

SVERIGES
VÄGLEDARFÖRENING

Stockholm
28 oktober 2016

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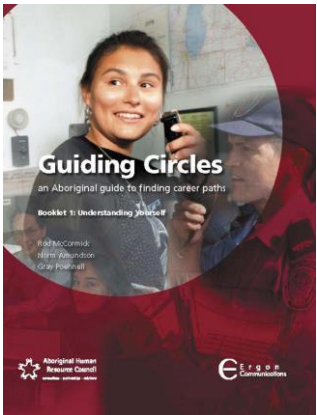
Dr. Norm Amundson
&
Gray Poehnell



Ergon Workbooks:
Career Crossroads
Career Pathways
Career Pathways, Quick Trip
CareerScope
Guiding Circles, Step 1
Guiding Circles, Step 2

Ergon Books:
Active Engagement
Hope-Filled Engagement
Physics of Living
Metaphor Making





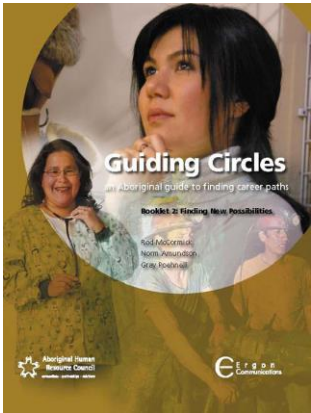
Guiding Circles:

an Aboriginal guide to finding career paths

Step 1:
understanding yourself

Focus:
Self-assessment:

Who am I?



Guiding Circles:

an Aboriginal guide to finding career paths

Step 2:
finding new possibilities

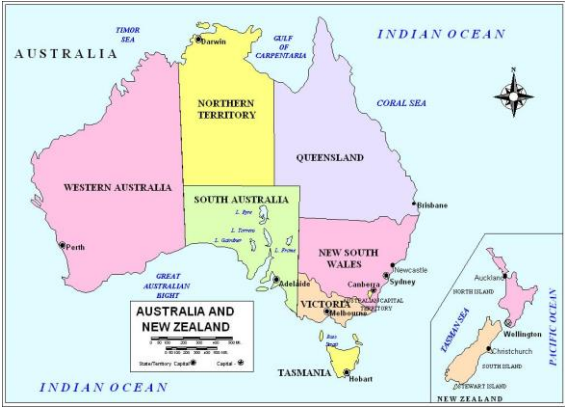
Focus:
Career Exploration & Decision Making:

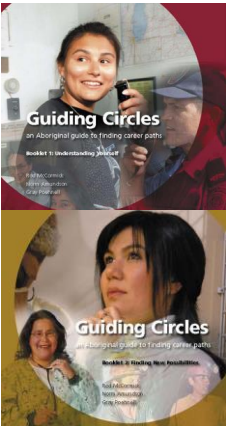
What can I do?

Aboriginals in Canada

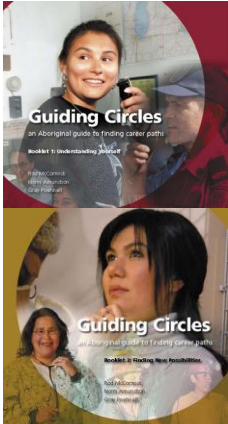
- First Nations
- Inuit
- Métis

- Aboriginal Peoples
- Immigrants
- Disabled Peoples
- Social Assistant Recipients
- Mainstream Clients
- Schools
- Colleges & Universities
- Corrections Canada
- Private Business





Guiding Circles is
not a magic bullet
but one an attempt
to find new ways
to engage people
with hope




Guiding Circles is
not so much a book
as an a process, an
approach
— a hope-filled
engagement



philosophy
philosophy's promise is to bring its customers products that inspire them to live a better life by being better to themselves. philosophy takes a mind, body, and spirit approach to personal care and believes only when you feel good can you truly look your best.

limited-edition
hope

philosophy: where there is hope miracles can occur




Hope in a jar®
original formula for all skin types
"philosophy" where there is hope there can be faith,
where there is faith miracles can occur.
Original formula moisturizer for all skin types.

... is inclusive

... can creep up on you or slam you in the face

... has many faces

What does hopelessness look like?



HOPELESSNESS

disheartened

dead end

worthless

mired in quicksand

discouragement

forlorn

up a creek without a paddle

giving up

pointless

downhearted

between a stone and a hard place

doomed

dejected

melancholy

blue

bleak

unpromising

desperate

boxed in

despondent

beating head against a brick wall

worthless

no light at the end of the tunnel




MANY FACES

... is inclusive

... can creep up on you or slam you in the face

... has many faces

... is like a weed, it will take root and thrive in almost any environment



HOPELESSNESS

When do
you tend
to feel
hopeless?

