

Career Development & Mental Health

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The Veiled Virgin



Mental Illness

“Mental illnesses are...characterized by alterations in thinking, mood or behaviour associated with significant distress and impaired functioning” (PHAC, 2017).

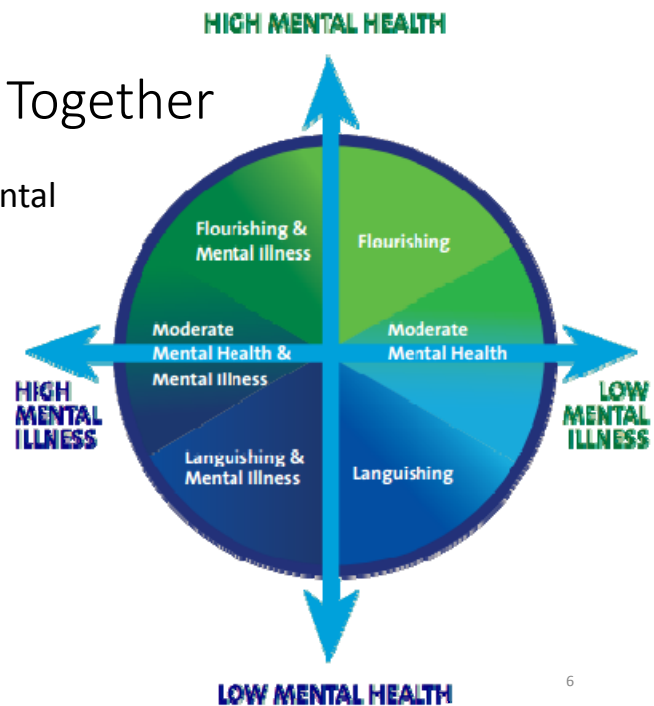
Mental Health

“...feel, think, act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity” (PHAC, 2017).

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Mental Illness/Health Together

- Mental health co-exists with mental illness
- Corey Keyes – 2 continua model
- ↓ Mark Slomp – U Leth ↓



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Emotional (Hedonic) Well-Being

- Positive affect
- Happiness
- Life satisfaction

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Eudaimonic Well-Being

- Social...
 - Acceptance
 - Actualization
 - Contribution
 - Coherence
 - Integration
- Psychological Well-Being
 - Self-acceptance
 - Personal growth
 - Purpose in life
 - Environmental mastery
 - Autonomy
 - Positive relations with others

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Work and Mental Illness



- Thanks to Christa Boychuk!
- Mental illness to work:
 - Little is known re: employment / career development interventions for individuals with mental illness
 - Individualized Placement and Support (IPS) programs (place-then-train) are backed by some evidence for employment (not necessarily good employment or career development)
 - Need to change the “cultural scripts” regarding mental illness

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Work and Mental Illness (cont'd)

- Work's effects on mental illness:
 - Strong evidence that unemployment is “generally harmful to health, including... poorer mental health, psychological distress, minor psychological/psychiatric morbidity” (Waddell & Burton, 2006)
 - “...re-employment leads to improved self-esteem, improved general and mental health, and reduced psychological distress and minor psychiatric morbidity” (Waddell & Burton, 2006)
 - “meta-analyses...endorsed the assumption that unemployment is not only correlated to distress but also causes it” (Karsten & Moser, 2009)

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Work and Mental Health – Warr’s “Vitamins”

- Opportunity for personal control
- Opportunity for skill use and acquisition
- Externally-generated goals
- Variety
- Environmental clarity
- Contact with others
- Availability of money
- Physical security
- Valued social position
- *Supportive supervision*
- *Career outlook*
- *Equity*

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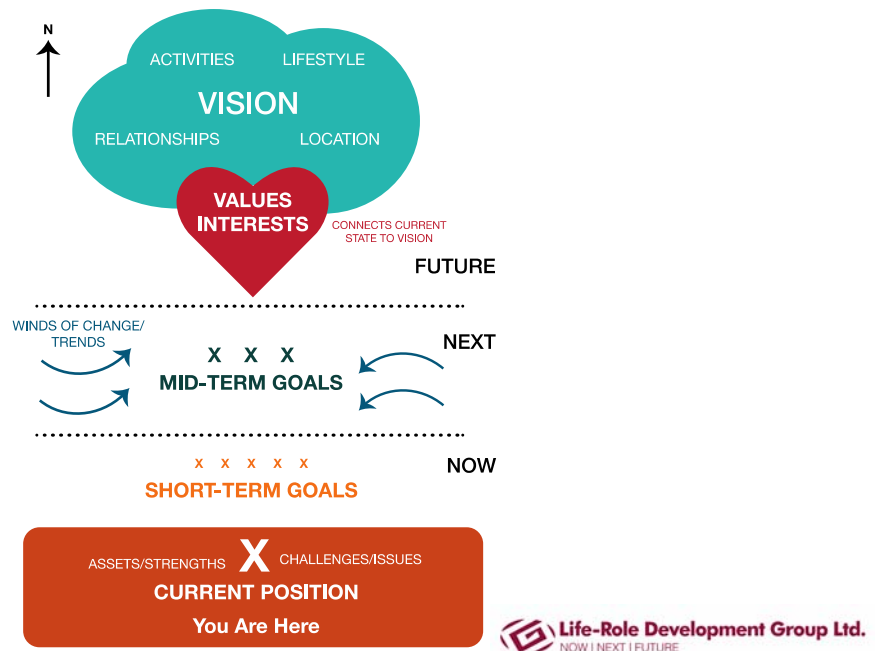


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Career Development

- Career development is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future (S&Gs).
- "Work" is only a part of this; "managing" may be the far more important part!

