

The background is a vibrant, abstract composition of overlapping geometric shapes in yellow, maroon, teal, green, and orange. Several stylized faces are integrated into the design. A large yellow face with a white smile and two black dots for eyes is on the left. A smaller orange face with a white smile and two black dots for eyes is on the right. A white speech bubble with three teal dots inside is positioned in the center. The overall aesthetic is modern and playful.

SHATTERING GLASS

Career Advice for Girls from JA



Photo by Sharath Kumar Hari

AKOSUA ESSUMAN

Program Officer
JA Africa

ALICE CHOU

Executive Director
JA China

ALISON GOTTSCH- WALTON

Manager, Global
Program Operations
JA Worldwide

“ There are lessons to learn at every stage of your career.

“ A meaningful and purposeful life is about making a series of small decisions in the right direction. Therefore, be careful to weigh each decision, considering whether it gets you closer to your goal or takes you away from it. Surround yourself with good people, persevere, and you will get to your destination.

“ The morning sets the tone of your day. A routine can boost positive attitude and productivity.



ANOUSHA DUVA PENTIAH- HURKHOO

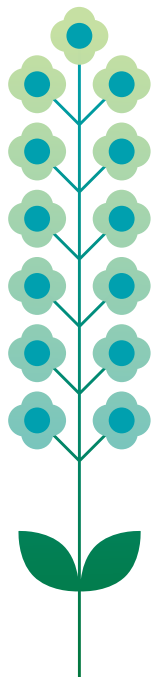
Program Manager
JA Mascareignes

ANTIGONI KOMODIKI

CEO
JA Cyprus

AYNA BAYRAMOVA

Executive Director
JA Turkmenistan



“ Everyone tells you that you have to know what job you will be doing when you grow up—do not let that define who you will be. Start over as many times as you have to, because you can. Your life is your choice and yours only. It is okay to feel lost sometimes, but what matters is that you keep going, no matter what.

“ Have as many experiences as possible. Experiences help you discover yourself. They will lead you to the best career choice based on your personality and talents.

“ You need to keep up with the times and get up-to-date knowledge. Don't be afraid to make mistakes. Set goals and achieve them with work and love.

BRANDIE CONFORTI

Global Chief Development Officer
JA Worldwide

“ Believe in yourself and your dreams. Approach them with focus, hard work, and determination. When something unexpected happens, know that everything happens for a reason, and you are exactly where you are supposed to be.

BRITTNEY WYNNYK

Coordinator of Development
JA Southern Alberta (Canada)

“ Nothing supplements your relationship with yourself, both in your career and in life. Knowing who you are, liking who you are, and remaining true to who you are is the north star that will guide you to success and, just as importantly, happiness. Be kind, work hard, and know who you are!

BRUNA GALLO

Operations and
Communication Manager
JA Brazil

“ Be brave and support other women. We have to believe in ourselves and be brave to break the barriers of gender inequality. Always remember to do it for yourself and for the other women who are fighting with you for a better world.

CAROLINE JENNER

Chief Operating Officer
JA Worldwide

“ Living somewhere else for some time gives huge perspective on where you come from and what’s important to you. Whether you work or study or volunteer or just visit for a while, it will teach you so much and bring you opportunities that you may never have thought of. And learning a second language is a great way to take you into new worlds, connecting with new people and attitudes. An international mindset is what is behind so many great ideas, inventions, companies, and NGOs.

CAROLYN NEVINS

Senior Development Associate
JA Worldwide

“ Never stop asking questions! Whether you’ve come across an assignment that you’re unclear about, a project that you’d like to be put on, or you want a raise or promotion, always ask. Asking questions helps to avoid mistakes and enables us to continue learning throughout our lives.

CASEY PASH

President and CEO
Junior Achievement of
Greater South Carolina (USA)

“ “Can’t” is not an option. Keep pushing forward to be your best self!

