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# Outcomes for today

- Create/continue dialogue amongst career professionals on connecting career development and mental health (wellbeing) principles.
  - (Another session by Dave & Mike at 1 p.m.)
- Encourage usage of mental health agenda to aid in increase access of Canadians to quality career development

# Career Development Context

- Career development embraces life constructs about person and societal well-being
- Career development helps people successfully navigate life and work choices/options
- Intention: to grow in **self awareness** and **skill development**
- Mental health similar – helping others lead healthy, satisfying (happiness research), and meaningful lives.



# Clarence's Context



**Worked and read much about our humanness**



**Within each person - brokenness**



**Influenced by personal experiences of support and encouragement**

Identity  
Self-concept



**Work with inmates in a spiritual /therapeutic circle for 33 years**



**Work with young offenders in wilderness**



**Work as career development /career counsellor for 32 years.**

At core:  
Identity work



## Small group discussion:

- *What is your interest in this topic?  
“Connecting mental health (well-being) to career development”*



## British Journal of Guidance & Counselling

ISSN: 0306-9885 (Print) 1469-3534 (Online) Journal homepage: <http://www.tandfonline.com/loi/cbjg20>

### The broader aims of career development: mental health, wellbeing and work

Dave E. Redekopp & Michael Huston

**To cite this article:** Dave E. Redekopp & Michael Huston (2018): The broader aims of career development: mental health, wellbeing and work, British Journal of Guidance & Counselling, DOI: [10.1080/03069885.2018.1513451](https://doi.org/10.1080/03069885.2018.1513451)

**To link to this article:** <https://doi.org/10.1080/03069885.2018.1513451>

# Highlights from the paper

- Career development field's attention to the relationship of vocation has waxed and waned over the last century.
- Career development practices rests largely on a strong, positive and causal relationship linking career development practice and subsequent work choice with happiness, wellbeing and quality of life.
- Reviewing the recent work in this area quickly highlights that career development and mental health are related.
- Differentiate “career development” as any learning, maturation or growth related to the preparation for, adaptation to, management of and movement between life roles.
- Aligned with Robertson (2013b): i.e. positive or high wellbeing is the condition of low mental illness, high mental health and high physical health.



## Definition



“Mental health is defined as a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community.”



[http://www.who.int/features/factfiles/mental\\_health/en/](http://www.who.int/features/factfiles/mental_health/en/)



Career  
Development  
Principles



**Overlapping  
Principles &  
Concepts**

Mental Health  
(Wellbeing)  
Principles

*Good mental health (wellbeing) isn't about avoiding problems or trying to achieve a 'perfect' life. It's about living well and feeling capable despite challenges.*

<https://cmha.ca/documents/mental-health-for-life>





# Our Humanness

- ▶ Human beings are always striving for satisfaction in life (Carl Jung)
- ▶ It is intrinsic
- ▶ Human beings struggle to achieve this

# From Literature and Experience: Core CD and Wellbeing Principles

1. Know “who am I?” – Identity work
  1. Strengths, interests, values, etc.
2. Access your Allies → we need supports
3. Acceptance → Change is constant
4. Explore what you are best suited for → passions inside and outside paid work
5. Career development is not just about a job → how we live life & experience happiness, satisfaction, purpose, meaning.
6. Hopefulness & Hopelessness → ... (impact)
7. Confused about where to go means ... (impact)

# SMALL GROUPS

*Choose a career development principle*

*Make a connection to mental and emotional well-being.*



# Career development

- ▶ Career development -- link to life and work
  - ▶ Happiness, wellbeing, quality of life
  - ▶ Satisfaction (Carl Jung, Donald Super, etc.)
- ▶ Mental health is connected to the same
- ▶ Writers in career development remind us about this (Redekopp & Huston)



## Perception of Career Development & Wellbeing



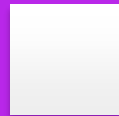
Just work? → transition between life roles!



Assessment → identity that is engaged in work,  
learning, & leisure



Unemployment, underemployment, misaligned  
employment, or not being yourself within various  
context → unhappy



Numerous health issues: stress, higher accidents,  
suicide, mortality rates, less sleep, anxiety,  
depression,



Satisfactory life → healthier, better esteem,  
confidence, ability to handle stressors within life,  
encouraged, appreciated, valued



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# Definition -- 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&G's Revised 2012

# What is a Career?

The word “career” comes from the Latin for cart or chariot (carrus), a means to carry you from one point to another.

