

Narrative Career Framework Increases Hope & Optimism according to Outcome-Survey, and One Counselling Service's Experience with it CPPA 2013

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Sparks

Can we build evidence-based knowledge to complex questions about the nature and outcomes of guidance?

National Guidance Research Forum [U.K.]

To develop a method of practice that is grounded in established or recognized ideas is important to conduct practice guided by theory, and to ensure consistency and flexibility in your counselling approach.

Canadian Standards and Guidelines for Career Development Practitioners

It might be a certain sense of calmness and self-confidence and a certain amount of positive introspection to better articulate what you're good at and what you really want to achieve, so it's related to the whole Career Statement process. To really make you feel positive about what you have to offer and not just constantly feel afraid and constantly reactive because the job market is bad and you feel kind of defensive and scared about this.

Study Participant, CareerCycles Method of Practice

Look for the answer inside your question.

Rumi

CareerCycles' client questions emerging from their situations....

Am I in the right career? What would make me happy? What kind of next steps or planning should I be undertaking?

How can I bring more joy to my career?

What can I do to re-invent myself with a career that is fun and does not "feel" like work?

How do I create my future taking into account my whole life?

I am all over the map and interested in a variety of things; how do I figure out what to do as my first career following graduation?

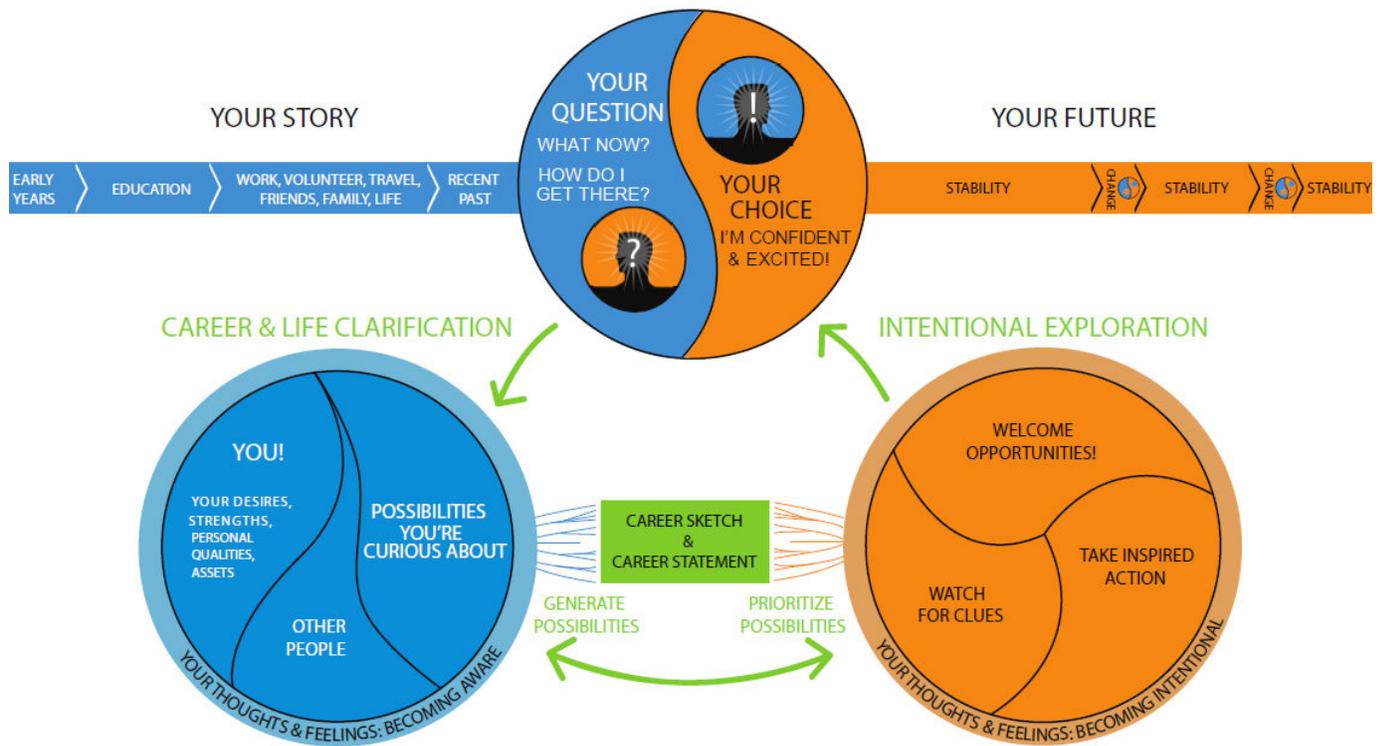


Positive, holistic, and narrative career counseling method that bridges theory and practice (Zikic, Franklin, 2010) draws on and is grounded in:

