Hammers, Nails, and Other Tools: Collaborating with Students in Constructing a Career

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Points of Interest

• New Career Paradigm
• Career Adaptability
• Career Construction Interview
• Life Themes
New Career Counseling Paradigm
(Pittman, 2000)

<table>
<thead>
<tr>
<th>Traditional</th>
<th>Contemporary</th>
</tr>
</thead>
<tbody>
<tr>
<td>▫ Undecided to Decided</td>
<td>▫ Resistance to limitations of self-concept</td>
</tr>
<tr>
<td>▫ Identifying “appropriate” career/career path</td>
<td>• Who one is</td>
</tr>
<tr>
<td>▪ Clarifying self-concept</td>
<td>• What one might do with ones life</td>
</tr>
<tr>
<td>▪ Matching conceptualizations of self to career opportunities</td>
<td></td>
</tr>
<tr>
<td>▫ Minimize career struggles</td>
<td>▫ Career choices</td>
</tr>
<tr>
<td>▫ Definitive career choices</td>
<td>• More fluid</td>
</tr>
<tr>
<td></td>
<td>• Less predictable</td>
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<tr>
<td></td>
<td>• Lessening possibility of career certainty</td>
</tr>
</tbody>
</table>
New Career Paradigm

- Changes in structure of work
  - Personalized meaning of work
  - Individual is responsible for career management
  - Versatility + continual skills updating
  - Constant competition for positions
  - Personalized career

Counselors must approach career counseling in the global economy from an adaptability paradigm
Career Adaptability

- Donald Super (1990)
  - Life span, Life space conceptualization
  - Applicable to all stages and tasks of development
  - From career maturity to career adaptability
- Mark Savickas (1997)
  “The readiness to cope with the predictable tasks of preparing for and participating in the work role and with the unpredictable adjustments prompted by change in work and working conditions” (p. 254)
Career Adaptability (Savickas, 2005, 2011)

- Four dimensions
  - Career concern
    - Readiness to engage in future planning and exploration of work/non-work roles
  - Career control
    - Strengthening of career decision-making and responsibility for decisions
  - Career curiosity
    - Exploratory attitude
  - Career confidence
    - Ability to develop problem-solving skills and positive self-efficacy beliefs toward work
Narrative Career Counseling

- Career Construction Theory
  - The task of building a “self”
  - Subjective process
    - Constructing a story about “who I am”
    - Self-conscious reflection that constructs continuity across the past, present, and future
  - Language provides the words needed to form self-conceptions and constitute a self

As we talk, so we make
Career Construction Theory

• **Identity**
  ▫ Involves how people think of themselves in relation to social roles
    • Role identities = socially constructed definitions of self in social situations/environmental contexts
  ▫ *Identity* = a pattern imposed by the individual to mediate and guide responses to social realities

Identity forms as the self encounters world roles
Career Construction Interview

- Contextualized approach to career counseling

- Integration
  - Life space, Life span approach (Super, 1957, 1990)
  - Matching theory (Holland, 1992)
  - Individual Psychology (Adler, 1979)

- Assesses what client say/do rather than counting responses to an inventory/test

- Semi-structured interview that “helps to elucidate a client’s story and identify career themes” (Savickas, 2011)
## Career Construction Interview

<table>
<thead>
<tr>
<th>Domain</th>
<th>Explanation</th>
</tr>
</thead>
<tbody>
<tr>
<td>Role Models</td>
<td>Represent ego ideas</td>
</tr>
<tr>
<td>Magazines/TV shows</td>
<td>Indicate preferred environments</td>
</tr>
<tr>
<td>Favorites book or movie</td>
<td>Reveal a major character who faces same problem</td>
</tr>
<tr>
<td>Leisure/Hobbies</td>
<td>Self-expression/manifest interests</td>
</tr>
<tr>
<td>Favorite saying</td>
<td>Provides title to the story</td>
</tr>
<tr>
<td>School subjects</td>
<td>Preferred job tasks/work environment</td>
</tr>
<tr>
<td>Early recollections</td>
<td>Preoccupations that guide personal strivings</td>
</tr>
</tbody>
</table>
Life Themes

• The continuous “thread” or “threads”
• Central to meaning making
  ▫ Past memories
  ▫ Present experiences
  ▫ Future aspirations
• Theme – whether clear or complicated – carries to the work settings the concerns that
  ▫ Constitute the individual
  ▫ Matter most in defining self & expressing identity
Collaborative Interpretation & Strengths Highlights

• Point out the themes and discuss with student
• Enlist collaboration from the student
• Pain can be a preoccupation that we try to convert to occupation
• Success Formula based on Holland coding descriptions and themes
  ▫ Life is best when ...  ❘ I am happiest when ...
CCI = .455

As effective as the Strong Interest Inventory (.46)

Nearly as effective as interest inventories, in general (.50)

(Barclay & Wolff, 2012)
Free Resource

My Career Story

www.vocopher.com
Vocopher is a career collaboratory involving academic professionals, career counselors, and professional web developers. The purpose of Vocopher is to provide researchers and counselors with resources with which to further their research and assist their clients respectively. These services are provided free of charge in the hope that others will join us in this collaborative effort.

**News: Recent additions to Vocopher**

- Career Construction Interview
- My Career Story
- Career Maturity Inventory - Form C
- Student Career Construction Inventory

**Access the Vocopher Resource Library**

This multimedia library of career development resources available free of charge. Registration is not required to access these resources.

**Watch Vocopher at NCDA**

[Image of Vocopher: A Collaboratory for Career Practitioners]

**Access Vocopher Career Inventories**

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Password
Login

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New Users: Register

New users must first register before gaining access to the resources on this web site.

[How do I get access?](#)
A Must Have...

Career Counseling

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References


References