... is like a weed,
it will take root
and thrive
in almost
any environment

HOPELESSNESS

Fear Failure Health
Flaws Fatigue Lack of self-knowledge
Broken dreams Business
Self-esteem Don't know
Bad choices Lack of resources
Illness Habits Disabilities
Unfulfilled expectations Inertia
Assumptions
Personality

**INTERNAL
ENVIRONMENT**

Imperfect, changing, chaotic world Abuse
Status quo Location Exclusive
Myths Structures, Tools, Processes
Racism Responsibilities Family Inappropriate help
Paradigms Time & chance Sexism Prejudice
Nationalism Socio-economic
Exclusion Lack of role models Words & actions

**EXTERNAL
ENVIRONMENT**

“Career”
can seem
hopeless



CHALLENGES

Diversity?
Starting Points?
Positive focused
self-reflection?
Enculturated
humility?



Once
hopelessness
takes root,
it is often ...



TENACIOUS

DEBILITATING

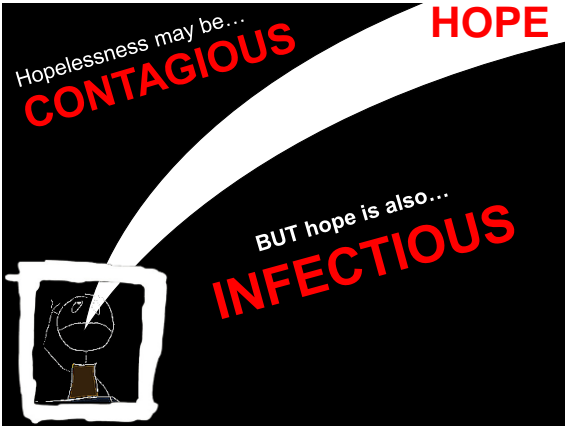
CONTAGIOUS

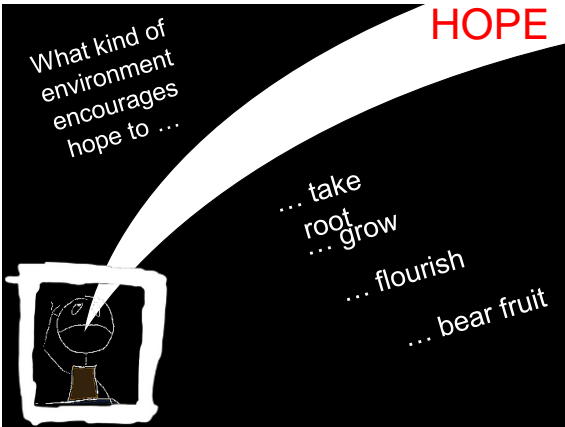
Once
hopelessness
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it is often ...

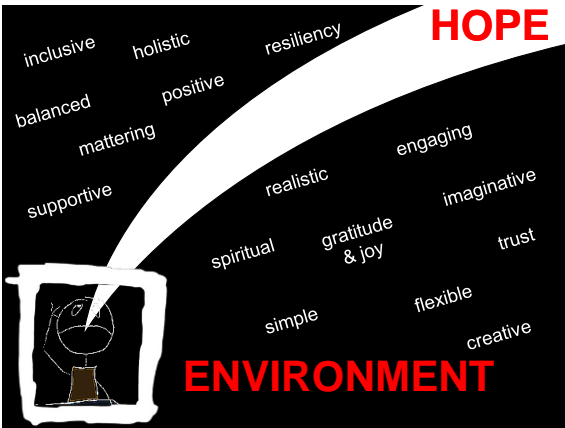


**is there any
hope?**

YES!







ACCESSIBLE

language
tools
processes
concepts



CHALLENGES

- Diversity?
- Starting Points?
- Positive focused self-reflection?
- Enculturated humility?



CAREER
WORLD

An alternative approach

HOPE

- Diversity, Assumptions, Conventions
- Active Engagement
- Mattering
- Backswing
- Holistic Life/Career Counselling
- Creativity, Imagination, Spirituality

HOPE-FILLED ENGAGEMENT

KEY THEMES

- Career Integrity
- Values
- Life Balance
- Interconnect-edness
- The Life/Career Conversation
- Creative Vision/Decision/Action Planning

An alternative
perspective



HOPE

Creativity,
Spirituality,
Imagination,
and Hope


Like most people,
I always thought of hope
as an emotion
—like a warm feeling of
optimism and possibility.
I was wrong.

I was shocked to discover
that hope is *not* an emotion,
it's a way of thinking
or a cognitive process.