CATHERINE MILONE

President
JA of New Jersey (USA)

“ Seek out a mentor, and be a mentor to others. A mentor is someone willing to share their wisdom with you to help you achieve your goals. It’s a relationship with someone who can advise you, celebrate you, and hold you accountable in a way that others may not. Having a mentor is invaluable; being a mentor to others is truly a gift!

CLARETHA RADEGONDE

Education and
Training Officer
JA Mascareignes



“ As an entrepreneur, one of the biggest challenges you will face is decision-making. You cannot make progress without taking risks, and when you fail, get up and understand that failure is part of success. Wake up every day and follow your passion, your dream.

DIANA FILIP

Deputy CEO
JA Europe



“ Your future is in your hands! You need to dream big, believe in yourself, and do everything you can with passion.

DIMA MASRI

Regional Head of Marketing
Communications
INJAZ Al-Arab JA MENA

“ To believe in yourself is visionary, for it is with power of conviction, hard work, and determination that you achieve beyond the norm and step into self-realization of success and satisfaction. Let passion drive you!

DINU RAHEJA

Executive Director
tGELF (JA India)



“ Life will throw both challenges and opportunities your way. Never give up! Understand your aspirations and believe in your abilities. That way, even if people around you tell you that you can't do this or that, you will know not to give up, and you will keep trying until you achieve.

ELOHOR UDUBRAE

Deputy Programs Manager
JA Nigeria

“ Not every day will be a great day at work but all days are learning days. On tough days, do not give up but remember the lives that will be impacted through your work and give your very best. It pays to be positive!

ERIN MARTIN

Director, Global
Technology Services
JA Worldwide

“ Be kind and empathetic, be fierce in your convictions, always explore the other side, and challenge yourself daily.

ERIN SAWYER

Vice President, People and Events
JA Worldwide

“ Negotiate. Always.



ESTHER AGBENLA

Executive Assistant to the CEO
JA Africa;
Office Manager
JA Nigeria

“ No dream is too big to reach. Not sure about it? Don't let the fear of failure keep you from pursuing that dream. Give it a try, give it your best, make the most of each moment to achieve that dream.



FOLUSO GBADAMOSI

Executive Director
JA Nigeria

“ Your career is a journey that keeps evolving. Enjoy the journey and take any necessary detours required.

HANA SARWANI

CEO
INJAZ Bahrain

“ Life is full of opportunities, all you need to do is believe in yourself and your inner strengths to dream, achieve, and succeed in all your life goals. You will learn. You will fail. You will fall. And you will rise.

HAU YEE NG

Executive Director
JA Singapore

“ Follow your passion, even if it changes. Stick with it. You can do it!



ILEANA LEYBA DE VILLEGAS

Executive Director
Junior Achievement Venezuela

“ Whatever you do, do it with passion, humility, and honesty.

IRIS LAPINSKI

Founder
Apps for Good;
Consultant
JA Worldwide



“ Learn to be happy with imperfection. You don't need to be perfect in any single role or harm yourself with unrealistic expectations and harsh judgments.

JĀNIS KRIEVĀNS

CEO
JA Latvia

“ Never limit yourself because of others' limited imagination. Your only limitations are those you set upon yourself.

JUMANA ABDEL AZIZ

Branding and
Communications Specialist
INJAZ Al-Arab JA MENA

“ Your development in your career and professional life is not a linear process with certain or known steps. Do not be afraid to venture outward. Learn about things from different angles, and you'll gain a better picture than what you imagined.

KANAE KAWASHIMA

Program Manager
JA Japan

“ If you want to discover an exciting career, get to know yourself first.

KRISTINA VELKOVSKA DIAS

CFO
JA Europe

“ It is beautiful to have a dream, but it is wonderful to feel excited, motivated, and ownership over your personal choices. In whatever you study or work, feel joy. There is no good or bad choice—it is always your choice.

LAURA ROSSY

Finance Assistant
JA Europe

“ Visualize your future, your professional career, once you are a grown up woman: Where do you see yourself? Now, do it again but imagine this time that you are a man—would it be any different? If yes, work on removing the limiting beliefs that might stop you. If not, bravo for you—go for it, girl!

