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1. "What do you wanna be when you grow up?" is one of the most useless questions an adult can ask a child. Here's why:
 - a. First, it fosters the wrong kind of mindset by encouraging kids to define themselves in terms of a career and a single identity.
 - i. "As if growing up is finite. As if at some point you become something and that's the end." @Michelle Obama
 - b. Second, it ignores two important factors:
 - i. What if their ideal job hasn't been invented?
 1. 15 years ago no one thought it would be possible to make a living out of making YouTube videos.
 2. Help kids see that their future self doesn't exist right now and that their interests may change over time.
 - ii. What if they wanna do more than one thing?
 1. The average person ends up holding a dozen different jobs.
2. Teach kids that they don't have to do or be one thing--they can do many things.
3. Teach them that it's ok to rethink their chosen line of work and switch gears when necessary.
4. In 2012 @Prof_Malhotra gave a moving speech to the graduating class at Harvard Business School.
 - a. "Quit early, quit often--not because it's hard, but because it sucks," he proposed.
 - b. In school, we teach kids the importance of persevering and not giving up, and forget to remind them that it's ok to quit sometimes. We don't emphasize this enough in schools.
 - c. Grit is important, but don't "persevere" if you're going in the wrong direction.
5. @AdamMGrant suggests that kids might be better off learning about careers as actions to take rather than as identities to claim.
 - a. When kids see work as what they do rather than who they are, they're more willing to explore different possibilities.
 - b. Here's an example: A study showed that when 2nd & 3rd graders learned about "doing science" vs. "being a scientist" they were more excited about pursuing a career in science.
 - c. "Becoming a scientist might seem out of reach, but the act of experimenting is something we can all try out" @AdamMGrant
6. So instead of asking kids what they want to be when they grow up, help them:
 - a. Brainstorm all the things they love to do
 - b. Talk about careers as something we do vs. someone we are
 - c. Understand that, sometimes, quitting is better than persevering in the wrong direction.