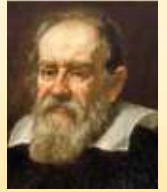


Vocational Designing and Career Counseling

Challenges and New Horizons



LIFE DESIGN COUNSELING:

FROM PRACTICE TO THEORY

AGENDA

- 1.** A new paradigm is implicit within the constructivist and narrative methods for career counseling that have emerged in the 21st century.
- 2.** A general pattern can be made explicit by abstracting the key elements from the specific instances that substantiate the new conceptual model.
- 3.** The life design paradigm for career counseling constructs career through small stories, reconstruct the stories into a life portrait, and co-constructs intentions that advance the career story into a new episode.

Convergence in Career Development Theories

Implications for
Science and Practice

Mark L. Savickas &
Robert W. Lent
Editors



Arnold Spokane



Handbook of Career Counseling Theory and Practice

Mark L. Savickas and W. Bruce Walsh

EDITORS

PARADIGM

- A conceptual model with a prevailing set of practices that define a discipline during a certain time period.
- General pattern of practice with its own model, methods, and material.



MODERNITY



Parsons

Person-Environment Fit Theory

Intervention Model = *Vocational Guidance*



Super

HIGH MODERNITY

Career Development Theory

Intervention Model = *Career Education*

The paradigms of *guiding* and *preparing* now must be supplemented with a new paradigm to address the life *designing* needs of workers in information societies.

The loss of stable structures and predictable trajectories calls for a science of intervention that deals with self-construction and career designing.

With the shift in responsibility for career from institutions to individuals, people must “get a life” (Habermas & Bluck, 2000) and bridge transitions in that life by using what has been referred to as **biographicity** (Alheit, 1995) and **identity work** (Sveningsson

IDENTITY

**Biographical
construction to
maintain coherence
and continuity
during times of**

BIOGRAPHICITY

Ability of an individual to shape the life history and to place oneself in relation to society.

Reflection on self as learning content

**Autobiographical learning,
competence, and agency**

NARRATABILITY

**KNOW YOUR STORY AND TELL IT
TO AN AUDIENCE**

**USE NARRATIVE TO REDUCE CONFUSION
AND RESOLVE DOUBT**

**CLARIFY CHOICES SO AS TO ENHANCE
THE ABILITY TO DECIDE**

Counselors today are
formulating a new science of
intervention with constructs
needed to help clients
negotiate a life-time of job
changes without losing a
sense of self or social identity

Vocational Guidance = Resemblance

Dominant discourse = Nomothetic

Career Counseling = Uniqueness

Dominant discourse = Idiographic

Vocational Guidance

Object

Self-Matching

Actor

Traits

Resemblance

Career Education

Subject

Self-Implementing

Agent

Tasks

Readiness

Career Counseling

Project

Self-Making

Author

Themes

Reflexivity

Each intervention – whether it be guidance, education, or counseling- is valuable and effective for its intended purpose.

Counselors must choose career intervention method that produces intended results with particular clients.

