

**Table 1***Categorization of Results*

Categories	Helping			Hindering			Wish List		
	P#	P%	I#	P#	P%	I#	P#	P%	I#
Family/Relationships & commitments	14	77.78	23	6	33.33	10	1	5.56	1
Setting goals/Taking initiative /Focusing on interests	11	61.11	19	3	16.67	3	1	5.56	1
Support from community/Mentors	11	61.11	15	7	38.89	10	6	33.33	11
A healthy way (physical, mental, social)	8	44.44	11	7	38.89	9	4	22.22	5
Finding meaning/Motivation & contributing	8	44.44	14	3	16.67	3	0	0.00	0
Networking & who you know	8	44.44	17	0	0.00	0	0	0.00	0
Systemic/External factors (institution, job-market, sexism, racism, interpersonal aspects)	1	5.56	1	13	72.22	22	4	22.22	6
Financial situation	4	22.22	6	8	44.44	9	7	38.89	12
Knowledge/Information/Certainty	1	5.56	1	6	33.33	8	4	22.22	5
Experience (work/life)	7	38.89	8	1	5.56	1	6	33.33	7
Educational opportunities/Training and specialized education	6	33.33	8	1	5.56	1	6	33.33	7
Indigenous background/Cultural factors	5	27.78	8	5	27.78	5	3	16.67	4
Courage & Self-Worth (vs. Fear/Doubt in Self/Others)	4	22.22	6	5	27.78	6	1	5.56	1

*Note.* P# = Number of Participants; P% = Percentage of Participants; I# = Number of Incidents