1. Narrative approach
2. Positive Psychology
3. Cognitive methods
4. Strengths-based
5. Happenstance approach
6. Chaos theory of careers
7. Law of Attraction processes
8. Constructivist ideas
9. Adlerian Psychology
10. Canadian Standards & Guidelines

BECOMING EMPOWERED IN YOUR CAREER & LIFE CHOICES

WHO YOU ARE MATTERS!®



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CareerCycles Framework Elements	For Students/Clients	For Career Professionals
1. Model	Acts as roadmap	Guides practice and communication
2. Tools & handouts	Between-session tasks, e.g. Your Story, Getting Feedback	20+ handouts, consistency
3. Method of practice	Trust there's a 'method in your madness'	40+ written interventions
4. Learning program	Feel reassured	Initial learning. Ongoing 'playbook'
5. Career definition	Enlarge scope, from job to life. Use when needed	Common understanding



I. Research Question

Does CareerCycles Method increase clients' Psychological Capital, Personal Growth Initiative, and Curiosity & Exploration?

How do these variables 'show up' in clients' stories?

II. Career Management Variables

Psychological Capital Questionnaire (PCQ) (Luthans, Avolio, et al., 2007)	
<p>"Who you are and what you can become in terms of positive development" (Luthans, Norman, et al., 2008, p. 223).</p> <ul style="list-style-type: none"> ○ Number of items: 24 ○ Source: http://www.mindgarden.com/products/pcq.htm 	
Definition of PsyCap Component*	Sample Items (Adapted with approval from the original questionnaire)
Self-efficacy (6items): "having confidence to take on and put in the necessary effort to succeed at challenging tasks"	<i>"I feel confident analyzing a long-term problem to find a solution."</i>
Optimism (6items): "Making a positive attribution about succeeding now and in the future"	<i>"I'm optimistic about what will happen to me in the future as it pertains to in my career and life."</i>
Hope (6items): "Persevering toward goals and, when necessary, redirecting paths to goals in order to succeed"	<i>"If I should find myself in a jam in my career and life, I could think of many ways to get out of it."</i>
Resiliency (6items): "When beset by problems and adversity, sustaining and bouncing back and even beyond to attain success"	<i>"I usually manage difficulties one way or another in my career and life."</i>
*(Luthans, Youssef & Avolio, 2007, p. 3)	

Curiosity and Exploration Inventory (CEI) (Kashdan, Gallagher, et al., 2009)	
<p>"Positive emotional-motivational system associated with the recognition, pursuit, and self-regulation of novelty and challenge" (Kashdan, Rose, & Fincham, 2004, p.291).</p> <ul style="list-style-type: none"> ○ Number of items: 10 ○ Source: http://psychfaculty.gmu.edu/kashdan/CEI-II.pdf 	
Definition of CEI Component*	Sample Items
Stretching (5 items): Motivation to seek out knowledge and new experiences	<i>"I actively seek as much information as I can in new situations."</i>
Embracing (5 items): Willingness to embrace the novel, uncertain, and unpredictable nature of everyday life	<i>"I am the kind of person who embraces unfamiliar people, events, and places."</i>
* (Kashdan, Gallagher, et al., 2009, p. 987)	



Personal Growth Initiative Scale (PGIS) (Robitschek, 1998)

Active and intentional involvement in seeking growth and improving one's self in different areas of his or her life (Robitschek, 1998, 1999).

- Number of Items: 9
- Source: <http://www.ppc.sas.upenn.edu/personalgrowthscale.pdf>

Sample Items

- "If I want to change something in my life, I initiate the transition process."*
- "I know what I need to do to get started toward reaching my goals."*
- "I have a good sense of where I am headed in my life."*

III. Methodology

Phase 1: Survey Study (Feb 2012-Jun 2012)	Phase 2: Interview Study (Jun 2012-Nov 2012)
<ul style="list-style-type: none"> ○ Sent out Outcome Study Survey and consent forms to past clients via email ○ 68 participants filled out the survey ○ At the end of the survey, participants were invited to an interview study 	<ul style="list-style-type: none"> ○ Interviewed 7 participants (randomly selected) to gain in-depth understanding of their experiences ○ Interviews ranged from 40-45 minutes ○ Interviews were transcribed verbatim and coded (thematic analysis)
MEASURES	INTERVIEW QUESTIONS
<p>Demographic Variables (Gender, Age, Education)</p> <p>Career Management Variables</p> <ul style="list-style-type: none"> • Psychological Capital (self-efficacy, hope, optimism, resiliency) • Curiosity and Exploration • Personal Growth Initiative <p>Career and Employment Outcomes</p> <ul style="list-style-type: none"> • Career and Life Clarity • Overall Career and Life Satisfaction • Employment Status • Person-job fit 	<p>Sample Questions:</p> <p>What was the career and life question/issue you had when you have started the CareerCycles Program?</p> <p>How did this model and the sessions with your career professional affect how you feel about your career/life direction?</p> <p>What parts if any, of the model are you currently applying to your career?</p>



IV. Outcome Study Results

An outcome study of CareerCycles' narrative - or story-based - method of practice has shown that individuals in "career pain" who went through the CareerCycles Program experienced statistically significant increases in six key measures: hope, optimism, confidence, resilience, curiosity and exploration, and personal growth initiative.