LENA YARIAN

President
Junior Achievement of
Northern Indiana (USA)

“ If you can dream it, you can achieve it. Create your vision of what you want and get up each day believing it will be yours.

LJUPKA PANCHEVSKA

CEO
JA Macedonia

“ Never look in a mirror trying to find the you that might be perfect for others. Try to find the you who is smiling and satisfied with what you have achieved in your life and your career.

LORRIE NOGGLE

Senior Writer/Editor
JA Worldwide

“ Don't be afraid to ask for something you want. The worst that can happen is that someone will say no, but the best thing that can happen is that your wish will be granted.

LUCÍA DE ZAVALA

CEO
JA Spain

“ Never set limits for yourself. Don't let someone else set limits for you, either. Think big and achieve whatever you set your mind to. Strive, work hard, help those in need, and enjoy the journey. With discipline and effort, you will achieve what you set out to do.

MARI LAAKSO-SUUTARI

Project Coordinator
Nuori Yrittäjyys/Ung Företagsamhet
(JA Finland)

“ Expectations tend to come true: they fulfill themselves by guiding our conduct in pursuit of pleasing the crowd that set the expectations. Don't settle for giving other people what they have been raised to expect of you as a female, but allow the champion and the chief within you grow into its full potential.



MARTHA CERVANTES

Director of Operations
JA Mexico



“ Do not let paradigms define who you are or who you will become. Find the thing you love to do best, and then become the hardest-working person you know doing it.

MEGAN SIDALL

Program Manager
Junior Achievement
Southwestern Ontario (Canada)

“ Project confidence in all that you do. Never second guess yourself, especially in a male-dominated field. Your voice is important and is just as valuable!

MIAO GUO

Program Manager
JA China

“ Stop self-accusation if something doesn't happen exactly as you expected. Instead, try to learn from it for your future development.

MILICA MARKOVIC

CEO
JA Austria

“ Your attitude is more powerful than you might think. Approaching anything with a positive attitude will more likely to have positive outcomes. Believe in the power of goodness, and have faith that everything will turn out as it should.

NINA KUZNETSOVA

Executive Director
JA Russia

“ You need to be brave and curious to explore many areas on the way to achieving your goals and making your dreams come true. Think big, never stop learning, trust yourself, and be a good and reliable friend and partner. And never forget that entrepreneurial people see opportunities where other people see problems.

NOÉMIE DUSCHLETTA

CEO
Young Enterprise Switzerland

“ Always be courageous and curious, learn new things, and remember, you will get further when you leave your comfort zone.

ODUOLAYINKA OSUNLOYE

Director of Marketing and Innovation
JA Nigeria

“ You did not come this far to only come this far. Don't sell yourself short! You can do anything you set your mind to.

OORVASHI PANCHOO

Program Coordinator
JA Mascareignes

“ Always remember, the butterfly finds its beautiful wings only after the caterpillar has gone through its darkest phase. Wherever you are and whatever you do, believe in yourself. Throughout your life and your career, believe you are strong and you will always be. Let your magic unfold!

RANIA KUTTENEH

General Manager
INJAZ Palestine

“ You have to reclaim your economic and social power and exercise your active citizenship by reinforcing your roles as advocacy agents in the promotion of your rights. You shall start to carve your path in this changing world and make a footprint that will echo globally because you are a women of the future—our future.

RAZAN BASHITI

CEO
INJAZ UAE

“ Our future is never to be taken for granted, our decisions are ever evolving. Never stop dreaming, never consider a limitation!

SAMAR DANI

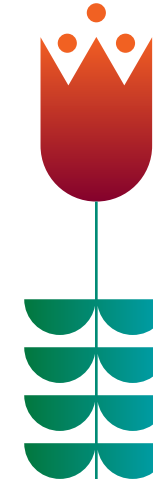
Executive Director
INJAZ Lebanon

“ Emotions, especially positive ones, are such powerful tools when used at work. So don't hold back, share your excitement, your pride, your passion for what you do. Put your heart into it and show it. It's contagious and it leads to great things.

