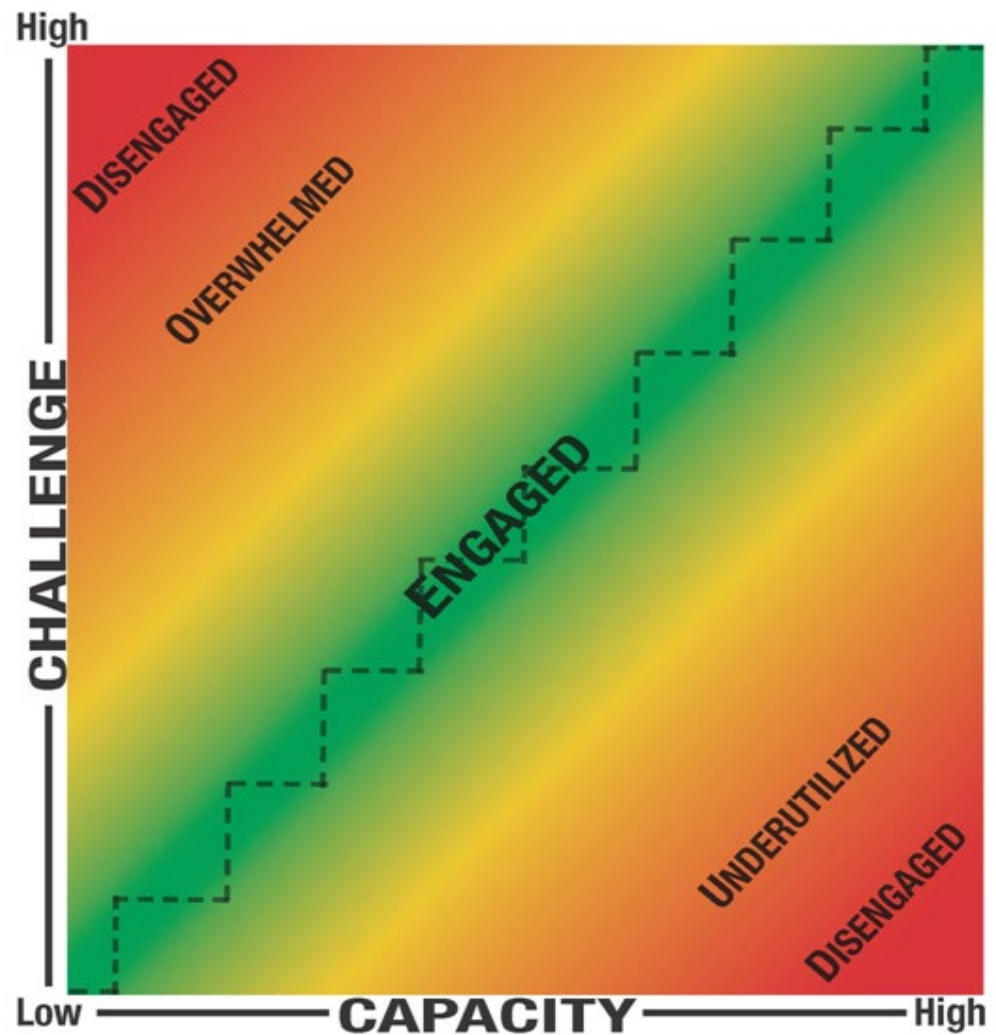


# Career Engagement



