

# What's Known About Career Development & Mental Health

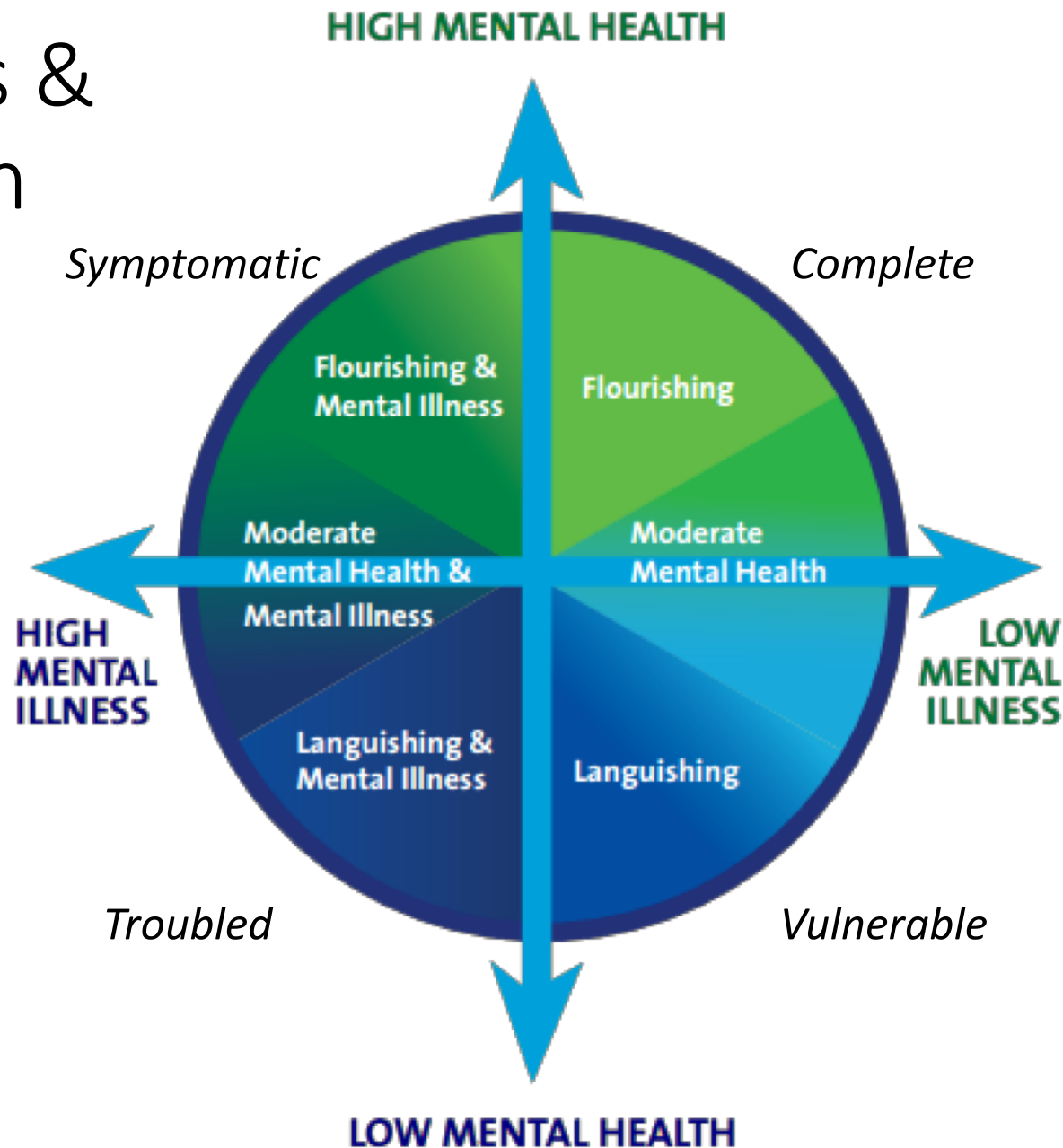