A career is about **the life you want to lead** – not just a job, occupation or profession. It involves deciding among possible and preferred futures.

It answers: “**Who do I want to be in the world?,**” “**What kind of lifestyle am I seeking?**” and “**How can I make an impact?**”

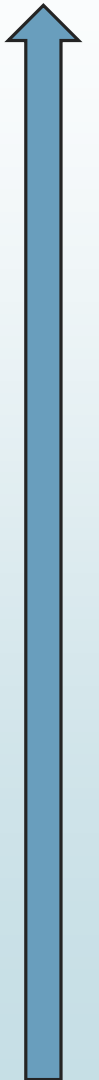
<http://ceric.ca/wp-content/uploads/2012/10/Principles-of-Career-and-Career-Development-Infographic-2.pdf>



*Guiding Principles of  
Career Development*

# Career Development → Progression

- Post-war and **Industrial age** (view) of Career Development
- Information age (view) of Career Development
- **Innovation age** (view) of Career Development
- The Intelligence Revolution (view) of Career Development
- The challenge ?



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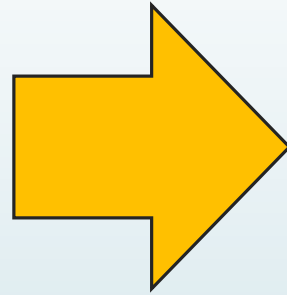
## Career Development Matters

**Social mobility**

**Improve employee  
engagement**

**Student success**

**Economic growth**



# BENEFITS

RESEARCH SHOWS CAREER DEVELOPMENT IS ASSOCIATED WITH MANY EDUCATIONAL, SOCIETAL AND FINANCIAL BENEFITS. INDIVIDUALS REALIZE GREATER WELL-BEING AND SATISFACTION IN LIFE. SCHOOLS LIFT STUDENT SUCCESS AND GRADUATION RATES. ORGANIZATIONS FILL SKILLS GAPS AND IMPROVE EMPLOYEE ENGAGEMENT AND PRODUCTIVITY. GOVERNMENTS REDUCE UNEMPLOYMENT, BOOST SOCIAL MOBILITY AND STRENGTHEN ECONOMIC GROWTH. AGAINST THE BACKDROP OF AN

INCREASINGLY FREELANCE  
ECONOMY AND THE

RAPIDLY SHIFTING  
NATURE OF WORK,  
CAREER DEVELOPMENT  
MATTERS MORE THAN  
EVER.



1

2

3

4

5

The “lost generation”

- Ready or not here life comes

10 – 14 jobs by age 38! It’s a **GIG Economy**

Higher mental health challenges amongst school & post-secondary aged youth

- Depression, anxiety,
  - 1 out 3 entering post-secondary (CBC September 2018)

If Work satisfaction low → frequent changes → emotional impact of multiple transitions

If Work satisfaction high → higher productivity → less absenteeism → less transitioning