Brene Brown,
The Gifts of Imperfection

At the heart of despair
is a sense of isolation,
impotence, and an
immutable future, ...




HOPE

... and yet it may give rise
to new purpose
or a new understanding
and acceptance of life
with its possibilities and
limitations.

Brittney Beck et al
Facing Up to Hopelessness

BOXED IN?
a crisis of imagination

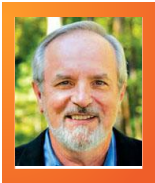


HOPE

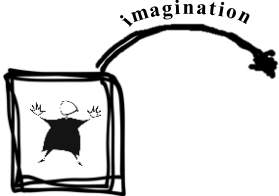
A box may be
a building block
of hope

A box may be
the starting point
of new possibilities

... Things are
as we imagine them to be,
as we imagine them
into existence.
Imagination is creativity,
and the way we make
our world depends
on the vitality
of our imagination.



Thomas Moore,
The Re-enchantment
of Everyday Life

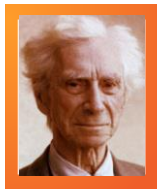


Your imagination is
your preview
of life's coming
attractions.



Albert Einstein

It is only
through imagination
that men
become aware
of what the world
might be.



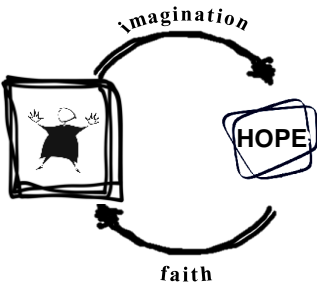
Bertrand Russell

I dwell in possibility.

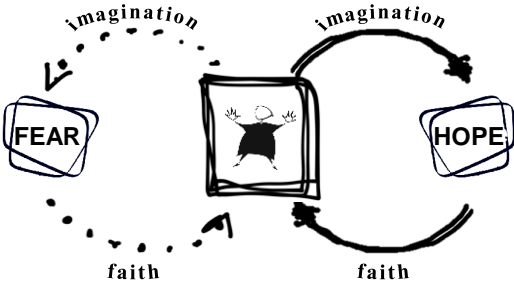
The possible's
slow fuse is lit
by the Imagination.



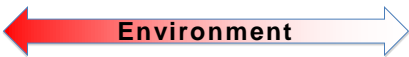
Emily Dickinson



No Hope!
No Faith!
No Imagination!



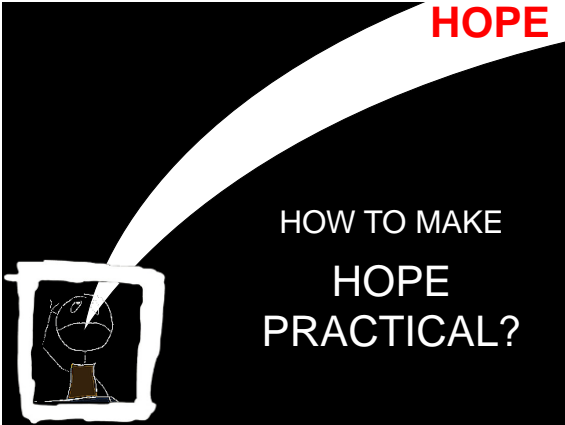
Hardwired for Hope!

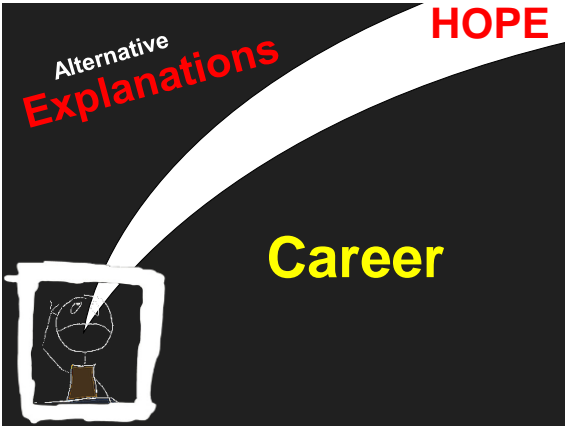


“Just as we can
negatively, automatically
expect and imagine difficulties
and limitations in our lives,

we can also use
our thoughts and imagination
to create ideas and mental pictures
that are positive
and help to yield the outcomes we desire.”

Dr. James Pann , Dealing with Job Search Anxiety:
Career Stress Management 101





CAREER

is about you,
is about your world and your part in it,
is about your journey in this world,
is about crafting the life you really want to live
on your journey in this world.