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Career Development Effects

Direct Effects – results expected from the intervention

Competence Effects – skills for managing and developing one's own career path

Outlook Effects – changes in how one sees self, the world and the future

Opportunity Effects – changes in the way the world responds to the changed person, and how the changed person has a heightened level of resourcefulness



Competence Effects & Mental Health

A. Personal Management

- Maintain a positive self-image
- Build positive relationships
- Change and grow throughout life

B. Learning and Work Exploration

- Participate in life-long learning supportive of life/work goals
- Locate and use life/work information
- Understand the relationship between work and society/economy

C. Life/Work Building

- Secure/create and maintain work
 - Make life/work enhancing decisions
 - Maintain balanced life and work roles
 - Understand the changing nature of life/work roles
 - Understand, engage in and manage one's own life/work building process
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Outlook Effects & Mental Health

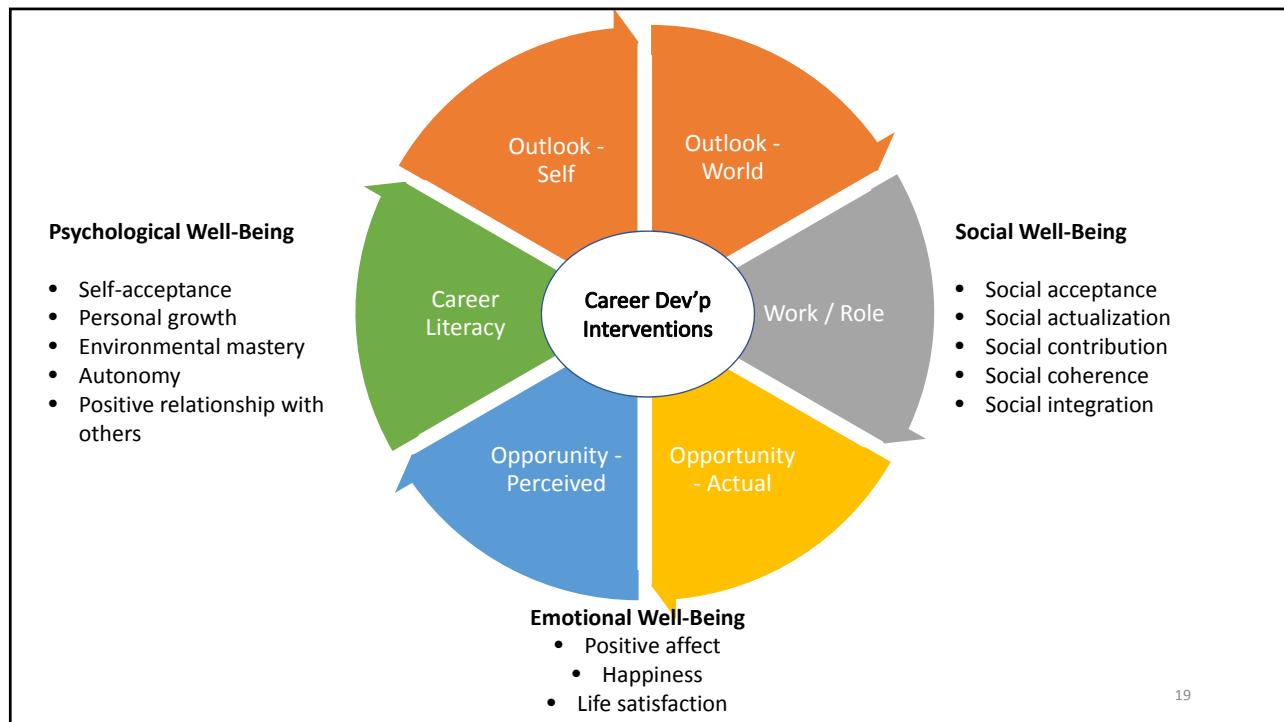
- Self-Efficacy
 - I can do this!
- Hope
 - I see possibilities to reach my goals.
- Identity
 - I know who I am.

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Opportunity Effects & Mental Health

- Work, experience and learning opportunities
 - The world treats you differently when you treat it differently
- Cognitive bandwidth
 - The more resourceful you are, the more resourceful you can become

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Ties to Coping / Mental Illness

- Tie back to mental illness – how c.d. and mental health help with coping
- Career development interventions have shown to
 - Decrease depressive symptoms and increase 'mental resources' (Vuori, Toppinen-Tanner & Mutanen, 2012)
- Career issues also cause problems directly
 - See Huston, Offet-Gartner & Dobbs model

An Invitation: Move Away from What's Urgent, Go to What's Important



- Ask your next few clients about:
 - their work history and work status
 - what they like and what they care about – what they are proud of
 - how they are expressing what they like and care about
 - how they navigate intention and change
- Ask your clients, especially youth, what's stopping them from pursuing their passions
 - Then, give them a language / resources for dealing with barriers
- Find referral sources
- Check information sources (CCCD, CERIC, ALIS, CRWG)

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Thank You!

Slides will be posted on the conference site

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