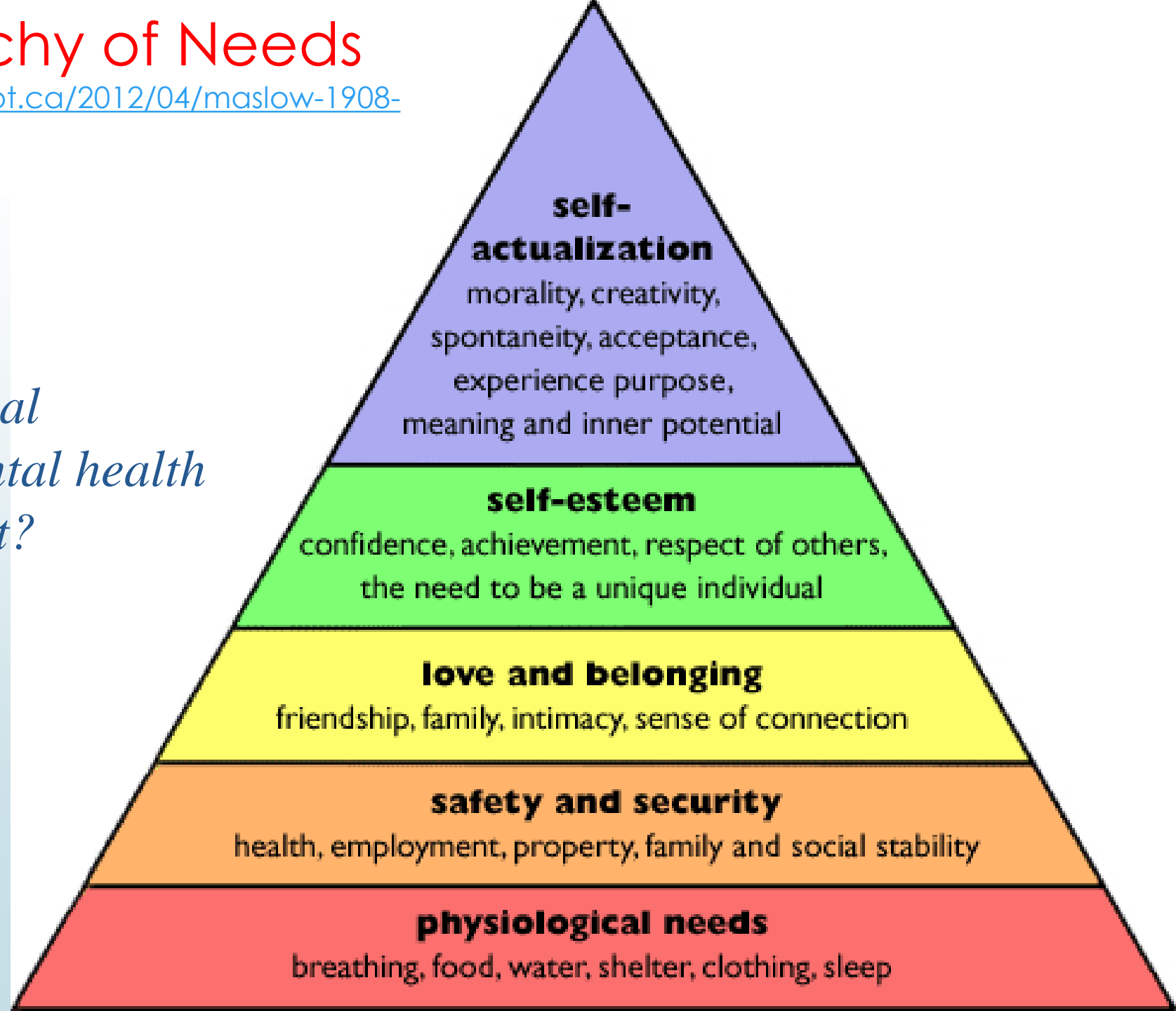
Our Society

# Maslow's Hierarchy of Needs

<http://donaldclarkplanb.blogspot.ca/2012/04/maslow-1908-1970-hierarchy-of-needs-5.html>