Counseling

Communication

plus

Relationship



John Crites

Empathic Attunement and Secure Base

Establish a Working Alliance

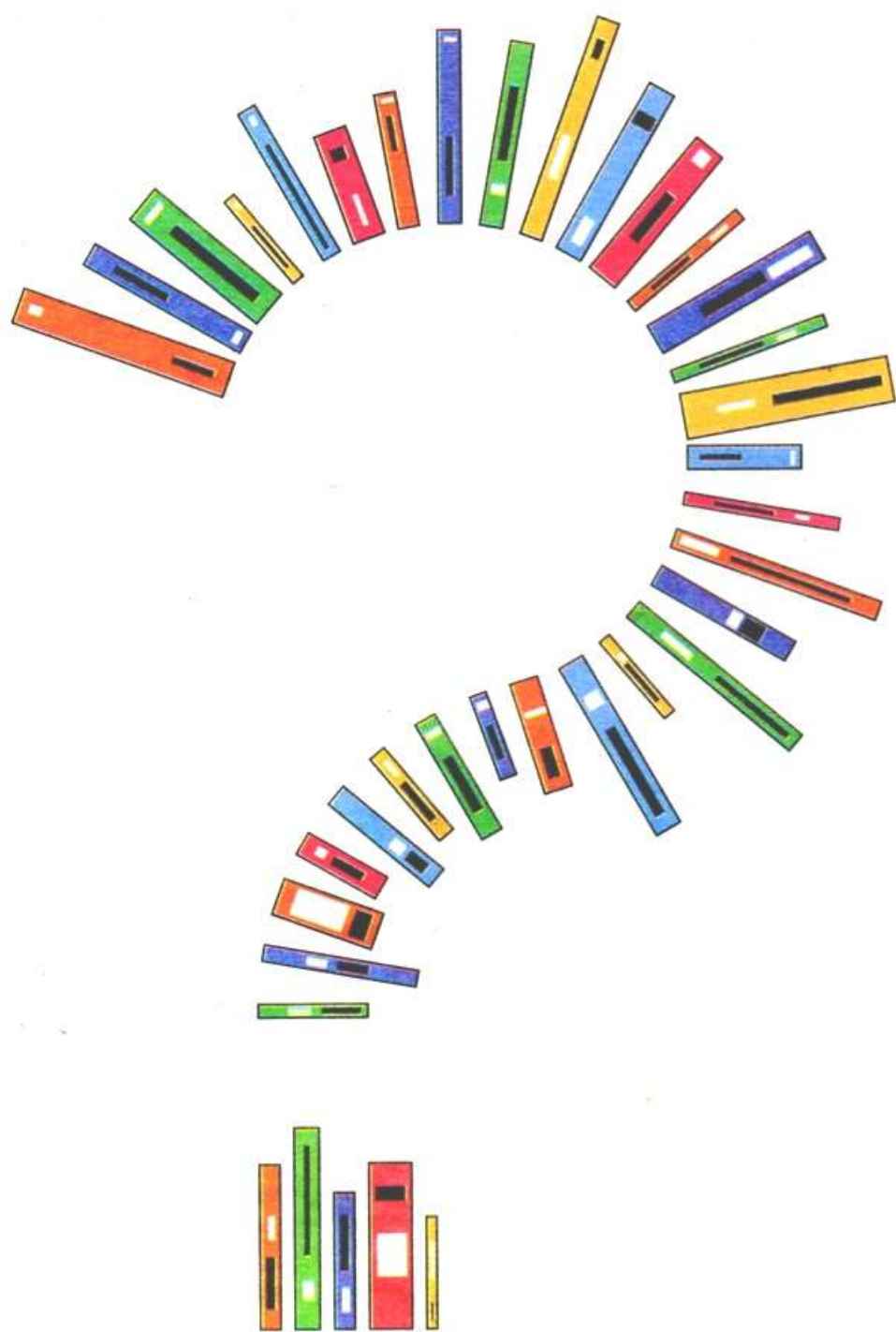
Understand the task, transition, or trauma that prompts client to seek counseling