Dave Redekopp & Michael Huston

# Overview



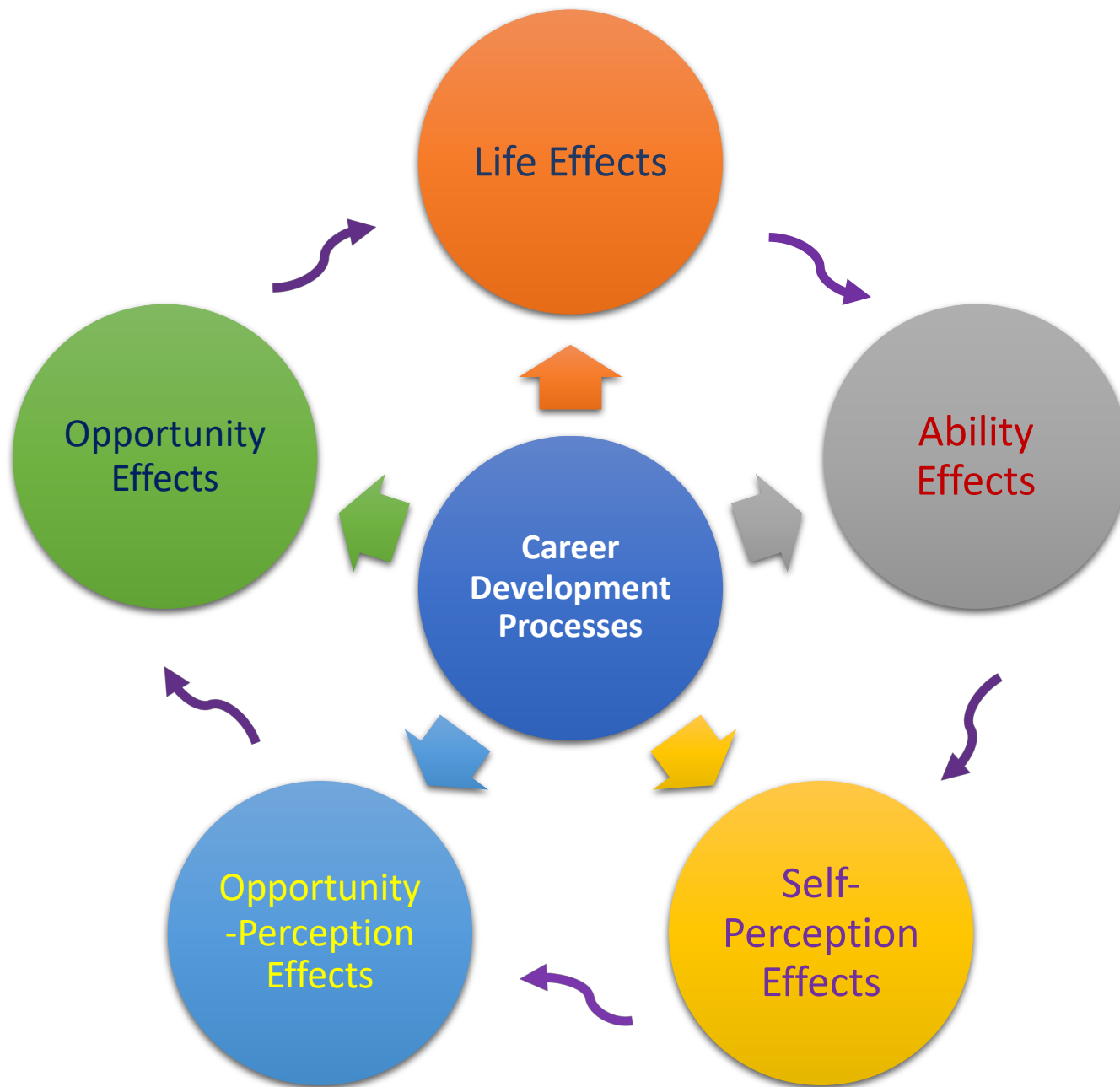
# Mental Illness & Mental Health Together