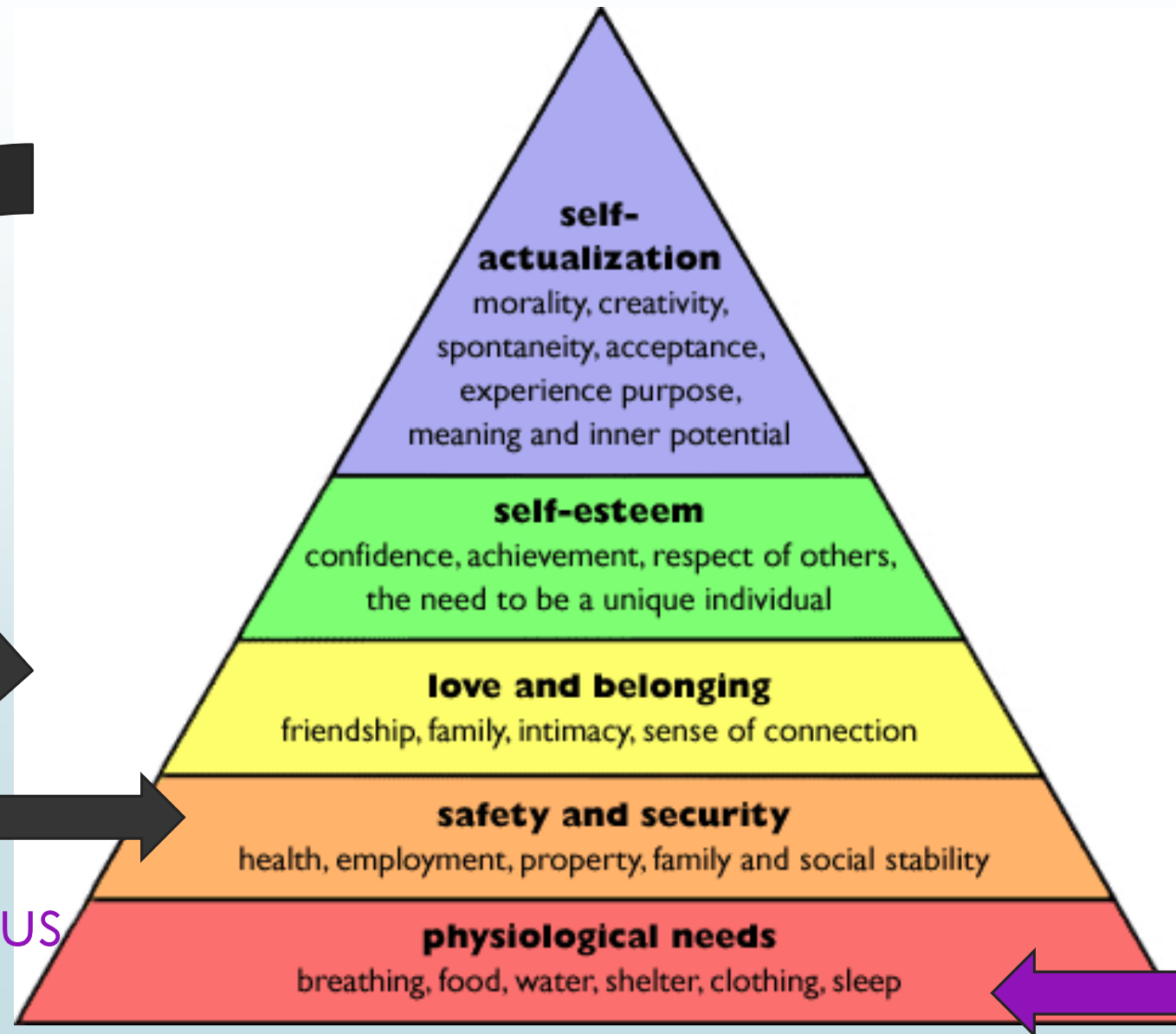
Discussion:

*How does this theoretical framework address mental health and career development?*