The G.C. Book

Tyler Blyan & Justine Dumais



Well first it was the R P S, War Party to be the best
And Buffalo Lake they want to test
They ain't never heard no rappers rip like us
Métis Mafia now who's ready to bust
I'm telling all you rappers put you mic straight down
Because you're trying to beat a king
and you got no crown.

The G.C. Book

I heard of four stabbings in Buffalo Lake
Native, you end up in a body bag.
Then first off it was AADAC Class
And sometimes I wonder even if I did pass
And if I didn't I'm just a kid with FAS
But I'm trying to live my life just to make it the best

The G.C. Book

Yo! The GC Book
Gotta' take a look
Yeah, it helps me see
It's okay to be me
It's a real cool tool
Says ya' gotta stay in school
Don't get off track
Gonna' land on your back
But June our friend
Will help us again
Gotta' stay in gear
Gotta' find my career
So you need this tool
Ya' gotta' stay in school
Don't be you Mama's fool
Get a job!

The G.C. Book

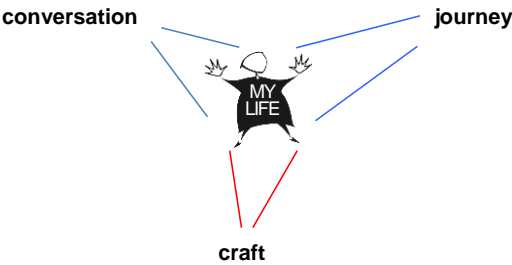
Now we're rappin' on stage and we're doing it live
I'm telling you all who think of suicide
Think of who you know
Before you're ready to die
I don't want no one to think like that
That's why you listen to the words that I put in this rap
I'll rap all day just so you get the message
Of what I'm trying to say.

The G.C. Book

Well, did you get it
Or did you even think
Don't you get the message
That we're trying to bring
If you didn't let me tell you one more time
So let's kick it up a notch and let me bust a rhyme.

Do ya' get it? Do ya' get it? Do ya' get it?

3D Career perspectives:



CareerCraft is a new paradigm
for a new career reality.

This new reality, described by such terms
as “chaos” and “positive uncertainty,”

calls for new approaches
which are more holistic, flexible, and creative.

We will explore
the value of looking at career issues
from the perspective of “craft”

—the “art of career”

more than just
the “management of career.”

Craft is about doing or making something

- in a manner suggesting great care or ingenuity
- often in an improvising manner

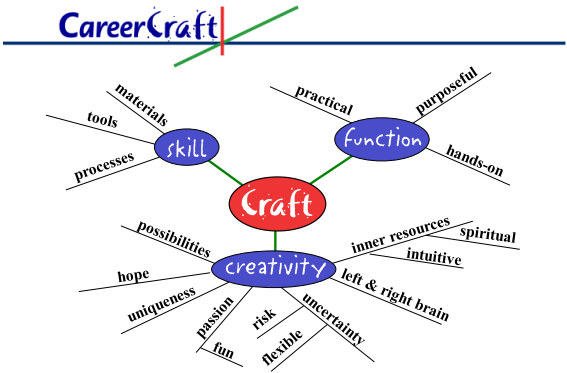
Craft can involve planning, making, or executing



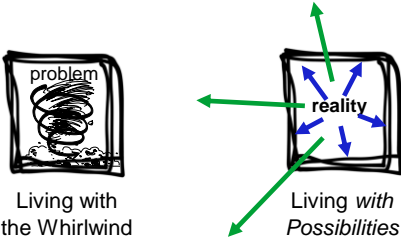






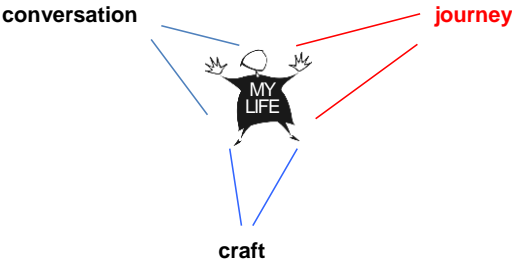


POSSIBILITIES



(adapted from The Art of Possibilities, Zander & Zander)

3D Career perspectives:



“Career” definition:

career — n

- a path or progress through life or history
- a profession or occupation chosen as one's life's work
- a course or path, esp a swift or headlong one

