

HOPE-FILLED  
ENGAGEMENT



*new possibilities  
in life/career counselling*

Gray Poehnell  
Norman E. Amundson

HOPE-FILLED  
ENGAGEMENT  
THROUGH  
MATTERING

SVERIGES  
VÄGLEDARFÖRENING

Stockholm  
27 oktober 2016

Gray Poehnell  
graypoehnell@mac.com  
www.ergoncommunications.com

---

---

---

---

---

---

---

---



Vancouver, British Columbia, Canada



---

---

---

---

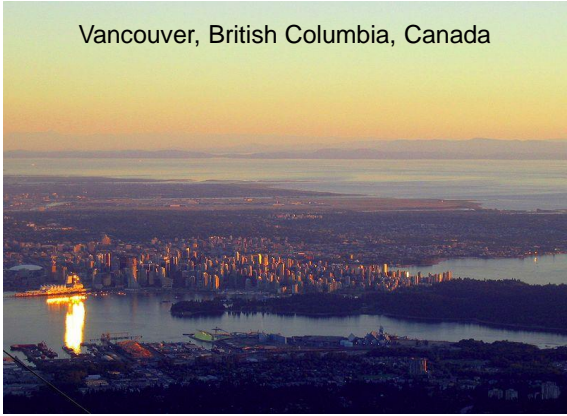
---

---

---

---

Vancouver, British Columbia, Canada



---

---

---

---

---

---

---

Vancouver, British Columbia, Canada



---

---

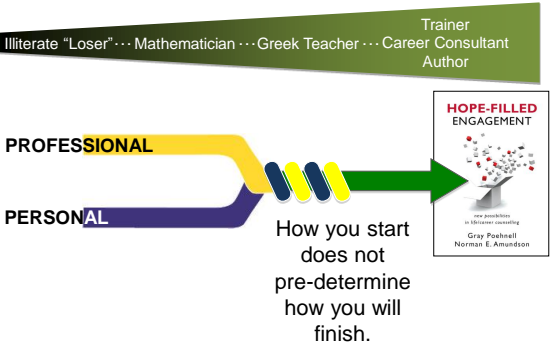
---

---

---

---

---



---

---

---

---

---

---

---

E

E r g o n

Communications

Dr. Norm Amundson

&

Gray Poehnell

PROFESSIONAL



---

---

---

---

---

---

---

E

E r g o n


Communications

Dr. Norm Amundson

&

Gray Poehnell

PROFESSIONAL



We specialize in the research, development, delivery, and publishing of career and employment counselling materials and programs

---

---

---

---

---

---

---

E

E r g o n

Communications

Dr. Norm Amundson

&

Gray Poehnell

PROFESSIONAL



**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

---

---

---

---

---

---

---



---

---

---

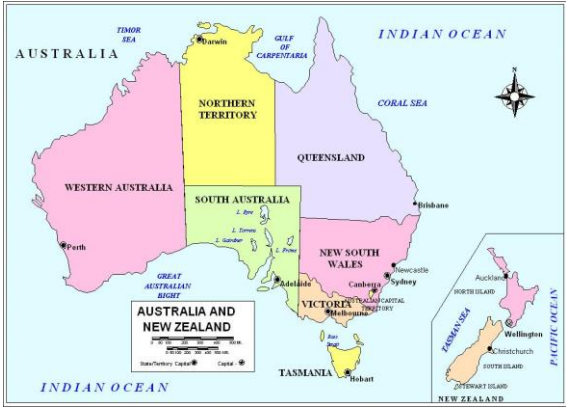
---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

