

Narrative Assessment & Storylistening 4 Toolkits to Build Skills & Knowledge

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Practical Foundations: Benefits of making make well-informed and inspiring choices

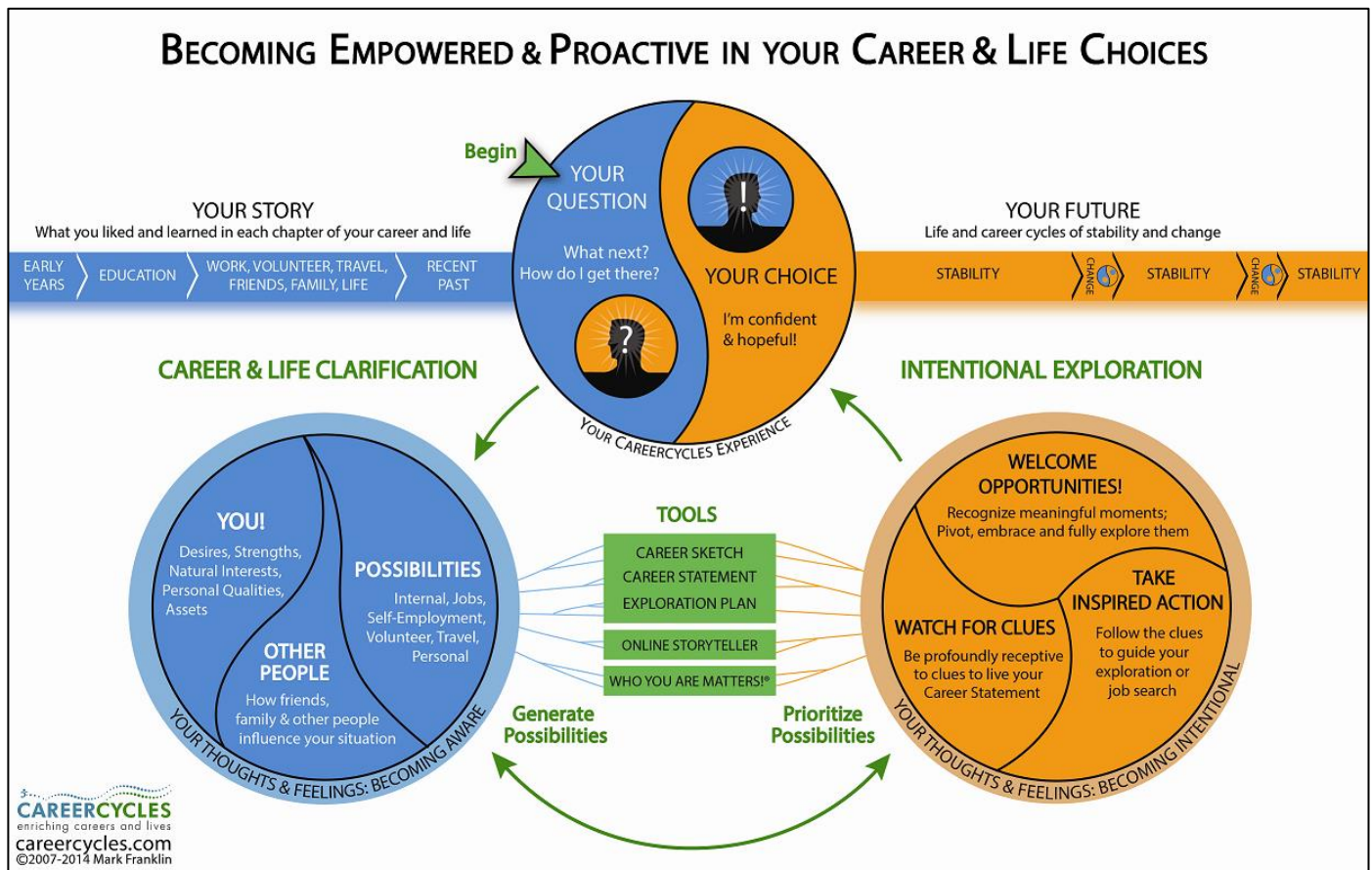
1. Well-informed vs poorly-informed choices
2. Inspiring vs perfunctory* choices
3. Career launch vs “failure to launch”
4. Contributes to society vs non-contributor
5. Hope & optimism vs hopeless & pessimistic
6. Resilient vs fragile
7. Confident vs confused
8. Invests in learning vs risk of obsolescence

Narrative assessment draws on the power of...

1. Storytelling & storylistening vs test-and-tell
2. Episodic vs semantic memory
3. Holistic vs single-element focus e.g. interests
4. Personalized, context-sensitive vs generic
5. Evidence-based narrative methodology vs clumsy career counselling, opinions, all-over-the-map
6. Collaborative & co-creative vs expert-tells-seeker
7. Contextualized possibilities vs generic suggestions
8. Holistic career & life perspective vs job search help

Your Career Is... The full expression of who you are and how you want to be in the world...

And, it keeps on expanding as it naturally goes through cycles of stability & change. (Franklin, 2014)



What's your story?

I'd like you to tell me a story from your experience, one that you feel good about, or proud of. It can be from paid or volunteer work, or from your education or personal life. **What comes to mind?**

| Desires | Strengths | Personal Qualities | Other People | Possibilities |
|--|--|--|---|--|
| <p>1. What did you like about this story? 2. What didn't you like about it? As you didn't like ____, what do you want now?</p> | <p>3. What skills or knowledge did you use or develop?</p> | <p>4. How would people describe you in this story?</p> | <p>5. Who else played a role in this story? How did they influence you?</p> | <p>6. What possibilities for your future crossed your mind then, or now?</p> |
| <p>E.g. Travel! Now, want more variety [b/c I didn't like routine]</p> | <p>E.g. Writing & editing</p> | <p>E.g. Hardworking</p> | <p>E.g. Dani – support my leadership development</p> | <p>E.g. Corporate trainer, HR...</p> |

Outcome Study Results: Individuals who went through Narrative Assessment experienced statistically significant increases in six key measures: hope, efficacy, resilience, optimism, (collectively, HERO, 'psychological capital'), personal growth initiative, and curiosity and exploration. Correlations of these findings with clarity, satisfaction, and job-person fit suggest this approach leads to sustainable outcomes and supports a move toward evidence-based practice (Franklin, M., Yanar, B. & Feller, R., 2015).

Sparked by what you heard today?

- Win a *Who You Are Matters!* game kit & training. Join a Learning Session. Provide contact info or business card!
- Tune in to **Career Buzz**, Wed. 11-noon ET/10-11am CT ciut.fm Podcasts careercycles.com/radio
- **Training** as Holistic Narrative Career Professional, in *Online Storyteller* and *Who You Are Matters!* game facilitation. Dates at <https://onlifetools.com/pages/training>
- **OneLifeTools news** featuring insights on narrative assessment, 1x month. Subscribe onlifetools.com

References & Resources

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