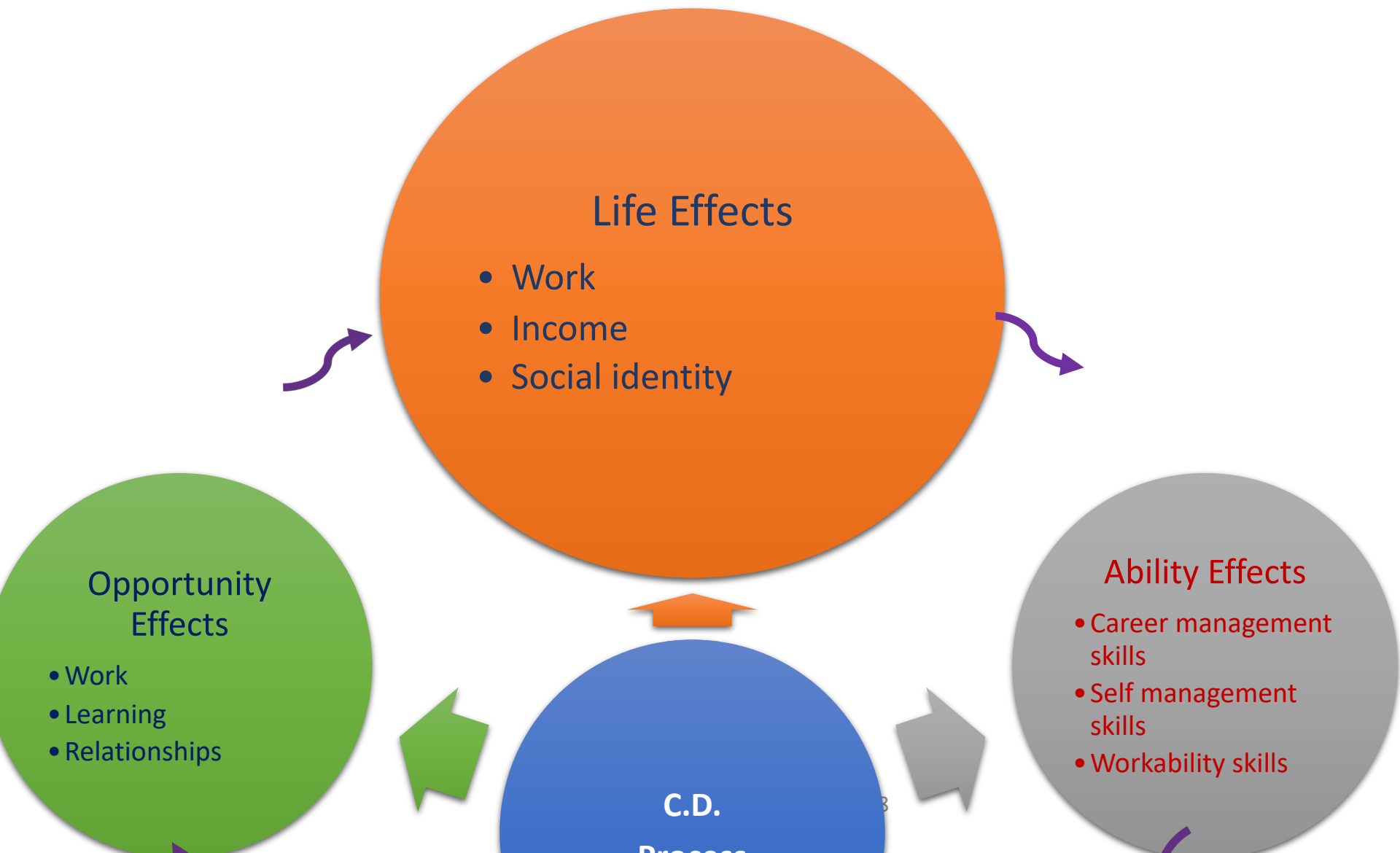
- Mental health co-exists with mental illness
- Corey Keyes – 2 continua model



# Table Discussion

- Based on your work...
- What evidence do you have that there is a relationship between Career Development (Intervention) and Mental Health?
- What changes in Mental Health have happened for your clients?





# Work and Mental Health (cont'd)

---

## Impact of Work on Mental Health

Work is beneficial for physical & mental health & general wellbeing

---

Job satisfaction is strongly related to mental & physical health

---

Unemployment is associated with poorer wellbeing, greater distress, increased minor mental illness & parasuicide

---

Poor employment can reduce well being (school leavers)

---

Re-employment is associated with wellbeing improvements (unemployed adults)