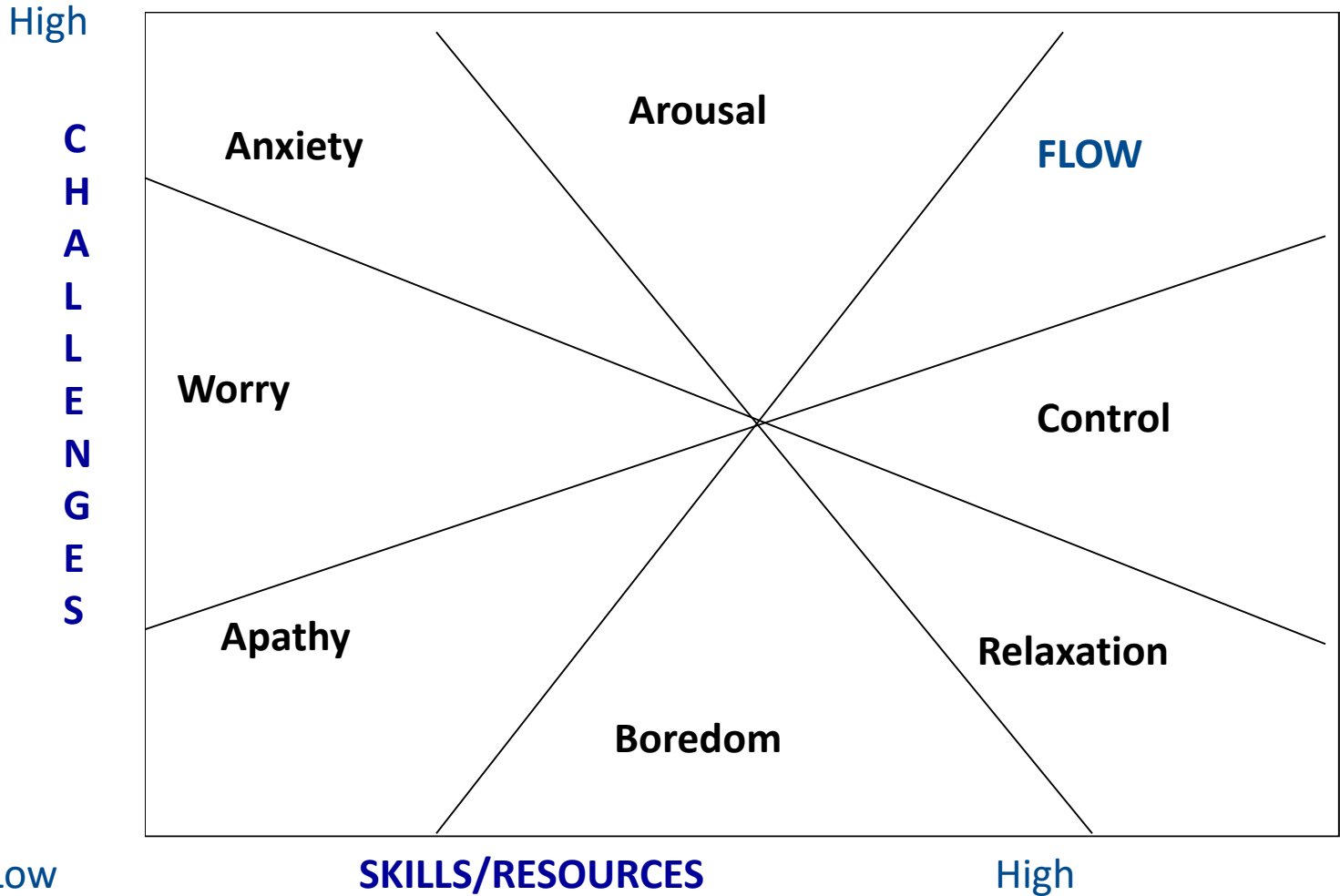
~ Neault & Pickerell, 2011

Contributed by:

Dr. Roberta Neault, CCC, CCDP, GCDF-I

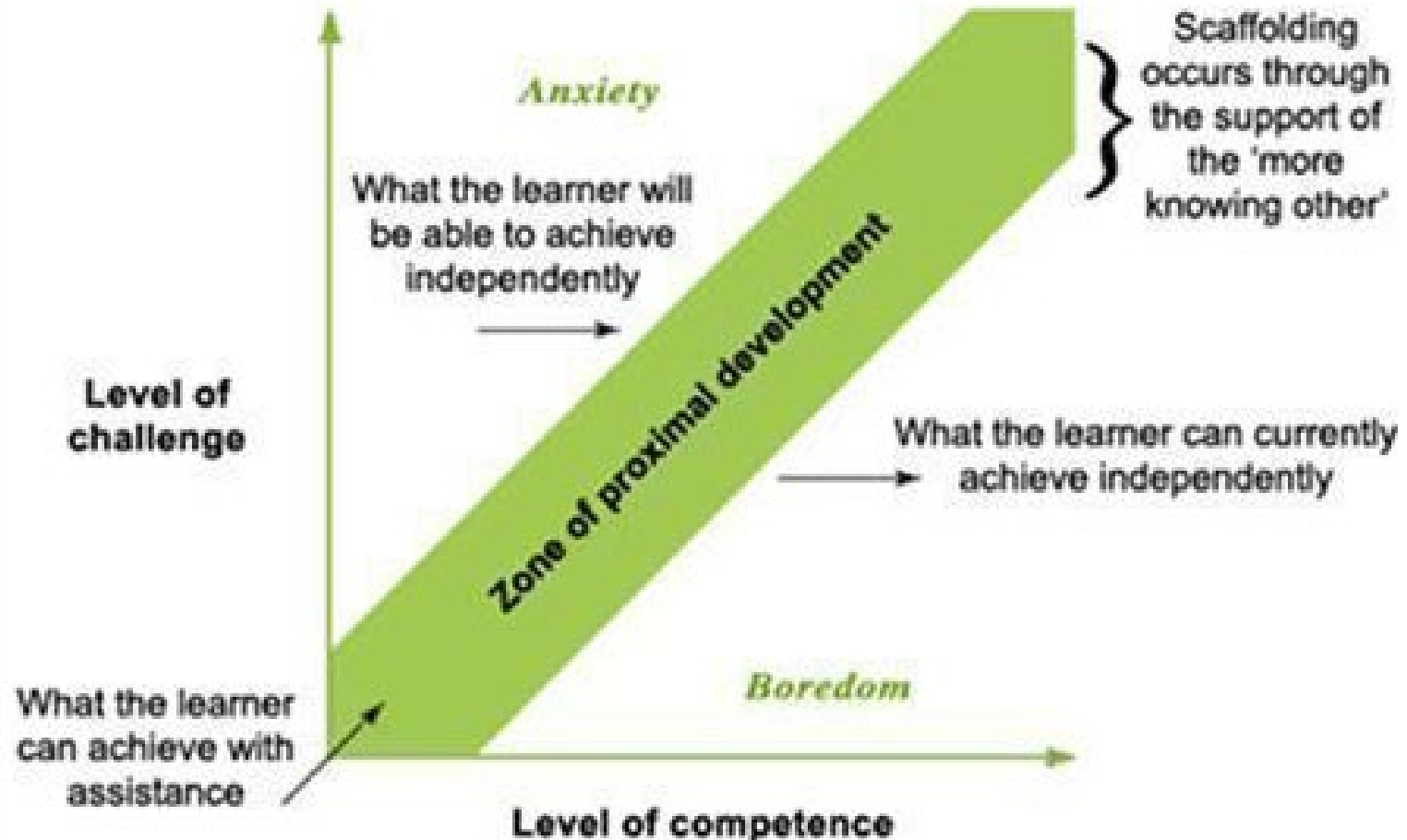
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# FLOW

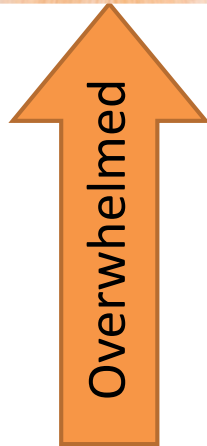


~ Adapted from Csikszentmihalyi's (1997) *Finding Flow*

# Zone of Proximal Development

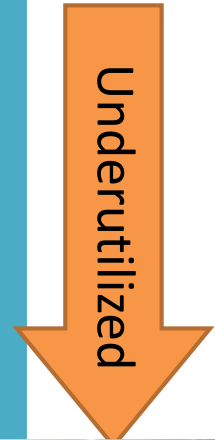


# Two Routes to Disengagement



Challenge  
too high for  
available  
capacity

Challenge  
too low for  
available  
capacity



# Dual Career Couple: Enofe & Rebecca

## Rebecca (NICU Nurse)

- Willing to put career on hold to start a family
- Feels “left behind” professionally (underutilized) and concerned about taking on a greater share of family/home responsibilities (overwhelmed)

## Enofe (Professional Engineer / Certified Energy Manager)

- Feels underutilized at work currently
- Acknowledges new position may be stressful but expressed excitement/readiness

## Combined Perspective

- Agreed Enofe should take position
- Brainstormed strategies to build capacity at home for Rebecca



# Key Takeaways

Challenge comprises  
motivating work and meaningful opportunities

Capacity comprises individual and contextual factors

Disengagement looks the same despite the route,  
overwhelmed or underutilized

Appropriate interventions attend to the route

Versatile model for work, life, and learning