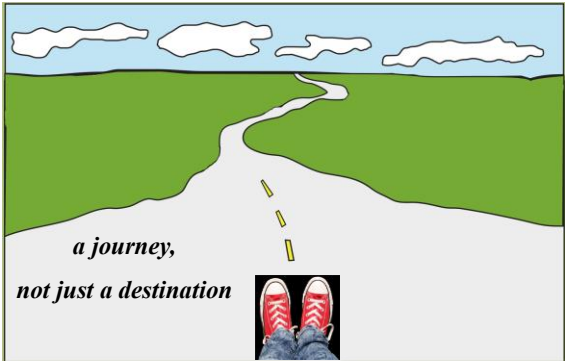
career — vb

- (intr) to move swiftly along; rush in an uncontrolled way

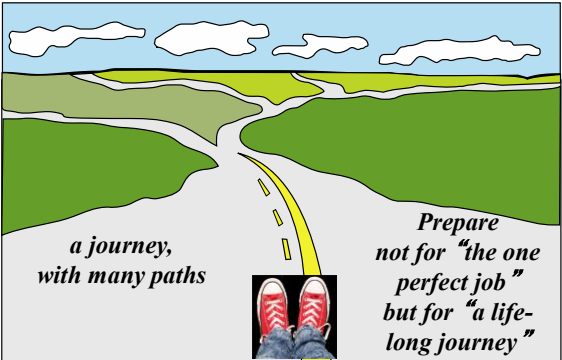
career — from French *carrière*, from Late Latin *carrāria* carriage road, from Latin *carrus* two-wheeled wagon, car]

Collins English Dictionary -10th Ed.

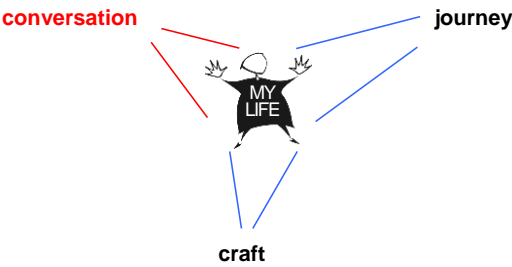
Career is about your journey in this world

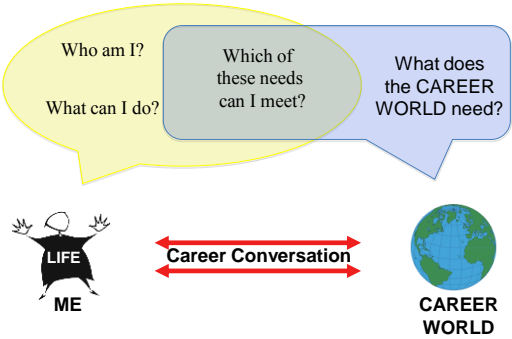


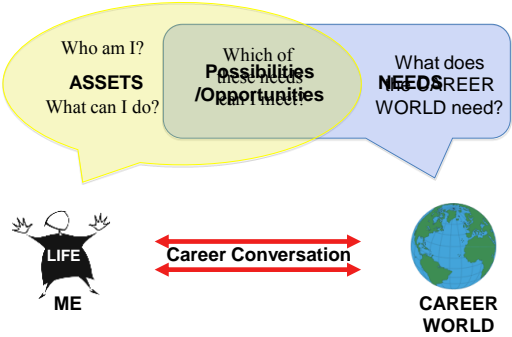
Career is about your journey in this world

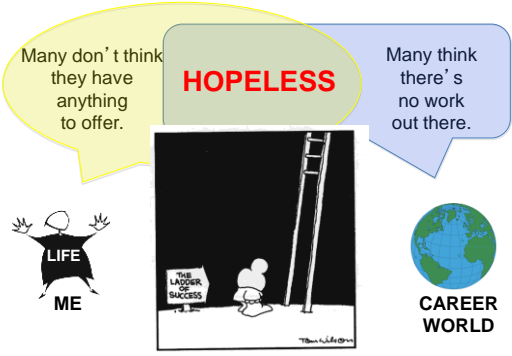


3D Career perspectives:

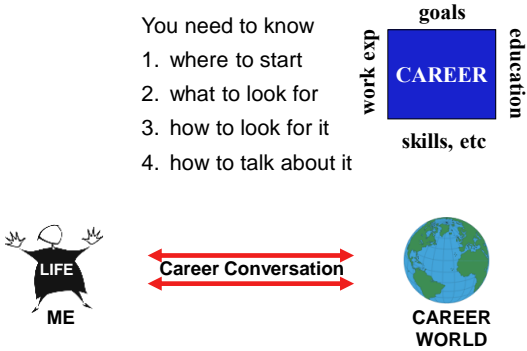


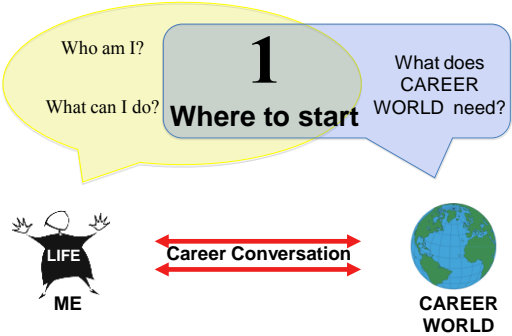












CAREER

is about you,

is about your world and your part in it,

is about your journey in this world,

is about crafting the life you really want to live on your journey in this world.

up to 12 things I like to do?

