

Career Development & Mental Health: Coping Becomes Hoping

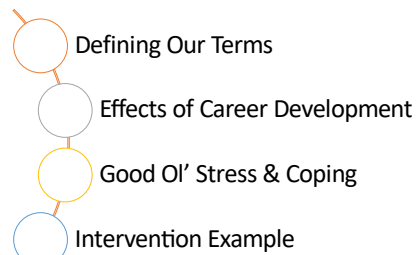
Dave Redekopp & Michael Huston

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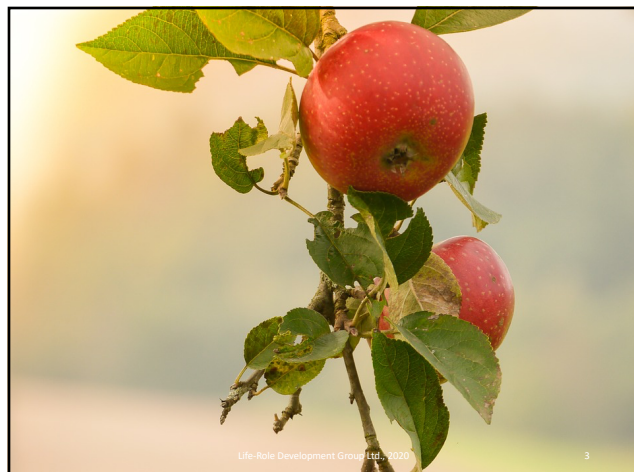
Overview



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Table Discussion

• At your table:

- Tell a story about how doing basic career development intervention with a client lead to them feeling hopeful.

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Hope

- A positive motivational state that is based on an interactively derived sense of successful:
 - agency (goal-directed energy)
 - pathways (planning to meet goals)
 (Snyder, Irving, & Anderson, 1991).

Coping

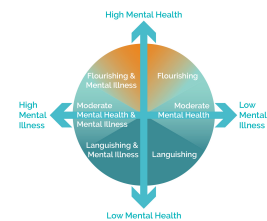
- cognitive and behavioral responses that individuals use in an attempt to manage internal and/or external stressors perceived to exceed their personal resources (Lazarus & Folkman, 1987).

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Mental Illness & Mental Health Together

- Corey Keyes – 2 continua model
- Mental health co-exists with mental illness
- Mental health mitigates frequency/severity of mental illness symptoms



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Career Development's Effects



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Career Development Effects

Key Ideas

Career development intervention produces effects

Career development effects strengthen mental health

Career development intervention inevitably affects mental health – let's be intentional about the impact

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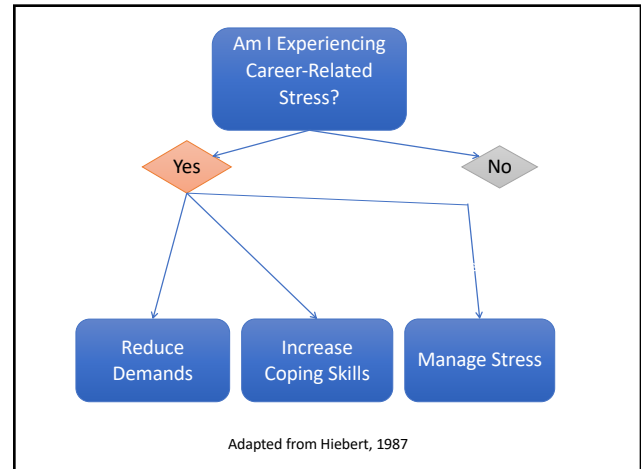
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Stress

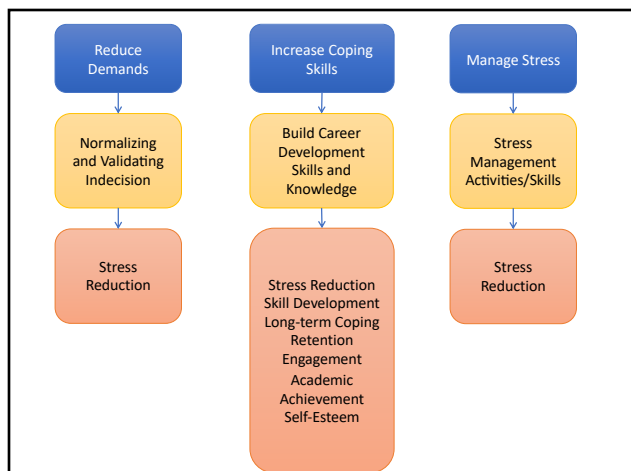
- A reaction to perceptions about coping
 - Behavioural
 - Cognitive
 - Physiological
- Stress is a reaction to the perception that we might not be able to cope with the demands we are facing.