In the CareerCycles Program, subjects gained career clarity and learned how to navigate the world of work based on a "Career Statement" that names their strengths, desires, personal qualities, assets, influences of other people, and career possibilities emerging from their own stories. Subjects said that this process resulted in them not only feeling more hopeful and optimistic, but also increased their career curiosity and exploration. Correlations of these findings with career clarity, career and life satisfaction, and job fit suggest this approach leads to sustainable and positive employment and career outcomes.

For more information contact CareerCycles. 416 465 9222 service@careercycles.com

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Kwantlen's Experience

- Laurie facilitates WYAM on a monthly basis to all students
- Uses WYAM for specific classroom group at the instructor's request
- Promotes WYAM to professional groups
- Works on-on-one with students using the narrative approach

Kwantlen's Career Choices and Life Success

- Tuition free program to return to post-secondary
- 16 weeks, 2x per year, includes short co-op
- Program faculty played WYAM - agreed WYAM good way to start to program
- "It opened my mind to my own thoughts and preferences on career." (4/5)
- "Having everyone have the same problem and knowing I'm not the only one." (5/5)
- "Got you thinking about all areas of a career and what you would like to be in your ideal career." (5/5)



Sparked by what you heard today?

Enriching Careers and Lives: Professional Training Opportunities *Learn an Evidence-Based, Holistic and Narrative Method of Practice*

Level 1: Nov. 4-5 in Toronto. Jan. 23-24, 2014 in Ottawa. Level 2: Nov. 6-7 in Toronto
Free Teleworkshop intro: Sept. 19, noon-1 pm ET – contact us to register

We're hearing more and more about using 'narrative' and 'storytelling' in coaching, counselling and advising, but how does it work? How can we listen in new ways to our clients' stories that inevitably tumble out, and help our clients distill what matters from what happened, to answer 'what now?' How can we integrate a narrative framework with assessments, advising and other career services?

In this professional training series, Part 1 introduces you to a narrative framework to career counselling and coaching, and Part 2 builds skills and confidence for qualified professionals. In dynamic and interactive sessions featuring demonstration, role play, presentation and time for lively Q & A, you will learn how to apply a narrative approach to working with clients who are asking 'What now?' in their careers and lives. Who should register? Counsellors, coaches, advisors, HR professionals, therapists, social workers, helping professionals.

Who You Are MATTERS![®] - career and life clarification game

A special and highly interactive discovery game that sidesteps traditional assessments and workshops, freeing participants to think, feel and say who they are, what they want and what's important to them. The game experience gets people talking, taking a serious topic and putting a fun spin on it. Substantive Career Statement take-away. Game sets packaged with facilitator training. Contact us for pricing info.



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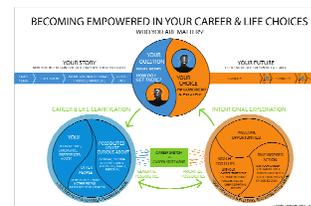
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Individual Career Support Contact us to schedule an Exploratory Consultation

CareerCycles Associates bring to life our proven, narrative method of practice to guide individual clients in becoming empowered in career and life choices.

- **Get help** with: What now? How can I use what I've got? How do I get there?
- **Career Check-up** two-session individual program for all staff
- Contact us to schedule an **exploratory consultation**
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CareerCycles & Compañeros Cross-cultural, active experience designed to evoke clarity and energetic purpose about your life and career choices. Click "Enriching Travel" at careercycles.com and ask about our 2014 trip.



Narrative Career Framework – CPPA: **Feedback**

Thank you for your joining us in this session! We'd appreciate your comments.

1. Overall, on a scale of 1-7 (1 is low, 7 is high) how would rate your satisfaction with this session:

1	2	3	4	5	6	7
very dissatisfied						very satisfied

2. What did you like most about this session?

- a. _____
- b. _____
- c. _____
- d. _____

3. Any other comments?

Yes, I'd like to learn more about training in the method of practice, and/or join the Free Teleconference on Sept. 19, 2013, noon-1pm ET

Yes, I'd like to receive CareerCycles' twice monthly Spark News email announcing inspiring Career Buzz guests and related programs

Yes, you may we use my comments in your materials

Name: _____

Phone: _____

Email address: _____

THANK YOU!

Please submit directly after the session. Or mail: CareerCycles, 201--873 Broadview Av. Toronto ON M4K 5P9
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