What client wants from counseling

How the client wants it delivered



**Can we design
a general
model for
career
intervention in
the 21st century**



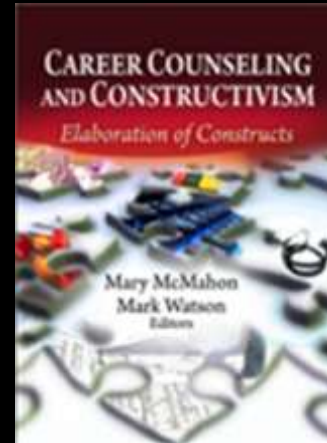
Constructivist Career Counseling



Greg Neimeyer



Vance Peavy

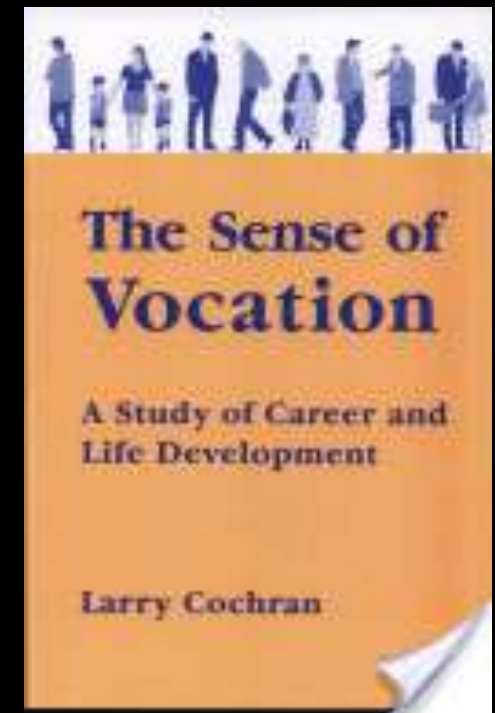
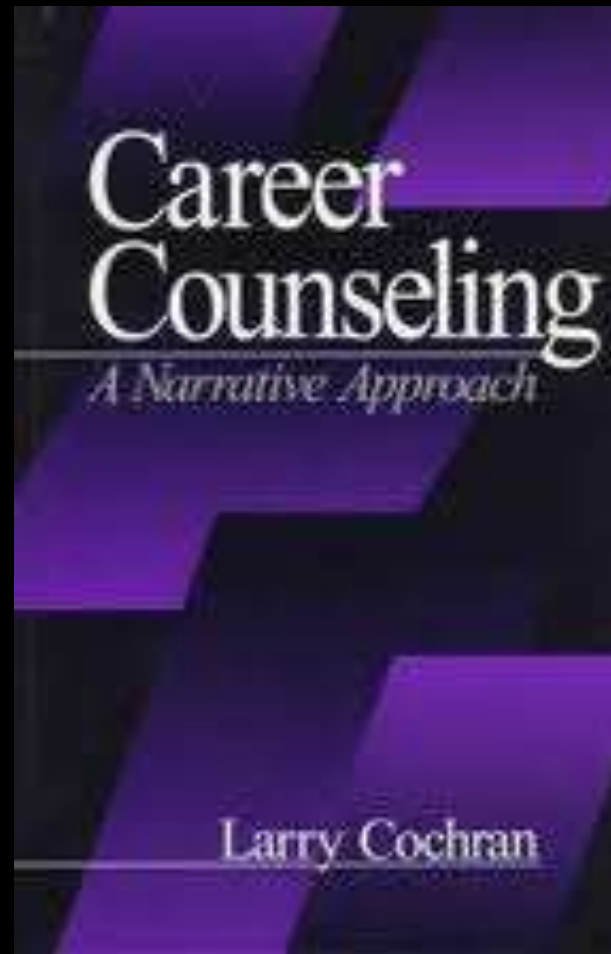
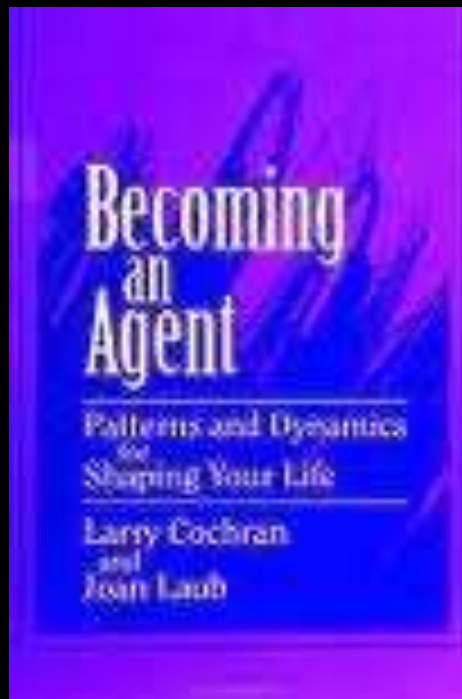