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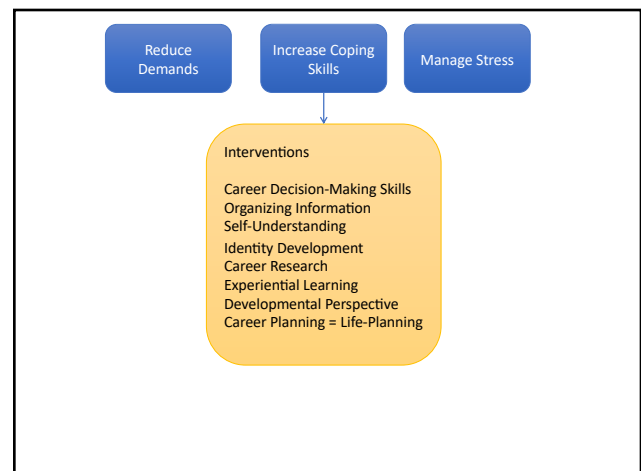
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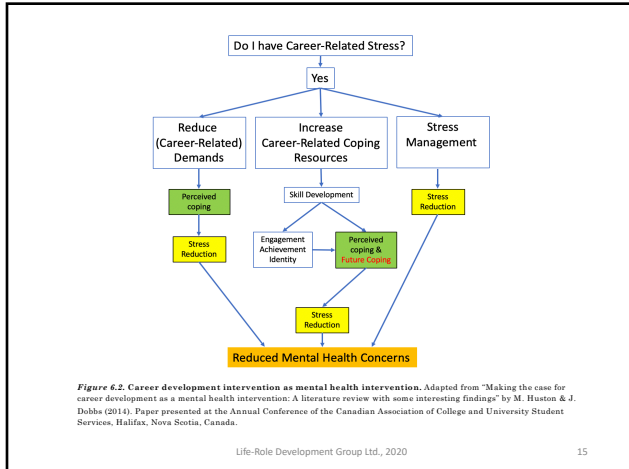
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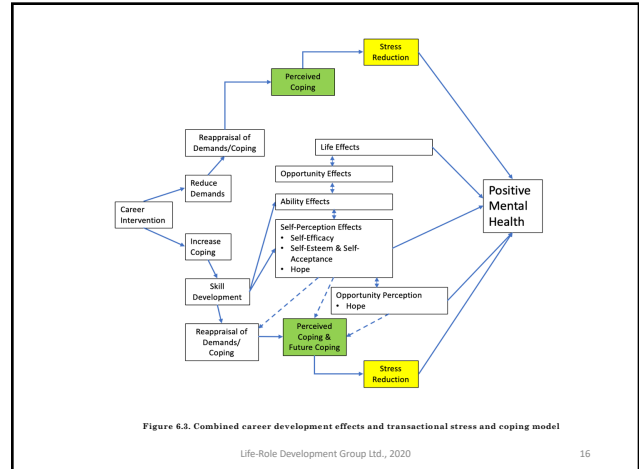
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Stress and Coping: Key Ideas

- Concern about coping with career-related demands Amplified if
 - Demand is considered important (e.g., future is contingent on coping)
 - Coping is overly challenging (e.g., competitive market)
 - Coping is ambiguous - uncertainty about coping
- Demands are Additive
- Stress is reduced or eliminated when there is a perception about being able to cope...

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Career Passion Workshop

- Guided Self-Assessment Workshop – 3 hours
 - Interests
 - Values
 - Skills
 - Natural Abilities
 - Needs
 - Role Models
 - Life-role Projection
 - Introduction to Career Research
 - Barriers to Success
 - Goal Setting
 - Planning for Career Decision Making

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Sample
"Post-Pre"
Survey
Averages
from a
Career
Exploration
Workshop

Unacceptable		Acceptable		
0	1	2	3	4

	Before	After	Difference
1. Understanding the role of interests in making better career decisions.	1.78	3.46	1.68
2. Understanding the role of values in making better career decisions.	1.83	3.33	1.5
3. Understanding the role of Strengths and best skills in making better career decisions.	2.20	3.37	1.17
4. Understanding how to plan for combining work with other life roles.	1.63	3.25	1.62
5. Understanding of my needs and criteria for a future career path and how to use for future career decisions.	1.89	3.35	1.46
6. Understanding how to research career options (educational and occupational possibilities).	1.84	3.75	1.9
7. Understanding how to better cope with barriers and obstacles that could prevent me from pursuing desired career paths.	1.63	3.14	1.51
8. Hope and optimism about finding work I enjoy after graduation.	1.75	3.57	1.82
9. Hope and optimism about finding meaningful work in areas I hadn't been considering.	1.69	3.03	1.33
10. Knowledge and understanding of my future goals related to career planning.	1.89	3.19	1.30

Second highest difference score is on a mental health outcome not addressed in the workshop!

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Summary

- The idea of career development supporting mental health is not new and it seems almost too simple to be worthy of discussion. We all know clients whose mental health has benefited through career development intervention.
- Career development creates many outcomes beyond work. These outcomes influence how individuals see themselves and opportunities, and how the world of opportunities sees them.

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Summary (cont'd)

- Career development intervenes directly with mental health because it bolsters the capacity to cope with important demands. Stress is reduced immediately by perceptions of coping.
- Hope is the perception of being able to cope with important demands over the long term.
- Career development intervention by itself can increase hope.

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Thank You!

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