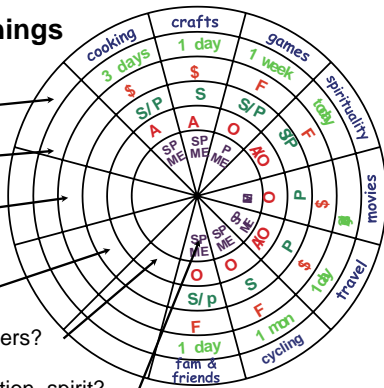
last time?

cost or free?

planned or spontaneous?

alone or with others?

mind, body, emotion, spirit?

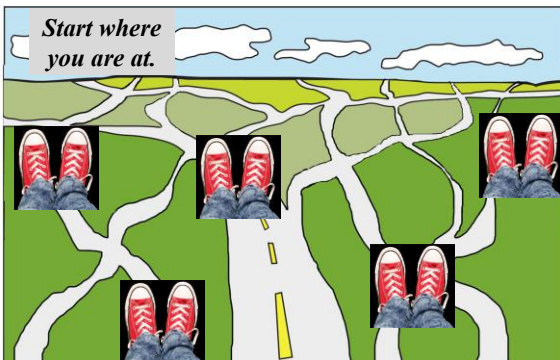
[illegible]

Grade 10 boy
Northern
Territories,
Australia

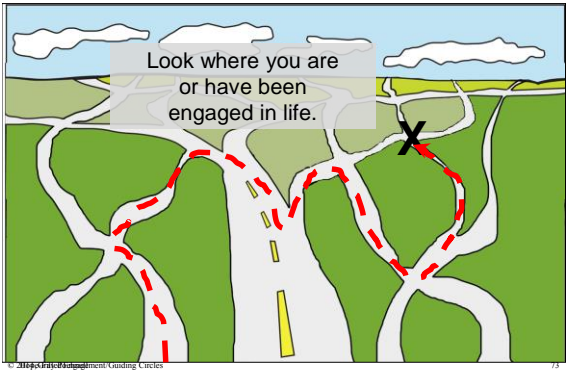


What do you see?

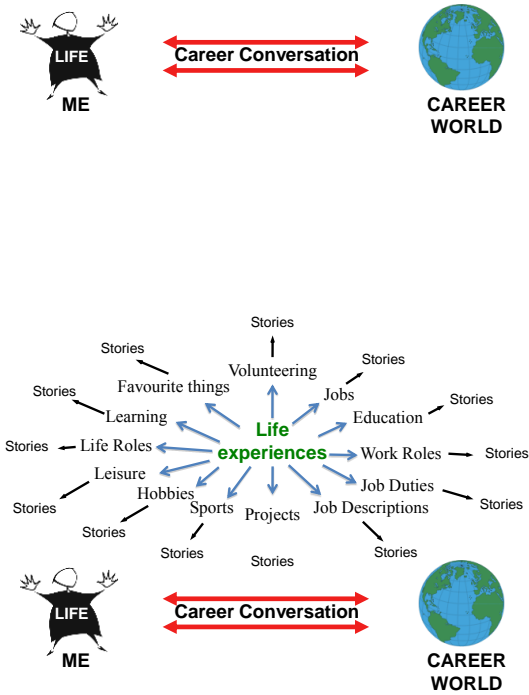
*Start where
you are at.*



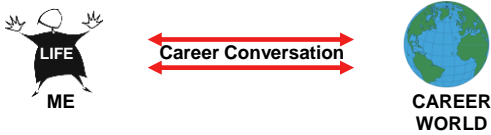
A journey is a series of stories

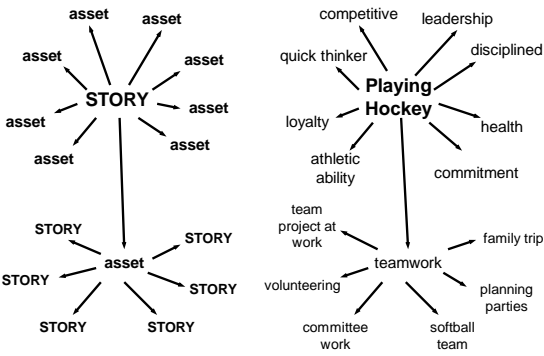


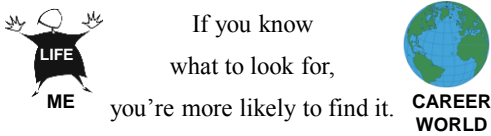
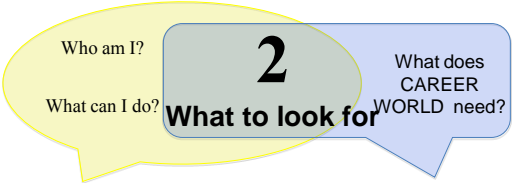
Your life journey is
a web of stories
because
life is full of experiences and
each experience tells a story.