---

---

---

---



---

---

---

---

---

---

---



---

---

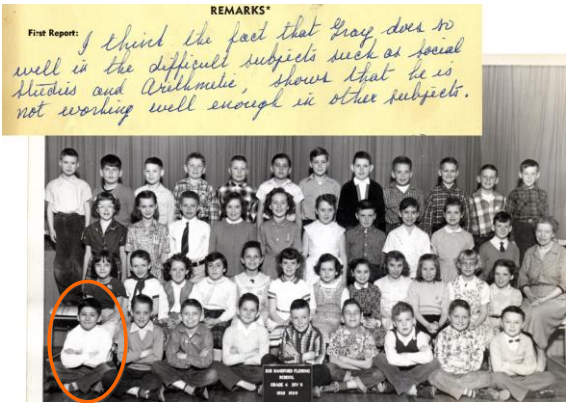
---

---

---

---

---



---

---

---

---

---

---

---



My Mom



---

---

---

---

---

---

---

CHALLENGE

ENCULTURATED

HOPELESSNESS

---

---

---

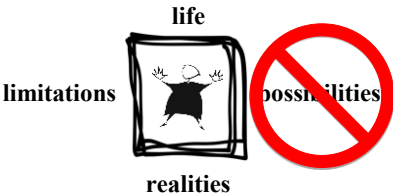
---

---

---

---

**BOXED IN:**  
A Crisis of Imagination



**HOPELESSNESS**

---

---

---

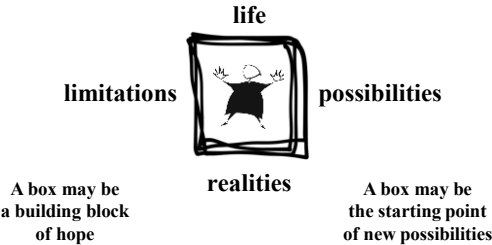
---

---

---

---

**BOXED IN:**  
An Opportunity for Imagination



---

---

---

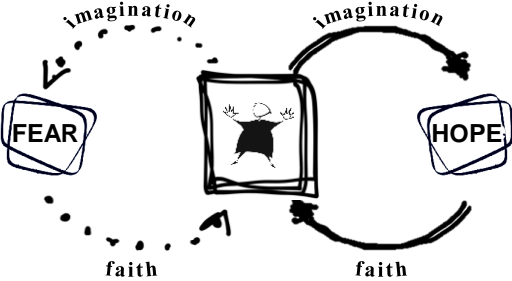
---

---

---

---

**No Hope!  
No Faith!  
No Imagination!**



---

---

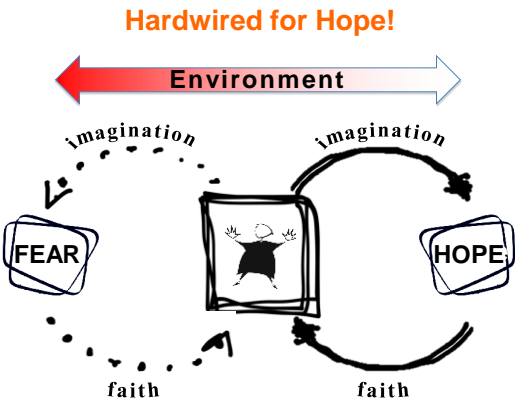
---

---

---

---

---



---

---

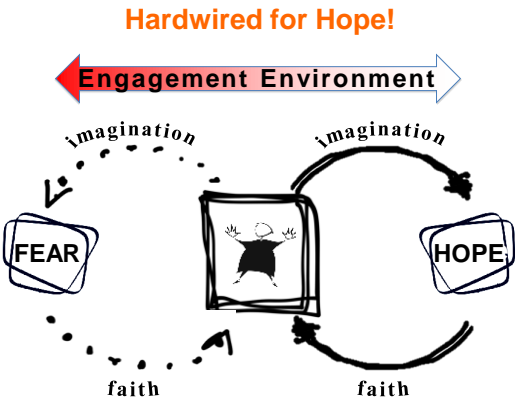
---

---

---

---

---



---

---

---

---

---

---

---

1

HOPE-FILLED  
ENGAGEMENT

---

---

---

---

---

---

---



“**CAREER** STUFF”

CAN SEEM **HOPELESS**

TO **CLIENTS** AND **PRACTITIONERS**

---

---

---

---

---

---

---

AN **ALTERNATIVE**

APPROACH

---

---

---

---

---

---

---

**HOPE**

**HOPE-FILLED**

ENVIRONMENT



---

---

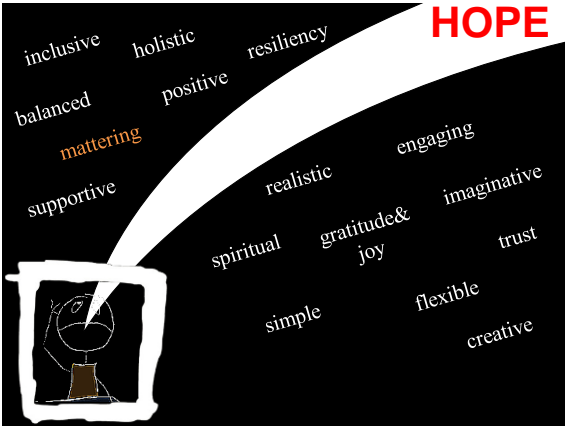
---

---

---

---

---



---

---

---

---

---

---

---



---

---

---

---

---

---

---

beliefs people have,  
whether right or wrong,  
that they matter to someone else,  
that they are the object  
of someone else's attention,  
and that others care about them  
and appreciate them.