Mary McMahon



Mark Watson

Narrative Career Counseling



Career as Story



Kobus Maree



Charles Chen



Hazel Reid



Pamela Brott

Self-Construction and the Dialogical Self



Jean Guichard



Bernadette Dumora



Peter McIlveen



Frans Meijers

Creative Uncertainty



Robert Pryor



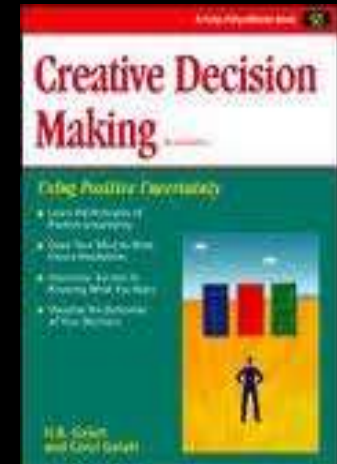
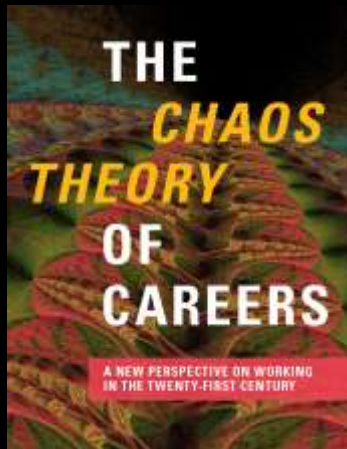
Jim Bright



John Krumboltz



H. B. Gelatt



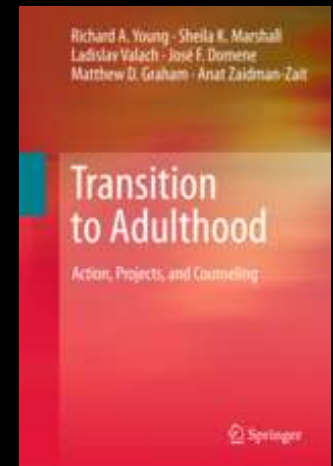
Career Construction through Action and Projects