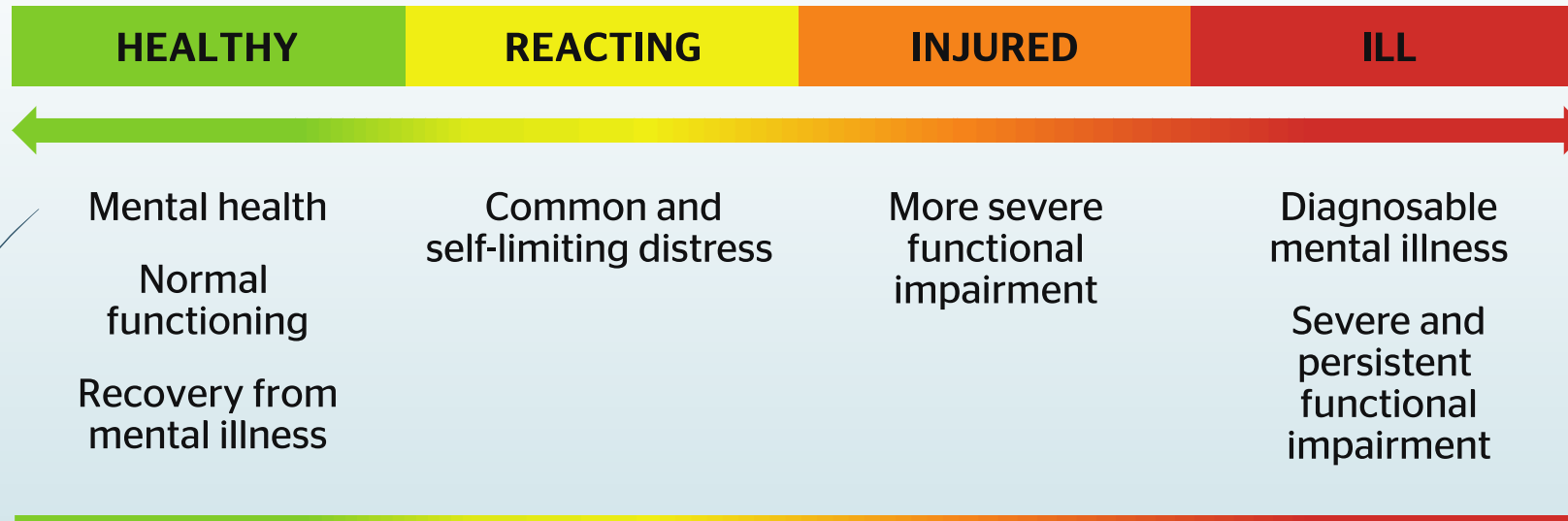


# Intentional Career Development



Difficult to focus  
on long term

# Mental Health Continuum Model



Canada Mental Health Commission: *Working Minds*





# Career Theories and Mental Health

- ▶ E.g.
  - ▶ Holland – identity and patterns in self and work
  - ▶ Theory of Workplace Adjustment – impact of environment on satisfaction
  - ▶ Developmental Theory – Self concept changing
  - ▶ Happenstance & Chaos Theories – living with chance / luck, change, complexity

# *So what is our goal?*

*We facilitate the ability of people to take charge of their own career development... By assisting them in the process of seeing themselves for who they are, identifying learning, work and personal options... And accessing resources, planning, and managing for their career-life development*

S&G's Revised 2012

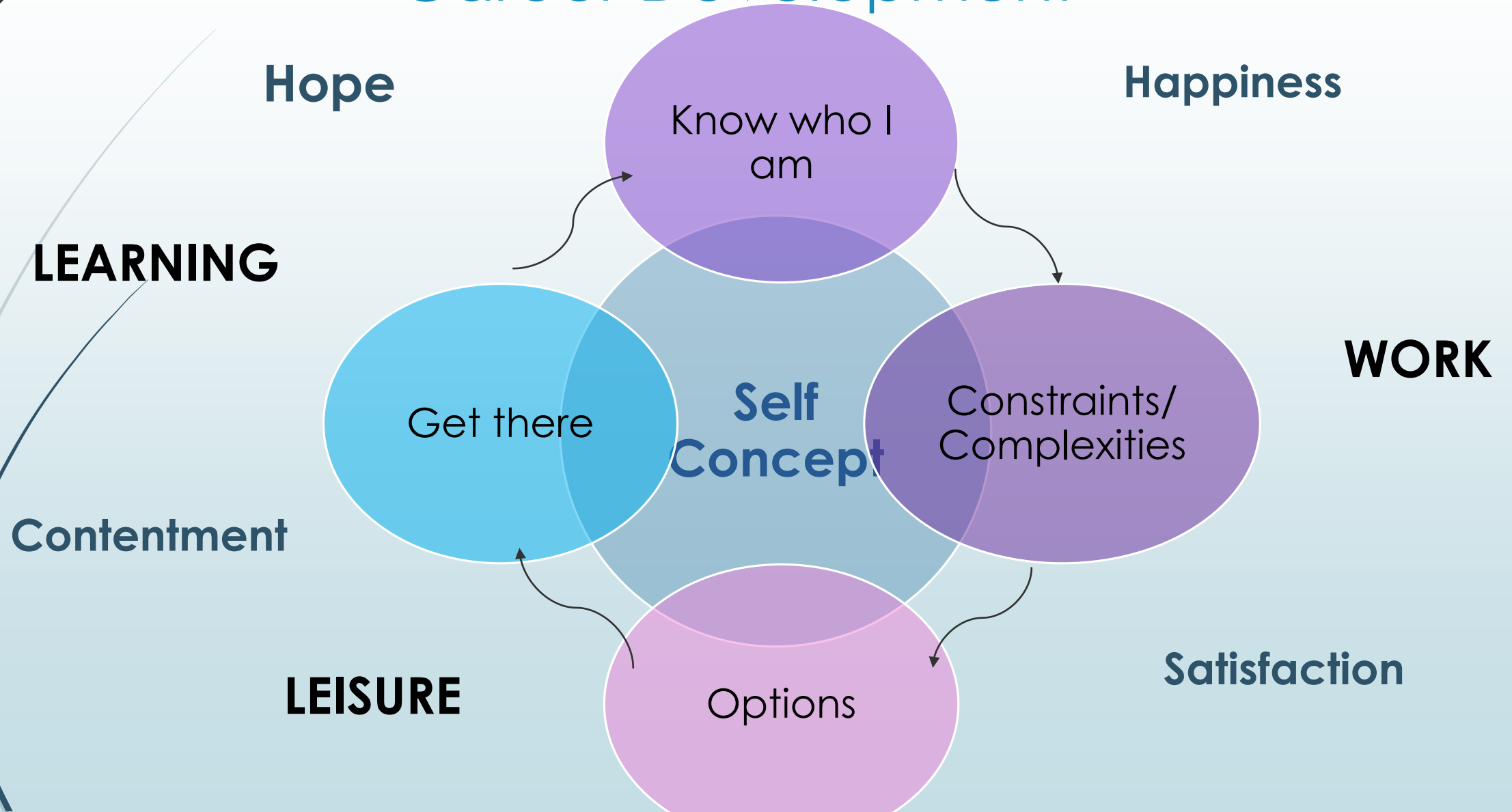
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# Research