MATTERING, Amundson, Active Engagement

---

---

---

---

---

---

---

"what difference does it make?"  
"so what?"  
"who cares?"  
"that's just the way it is"  
"what's the use?"  
"what's the point of trying?"  
"why bother?"  
"I can't make a difference"

**I DON'T MATTER**

**THERE IS NO HOPE**

**SO WHY TRY**

---

---

---

---

---

---

---

**MATTER**

substance  
tangible

VISIBILITY

---

---

---

---

---

---

---

**MATTERING**

substance  
tangible

VISIBILITY &  
RECOGNITION

---

---

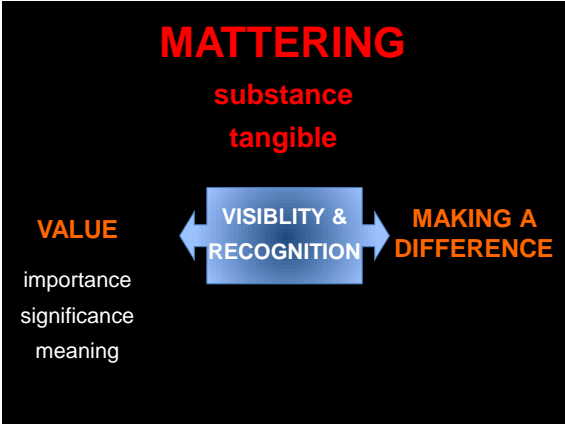
---

---

---

---

---



---

---

---

---

---

---

---



---

---

---

---

---

---

---



---

---

---

---

---

---

---

INVISIBLE TO  
THEMSELVES  
& TO OTHERS

---

---


---

---

---


---

---



WE SEE WHAT MOST DON'T

We see the heartbreaking effects of poverty, homelessness, abuse and addiction every day. But most importantly we see the people who desperately need support and compassion. For us it's impossible to turn a blind eye to suffering and pain. At Catholic Relief Services we serve 12 million people in the hungry world. 10,000 people with disabilities and provide one third of all disaster relief each year. The Christmas we all give to you and your loved ones. And give. [ReliefServices.org/csr](#) or 1-800-541-6381



---

---

---

---

---

---

---



WE SEE WHAT MOST DON'T

We see the heartbreaking effects of poverty, homelessness, abuse and addiction every day. But most importantly we see the people who desperately need support and compassion. For us it's impossible to turn a blind eye to suffering and pain. At Catholic Relief Services we serve 12 million people in the hungry world. 10,000 people with disabilities and provide one third of all disaster relief each year. The Christmas we all give to you and your loved ones. And give. [ReliefServices.org/csr](#) or 1-800-541-6381



---

---

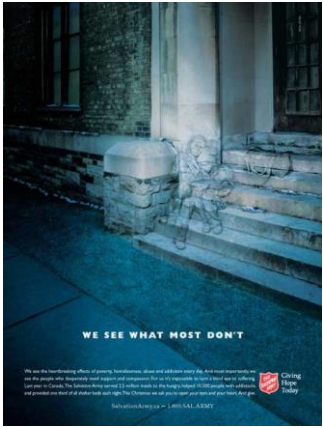
---

---

---

---

---



---

---

---

---

---

---

---

---



---

---

---

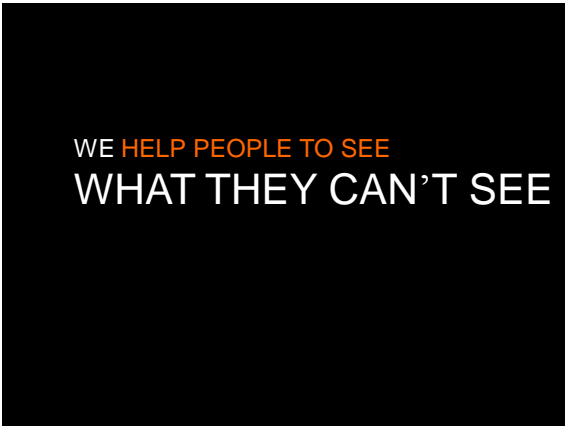
---

---

---

---

---



---

---

---

---

---

---

---

---

I HAVE VALUE!  
WHAT I DO  
MAKES A  
DIFFERENCE!