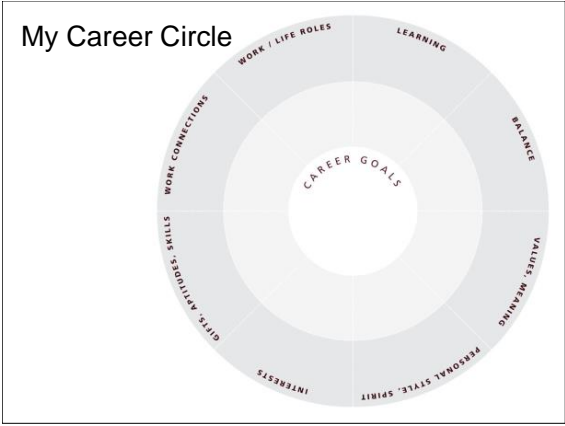


Stories are full of your
personal assets
because
they show who you are and
what you are capable of.



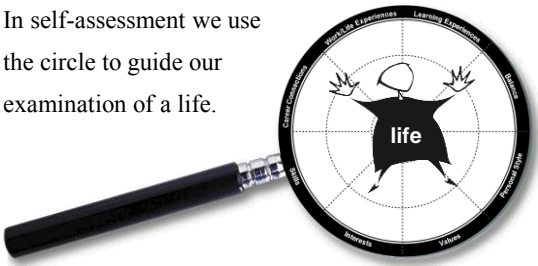


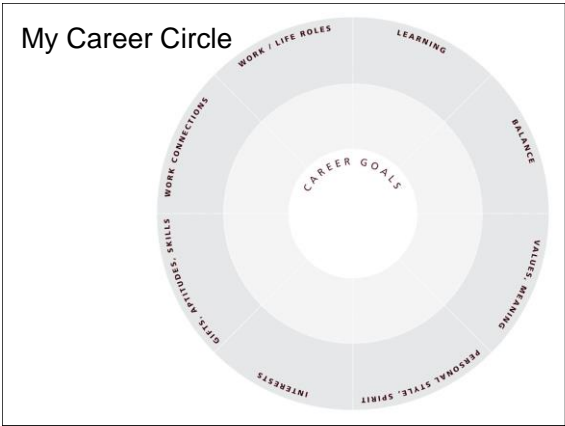


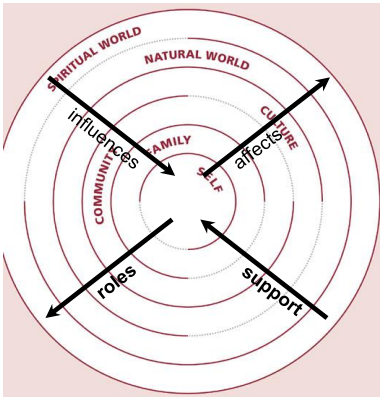


My Career Circle - self-assessment

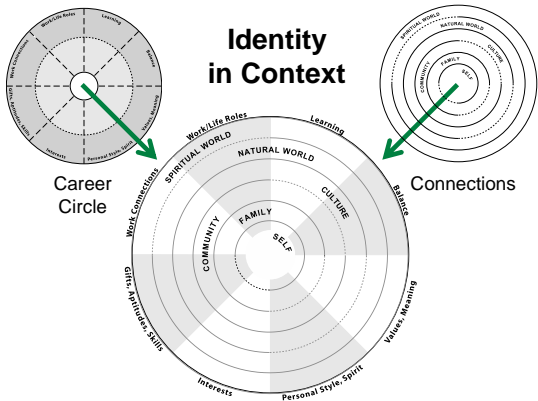
In self-assessment we use the circle to guide our examination of a life.