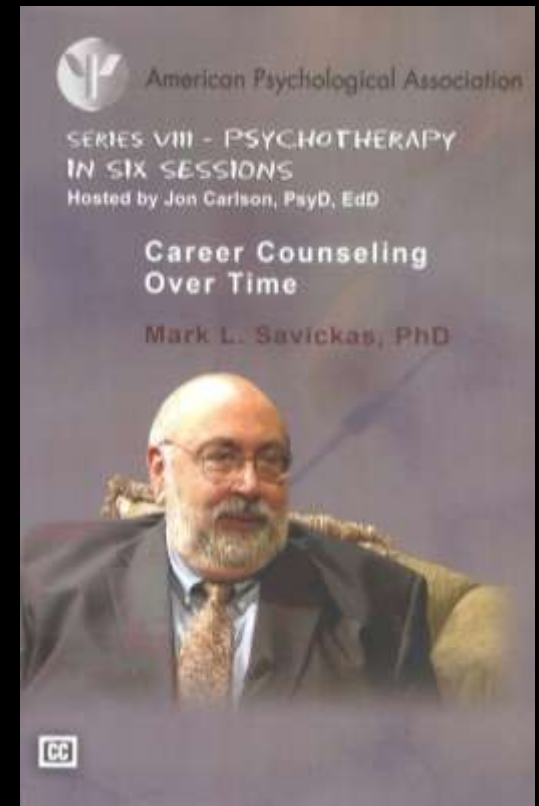
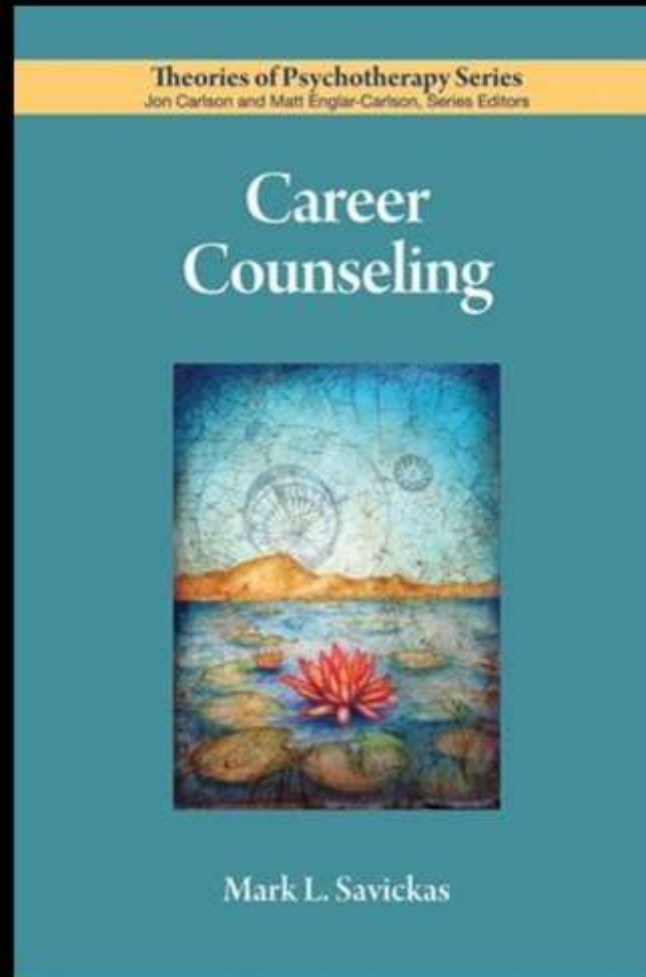
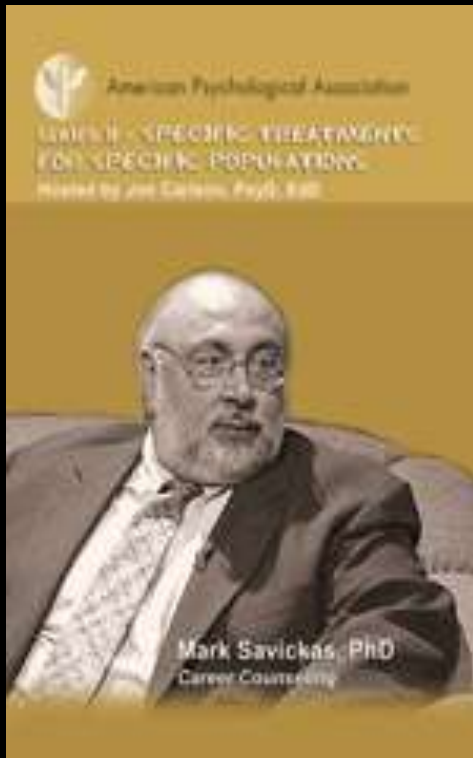
Richard Young



Ladislav Valach



Social Constructionist



LIFE DESIGN

INTERNATIONAL RESEARCH GROUP

Belgium – Raoul Van Esbroeck

France – Jean Guichard

Italy – Salvatore Soresi & Laura Nota

Netherlands – Annelies van Vianen

Portugal - Maria Eduarda Duarte

**Switzerland –Jean-Pierre Dauwalder
& Jerome Rossier**

Life Design

An identity intervention that cultivates adaptability, meaning, intention, and action through restorying self-narratives.

Vocational Guidance

General Model



Frank Parsons

Enhance Self-Knowledge

Increase Occupational Information

Match Self to Fitting Occupations



Donald Super

Career Education General Model

Assess developmental status

Orient to next developmental tasks

Develop coping attitudes,
beliefs, and competencies

Life Design
General Model

Construct Career Story

Reconstruct Plot and Theme

Co-Construct Scenario



Career as Story



**When people
seek counseling
they have a
story to tell.**



Construct

Career is a story that a people tell about their working lives.

Elicit client micro-narratives or small stories that construct career.

Résumé = Sequence



Deconstruct

*dominating demands
or insidious ideas*



- access different *meanings*
- restart stalled *initiatives*
- open new *possibilities*

Reconstruct

- Weave micro-narratives into a macro-narrative, a grand story of career.
- Turn small stories into an identity narrative.
- Unity in diversity



Reconstruct

A macro-narrative

- explains the past,
- orients to the present,
- guides into the future.