---

---

---

---

---

---

---

3 BUTTERFLY  
EFFECT

---

---

---

---

---

---

---

every decision we make  
and everything we do  
no matter how small  
has a profound effect  
on the world around us

BUTTERFLY EFFECT

---

---

---

---

---

---

---

Sensitive Dependence on Initial Conditions

BUTTERFLY EFFECT

---

---

---

---

---

---

---

even small and  
seemingly  
insignificant changes  
at the start  
of a process  
can produce  
significantly different  
results

BUTTERFLY EFFECT

---

---

---

---

---

---

---

WHAT SMALL CHANGES  
COULD YOU  
MAKE?

---

---

---

---

---

---

---



4

SMALL CHANGES

BIG DIFFERENCE

---

---

---


---

---

---

---

Insanity:  
doing the same thing  
over and over again  
and  
expecting different  
results.



Albert Einstein

---

---

---

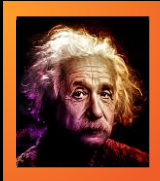
---

---

---

---

We can't solve  
problems  
by using the same kind  
of thinking we used  
when we created  
them.



Albert Einstein

---

---

---

---

---

---

---

Cross-training gives greater breadth and depth by stimulating fresh insight and potential solutions from others who have faced similar issues.

CROSS-TRAINING

---

---

---

---

---

---

---

1

ACCESSIBILITY  
FOR ALL

---

---

---

---

---

---

---

Gordes, Provence, France



---

---

---

---

---

---

---

ACCESSIBILITY?

Beautiful  
but  
what about  
a wheelchair?



Value all people and accept diversity;  
recognize barriers to accessibility,  
and provide alternative  
structures, tools, and processes

ACCESSIBILITY FOR ALL

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---

---



ACCESSIBLE?



CHALLENGES

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



CAREER  
WORLD

---

---

---

---

---

---

---

ACCESSIBLE?

Invisible  
People



CHALLENGES

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



CAREER  
WORLD

---

---

---

---

---

---

---

ACCESSIBLE?

language  
tools  
processes  
concepts



CHALLENGES

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



CAREER  
WORLD

---

---

---

---

---

---

---

ACCESSIBLE

language  
tools  
processes  
concepts



- People need to know
1. where to start
  2. what to look for
  3. how to look for it
  4. how to talk about it



CAREER  
WORLD

---

---

---

---

---

---

---

2  
LEARNED  
OPTIMISM

---

---

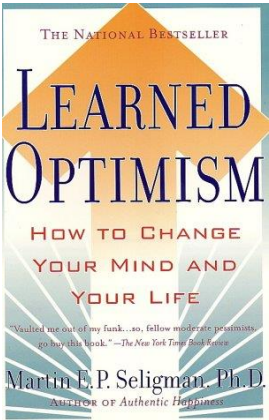
---

---

---

---

---



---

---

---

---

---

---

---

the giving-up reaction,  
the quitting response  
that follows from the belief  
that whatever you do doesn’ t matter.

LEARNED HELPLESSNESS  
Seligman, Learned Optimism

---

---

---

---

---

---

---

the manner in which  
you habitually explain to yourself  
why events happen

EXPLANATORY STYLE  
Seligman, Learned Optimism

---

---

---

---

---

---

---

explanatory style stems directly  
from your view of your place in the world—  
whether you think  
you are valuable and deserving,  
or worthless and hopeless

EXPLANATORY STYLE  
Seligman, Learned Optimism

---

---

---

---

---

---

---

3

ALTERNATIVE  
EXPLANATIONS

Learned helplessness can be unlearned.  
How can I help people find  
more hopeful explanations  
for the life experiences that  
have taught them that they don't matter.

ALTERNATIVE EXPLANATIONS

5

PRACTICAL  
EXAMPLES

[illegible]

---

---

---

---

---

---

---

---

---

---

---

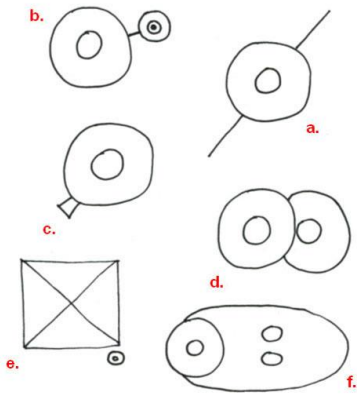
---



What do  
you see?