SARAH RAPP

Senior Manager
Alumni and Campaigns
JA Worldwide

“ Be brave. Be bold. Be resilient. Be who you are. Your journey is unique . . . never give up on your biggest dreams!



SENA GOKA

Regional Grants
and Programs Director
JA Africa

“ Be yourself and prioritize having work-life balance. Leverage and be proud of your strengths, and by all means strive to grow and improve in areas that don't come to you as easily. But don't put pressure on yourself to be perfect in everything. Remember that your colleagues are there to complement you (and vice-versa), so never be afraid to ask for help.

SHAHD HASWA

Regional Entrepreneurship and
Innovation Lead
INJAZ AI-Arab JA MENA

“ Always believe in the power of finding your purpose—it is key to career success. Remain curious throughout your purpose-finding journey!

SHANTHI KANTHASWAMY

Executive Director
JA Malaysia

“ Do not let your work define you as a person. Bring your greatest joy, deepest passion, total commitment, and strongest values to the work you do. Let the best of you define your work. Soon you will evolve, the work will evolve, and you will find that more opportunities will unfold. Ultimately, you will find the joy!



SHARON DAVIES

CEO
Young Enterprise UK

“ Everyone has their own unique story to tell, and no one can do you better than you can. Invest the time to understand how you've developed the skills you have so far on your journey, and in your next chapter, think about how those skills can be transferred into future settings.

SILVIA NOVOA

CEO
JA Mexico

“ Success is not a matter of gender but a matter of believing in yourself and being persistent and resilient. Reinvent yourself as needed. Learn continuously.

SIMI NWOGUGU

CEO
JA Africa

“ In a world where there is constant pressure to fit in, go with what's popular, and do what others approve of, it is increasingly harder to follow your own path. But the people who are happiest and most successful are those who have stayed true to who they are. Find your true north—what makes your heart sing—and stick to it.



Photo by Tucker Tangeman

SOPHIE NORMAN

Head of Marketing
JA Europe

STACIE FIETH

Director, Global
Education Services
JA Worldwide

SUNAH LEE

Senior Manager
JA Korea



“ Don't be sorry for asking questions. Don't be sorry for speaking up. Don't be sorry for speaking your mind. Your voice is meaningful and the world needs to hear you!

“ Everyone is a teacher regardless of her chosen career. Work, communicate, support, and teach those you connect with in a way that ensures everyone's success. Find a way every day to teach and learn from your team, friends, and colleagues that increases self-confidence and achieves success.

“ If you turn all the obstacles around in the world, they become stepping stones.

TARA TEMPLETON

Director of Communications
JA Miami (USA)



“ Put your ideas on display. If you have an idea, don't just talk about it. Do the research, create a mock-up, put together the first one . . . and then show it off with confidence. Embrace challenge, learn from your mistakes, and don't let your own fears hinder you.

TERE STOUFFER

Chief Marketing Officer
JA Worldwide

“ There is no right or wrong career. There is only the one that's right for you. Whether you want to be an engineer, a writer, a welder, a teacher, a doctor, a CEO, or a carpenter, pursue it. And if circumstances lead you to choose a career that isn't a good fit, remember that you can go back and start again.

TORILD MOHN

Head of Learning Team
JA Norway

“ Believe in yourself as a lifelong learner. Pick your fights. Take care of your best friends.

UTAMI HERAWATI

Program Manager
Prestasi Junior Indonesia

“ You can reach your dream without giving up your nature as a girl. What defines you is not your gender but your enthusiasm.

WINNIE HO

Regional Marketing Director
JA Asia Pacific

“ Stay calm. Embrace changes and adversity with confidence and a big smile. Your confidence and adaptive mindset will get you through the challenges of work and personal life with grace.

YASMINA LAASRI

Managing Director
INJAZ Morocco

“ It won't be easy, it won't be obvious, there won't be always a helping hand, but that's the price to be paid for you to shine. And always remember, she who has a "why" can bear almost any "how."