Reconstruct

An identity narrative
highlights the
occupational plot and
career theme in the
sequence of small stories.

Reconstruct



The king died, and
then the Queen died.



Story = what happened
Plot = why it happened

The King died, and
then the Queen died of grief.



E. M. Forster

Reconstruct

**Emplot the sequence of
small stories with
explanatory links and
causal coherence**

Reconstruct

- **explicit occupational plot**
the outer journey
- **implicit career theme**
the inner journey

Career theme

pattern of meaning
that guides behavior

Story = what happened

Plot = why it happened

Theme = what it means

Character arc

- progression of theme
- how person changes over time

Story = what happened

Plot = why it happened

Theme = what it means

Arc = progression

Reconstruct

Identity Narrative

Occupational plot

Career theme

Character arc



Co-construct

Edit identity narrative

-amendments

-adjustments

-alterations

Co-construct

Elaborate life portrait

-extend the occupational plot



-amplify the career theme

-bend the character arc

Co-construct

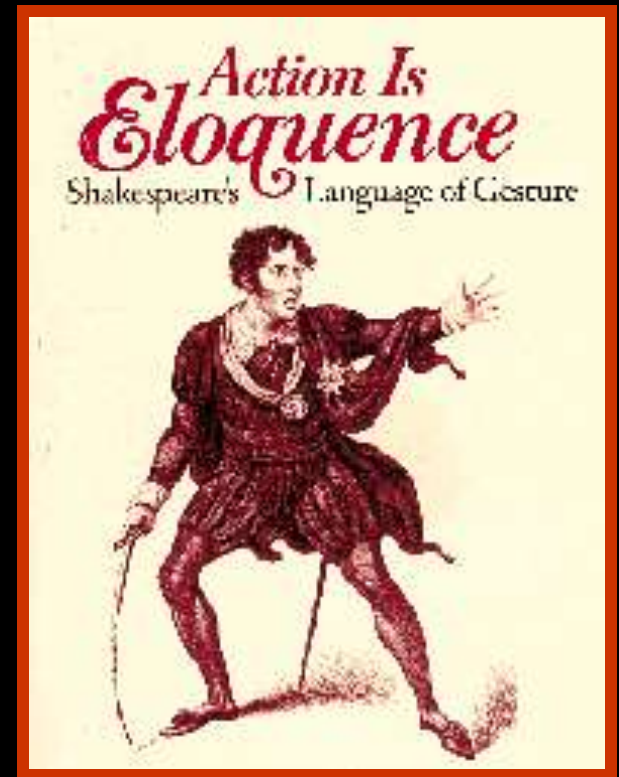
A life portrait should:

- explain the dislocation
- clarify priorities
- state intentions for the new scenario
- script next scene as a set piece
- mobilize tendencies
- activate the next episode

From Intention to Action

***“Action
is
eloquence.”***

-Shakespeare



Action in the world advances



-Self-making

-Identity shaping

-Career constructing

Intervention Outcomes

**Ability to narrate to self
and audience a more
comprehensible,
complex, coherent, and
connected identity
narrative.**

Intervention Outcomes

- Buoyed by biographical agency
- Ripe with intention
- Prepared to problem solve
- Ready for action
- Empowered to start new episode

**Each client authors
a biographical bridge
that expresses their
personal truths and
authorizes an identity
that transports them
into the future.**

LIFE DESIGN

GENERAL MODEL

Construct Career Story

Re-construct Plot & Theme

Co-Construct Scenario

Action

SUMMARY

1. A new paradigm is implicit within the constructivist and narrative methods for career counseling that have emerged in the 21st century.
2. A general pattern can be made explicit by abstracting the key elements from the specific instances that substantiate the new conceptual model.
3. The life design paradigm for career counseling constructs career through small stories, reconstruct the stories into a life portrait, and co-constructs intentions that advance the career story into a new episode.

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