HAT

SOMBRERO



---

---

---

---

---

---

---

Enable people to look  
at themselves and their lives  
from multiple perspectives,  
especially the hopeful ones.

MULTIPLE PERSPECTIVES

---

---

---

---

---

---

---

Shifting people's orientation  
from problems to possibilities  
enables them to see new choices  
and find new hope.

POSSIBILITIES

---

---

---

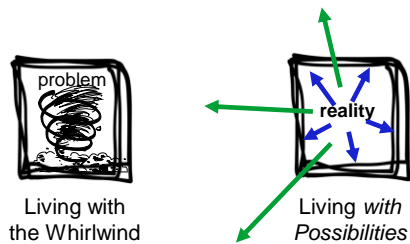
---

---

---

---

POSSIBILITIES



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

Create experiences in which  
people are surprised  
by what they have in their lives  
and by what they can do.

SURPRISE EXPERIENCES

3  
PERSON-  
CENTRED  
LANGUAGE

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.

---

---

---

---

---

---

---

4  
The POTENTIAL  
of WEAKNESS

---

---

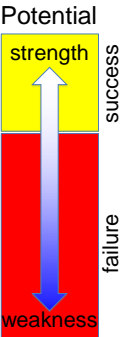
---

---

---

---

---



But what if this very perspective  
is part of the problem?

But what if it blinds to the  
potential of weakness?

But what if weakness does not  
inevitably doom people  
to failure?

---

---

---

---

---

---

---

Potential

strength

success

failure

weakness

But what if my weaknesses are just as much a part of me as my strengths?

"Which contributes more to the area of a rectangle, its height or its width?"

---

---

---

---

---

---

---

Potential

strength

success

failure

weakness

What if different levels only suggest different possibilities/limitations?

What if both high and low have the potential to succeed or fail?

Potential

---

---

---

---

---

---

---

What is a “skill”?

SKILL

“strength, good at”

100

90

80

70

60

50

40

30

20

10

HOPELESS

NO SKILL

---

---

---

---

---

---

---

Finding Hope in Grades

“The problem lies in our evaluation policies and practices where we interpret *value* (the root of evaluation) in measurable, standard, competitive ways that always guarantee that many people will not be valued much at all.”

Dr. Carl Leggo  
Department of Language and Literacy Education  
University of British Columbia

---

---

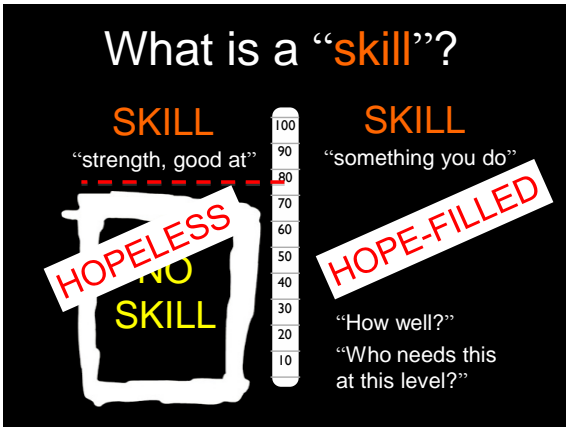
---

---

---

---

---



---

---

---

---

---

---

---



What if it's not just what we have but what we do with what we have?

What if it's not just what happens to us but how we respond to what happens to us?

---

---

---

---

---

---

---

WE SEE  
WHAT MOST DON’ T

---

---

---

---

---

---

---

WE HELP PEOPLE TO SEE  
WHAT THEY CAN’T SEE

---

---

---

---

---

---

---

I HAVE VALUE!  
WHAT I DO  
MAKES A  
DIFFERENCE!

---

---

---

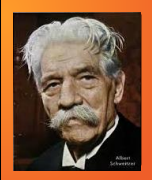
---

---

---

---

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

---

---

---

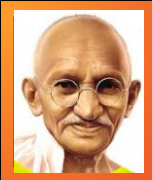
---

---

---

---

Be the change  
that you wish  
to see in the world.



Mahatma Gandhi

---

---

---

---

---

---

---

**HOPE-FILLED  
ENGAGEMENT**



new possibilities  
in life/career counselling

Gray Poehnell  
Norman E. Amundson

**HOPE-FILLED  
ENGAGEMENT  
THROUGH  
MATTERING**

SVERIGES  
VÅGLEDARFÖRENING

Stockholm  
27 oktober 2016

Gray Poehnell  
graypoehnell@mac.com  
www.ergoncommunications.com

---

---

---

---

---

---

---