employee's life is usually the run-through of elementary, middle, and high school, with potential of going onto college or graduate school. Providing a solution or a way to fix this madness in the later stages of life by first going back to almost "fix the cracks in the foundation" shows promise. If LGBTQ students are able to see their options and potential at a young age, they can then work up to a position in their life without feeling discriminated since they would have an understanding of the obstacles, they would be facing way before they even occur.