

Integrated Approaches to Career Development

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Mattering

The client's belief that they are worthwhile & significant

- Attention
- Importance
- Reliance
- Personal Caring
- Appreciation

Expressing Mattering Through...

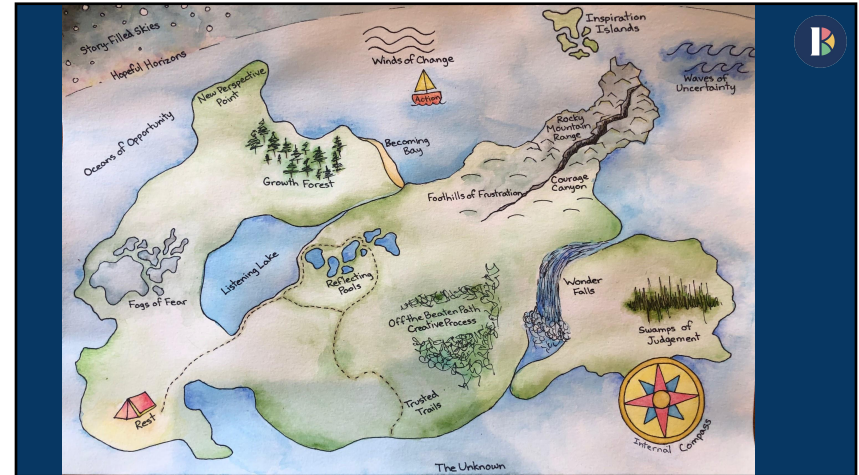
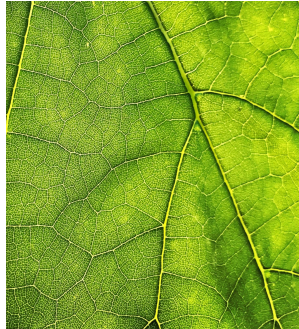
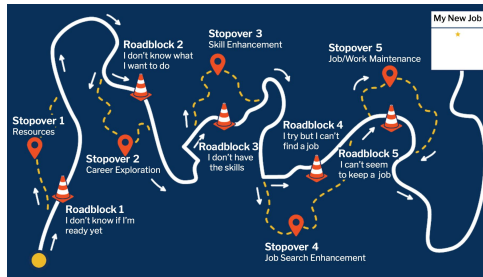


- Organizational and systemic awareness
- Interpersonal connections and conversations
- The learning environment
- Creative career development processes

Developing Range...

- Working with a variety of clients
- Developing increased creativity and agility
- Making connections across a range of fields and life experiences
- Thinking broadly, embracing diverse experiences and perspectives

Metaphor Making with Mapping



Walking The Problem

Viewing the problem
through a different
perspective

Goal Setting



Miracle Question



Walking the Problem



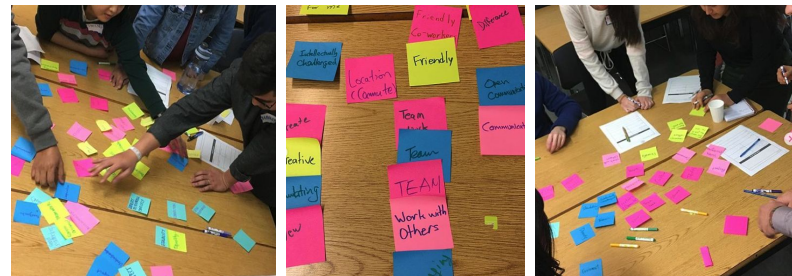
Exploring Vantage Points

Workplace Attractors

N.E. Amundson, 2006



Workplace Attractors



SEED Youth Employment Program, Douglas College

Workplace Attractors Card Sort

Innovation <ul style="list-style-type: none"> Building something new Creating and implementing a vision Creativity, problem solving and pioneering 	Recognition <ul style="list-style-type: none"> Association with a reputable company Expression of appreciation Valued for work well done 	Responsibility <ul style="list-style-type: none"> Freedom & authority in decision making Working with little direction from others Trusted to assume greater responsibility Being in a position to influence others 	Contribution <ul style="list-style-type: none"> Work that is ethical and makes a difference Having a sense of purpose and meaning 	Relationships <ul style="list-style-type: none"> Working alone or in groups Interpersonal connections Excellent managers, clients, customers, peers & friends
Work Fit <ul style="list-style-type: none"> Work that fits with interests Work that is aligned with skills and talents Work that fits with personality Work that fits with values 	Security <ul style="list-style-type: none"> Financial rewards Benefits Physical safety Position security 	Location <ul style="list-style-type: none"> Physical place Aesthetics Healthy workplace 	Learning <ul style="list-style-type: none"> Provision of adequate job training Opportunities for growth and new learning Involvement in new challenges 	Flexibility <ul style="list-style-type: none"> Allows time off for other needs Gives time for professional development Fulfills needs for more life/work balance

Workplace Attractors Card Sort



Thank You!

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