➤ Work matters

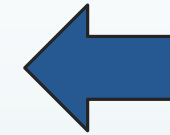
➤ Life matters

# Summary – Many Models of Career Development



# Job Preferences of 200,000 Job Seekers

1. *Appreciation* for your work
2. *Good relationships* with colleagues
3. Good *work-life balance*
4. *Good relationship* with superior
5. ...
6. ...
7. ...
8. Attractive fixed salary



The emotional realm –  
***Happiness, Satisfaction  
& Hopefulness***

Rainer Strack

[https://www.ted.com/talks/rainer\\_strack\\_the\\_surprising\\_workforce\\_crisis\\_of\\_2030\\_and\\_how\\_to\\_start\\_solving\\_it\\_now?language=en#t-626013](https://www.ted.com/talks/rainer_strack_the_surprising_workforce_crisis_of_2030_and_how_to_start_solving_it_now?language=en#t-626013)

*Is this about mental wellbeing?*

# News: May 18, 2017

- The old school of leadership was all about control. The new one is all about trust.

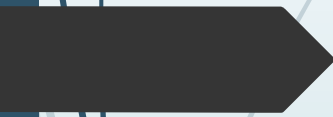
*Oleg Vishnepolsky*

- <https://www.linkedin.com/pulse/how-get-amazing-results-trust-oleg-vishnepolsky>



# Job Satisfaction INDEX 2016

# Job Satisfaction Index 2016



Factors: The study has investigated the impact the following factors have on job satisfaction among the happiest employees in the world.

<file:///c:/temp/job%20satisfaction%20index%202016.pdf>





# Factors



**PURPOSE**

**MASTERY**

**LEADERSHIP**

**INFLUENCE**

**WORK-LIFE BALANCE**

**ACHIEVEMENTS**

**COLLEAGUES**

**SALARY**





# Summary

- ▶ Internal patterns → identity work
- ▶ Activities that appear random may be our life speaking -- connected to the “Who am I?”
- ▶ What’s my purpose and making meaning – patterns may provide answers
- ▶ What we do in life changes frequently → who we are grows and develops but we may be connected to innateness throughout



## Summary (continued)

- ▶ Lots of opportunities to connect happiness & satisfaction – learning, leisure, work, relationships
- ▶ Lots of complexities
- ▶ Helps reduce seeing change as a failure or producing anxiety → move it to another opportunity
- ▶ Reflection is key... understand your story... help others understand theirs through a big picture perspective.



# Wrapping up

- ▶ Increased complexities in the world
  - ▶ Shift Happens 2018
  - ▶ GiG economy
- ▶ Awareness and understanding of career development needs to change and align with these times → life wellbeing
- ▶ Recognize well being and career development **are** linked and interconnected

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# Implications for Career Development

- Impact on policy making
- CD apply for health care funding
- Create discussions amongst health care professionals and career practitioners and career counsellors.

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*Thank  
you*