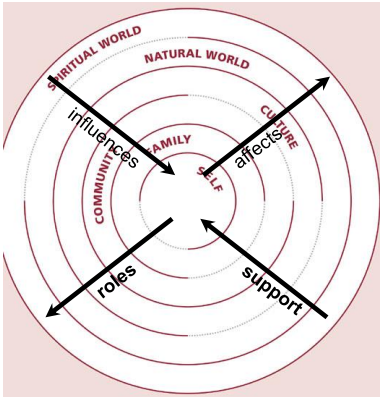






Connections





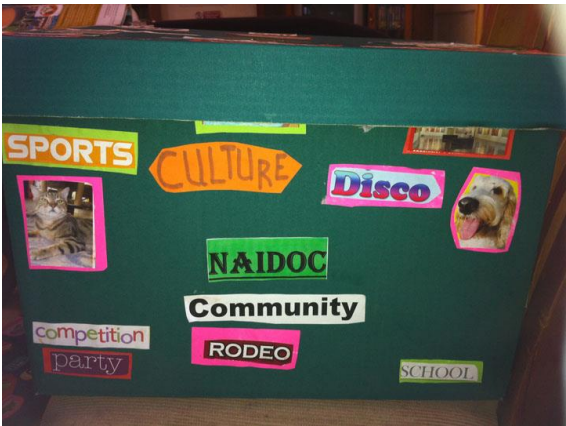
Connections

Brainstorm
POSSIBILITIES:

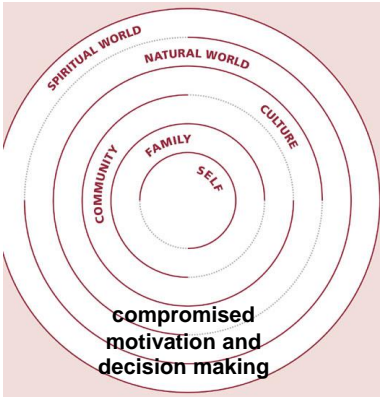
- People?
- Activities?
- Places?
- Concepts?
- Things?





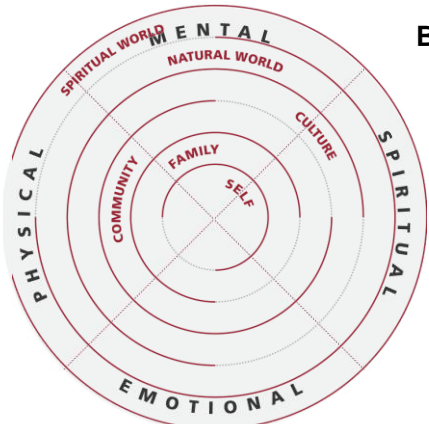




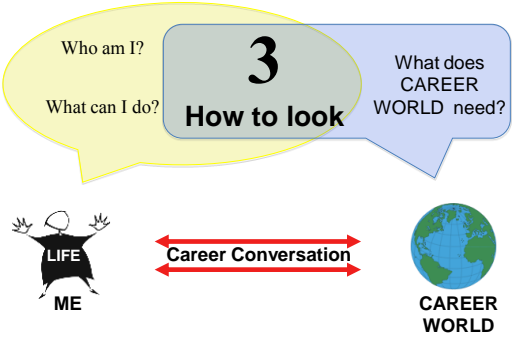


Values

- 1. From which of these circles do values come from?
- 2. How?
- 3. Consistent?
- 4. Impact of conflicting values?



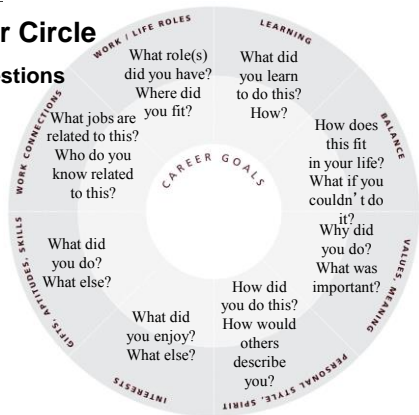
Balance





My Career Circle

Sample Questions

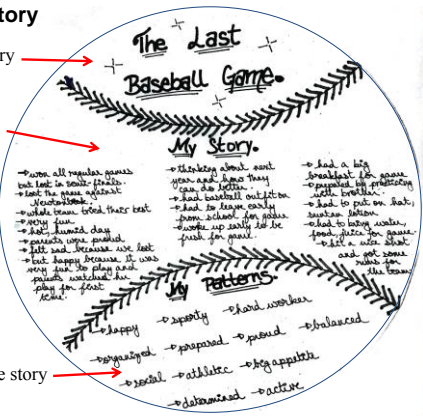


A Sample Story

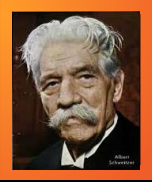
one specific story

telling the story

reflecting on the story




To the question whether I am a pessimist or an optimist, I answer that my knowledge is pessimistic, but my willing and hoping are optimistic



Albert Schweitzer

HOPE-FILLED ENGAGEMENT



new possibilities in life/career counselling

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