---

# Work and Mental Health (cont'd)

## Impact of Work on Mental Health – *Warr's Vitamins*

---

Opportunity for personal control

---

Opportunity for skill use & acquisition

---

Externally-generated goals

---

Variety

---

Environmental clarity

---

Contact with others

---

Availability of money

---

Physical security

---

Valued social position

---

*Supportive supervision*

---

*Career outlook*

---

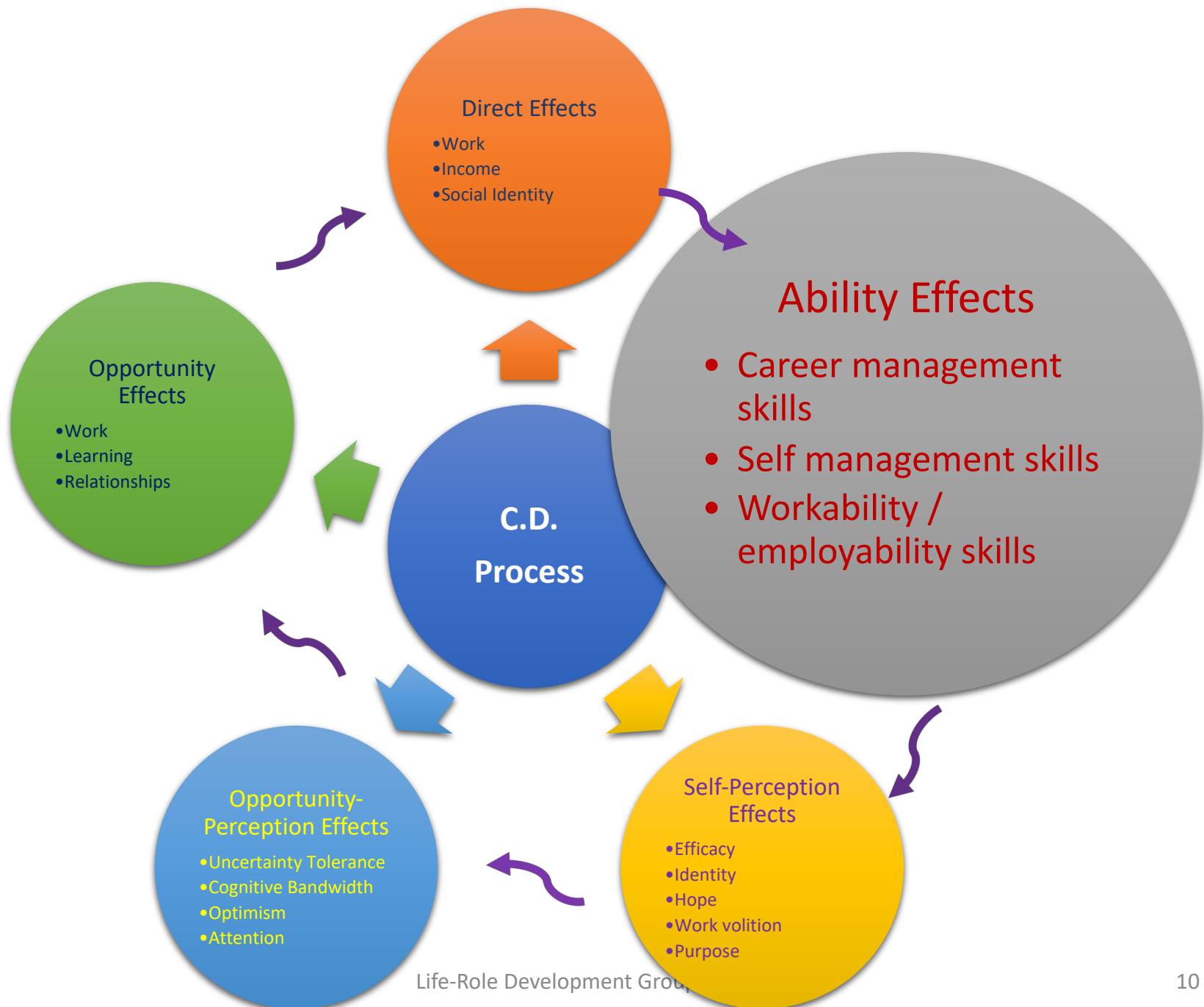
*Equity*

---



# Other Studies on Work Effects

- Bracke et al. (2014)
  - European study.
  - Education versus monetary return
  - Elevated depressive symptoms
- Harvey et al. (2012)
  - Systematic Review of Reviews (144).
  - “Bad” work can be a source of depression and anxiety
    - high job demands
    - low job control
    - high effort-reward imbalance
    - low social support
    - low job dissatisfaction also correlated with risk



# C.D. Ability & Mental Health - Evidence

- As “career-preference crystallization” (CPC) increases, depressive symptoms lessen (Gadassi, et al., 2015)
- There is evidence that “environmental mastery” is a component of mental health (there’s a definitional problem here, though!) (Strauser, et al., 2008)
- Vuori et al. (2012) worked with 718 workers to improve career management skills, resulting in fewer depressive symptoms and intentions to retire (but they were still tired!)



# Career Dev't, Self-Perception & Mental Health - Evidence

- Consider Self-Efficacy and Math
  - Many studies
  - Math Self-efficacy is associated with
    - Positive attitude
    - Practice
    - Performance
    - Identity
- Self-efficacy beliefs correlated with mental health
  - Gull (2016) – study of professional students.
  - Rabani (2011) (n=4400) - 58.7% of total variance of mental health attributed to general self-efficacy beliefs, coping strategies and locus of control.

# Studies on Self-Perception Effects

- Carvalho et al. (2018)
  - N=987, Examined PWB, Work Routines, and Sleep-wake patterns.
  - Psychological Well-being is strongly associated with self-efficacy.
- Hirschi (2014)
  - Looked at mediating effects of Hope (perceived capacity) in professionals (n=233) and students (n=1334).
  - Hope correlates with:
    - Positive career attitudes
    - Proactive career behavior
    - Life satisfaction
- Consider Stress and Coping (Hope) too!
- Consider research on habits and identity!

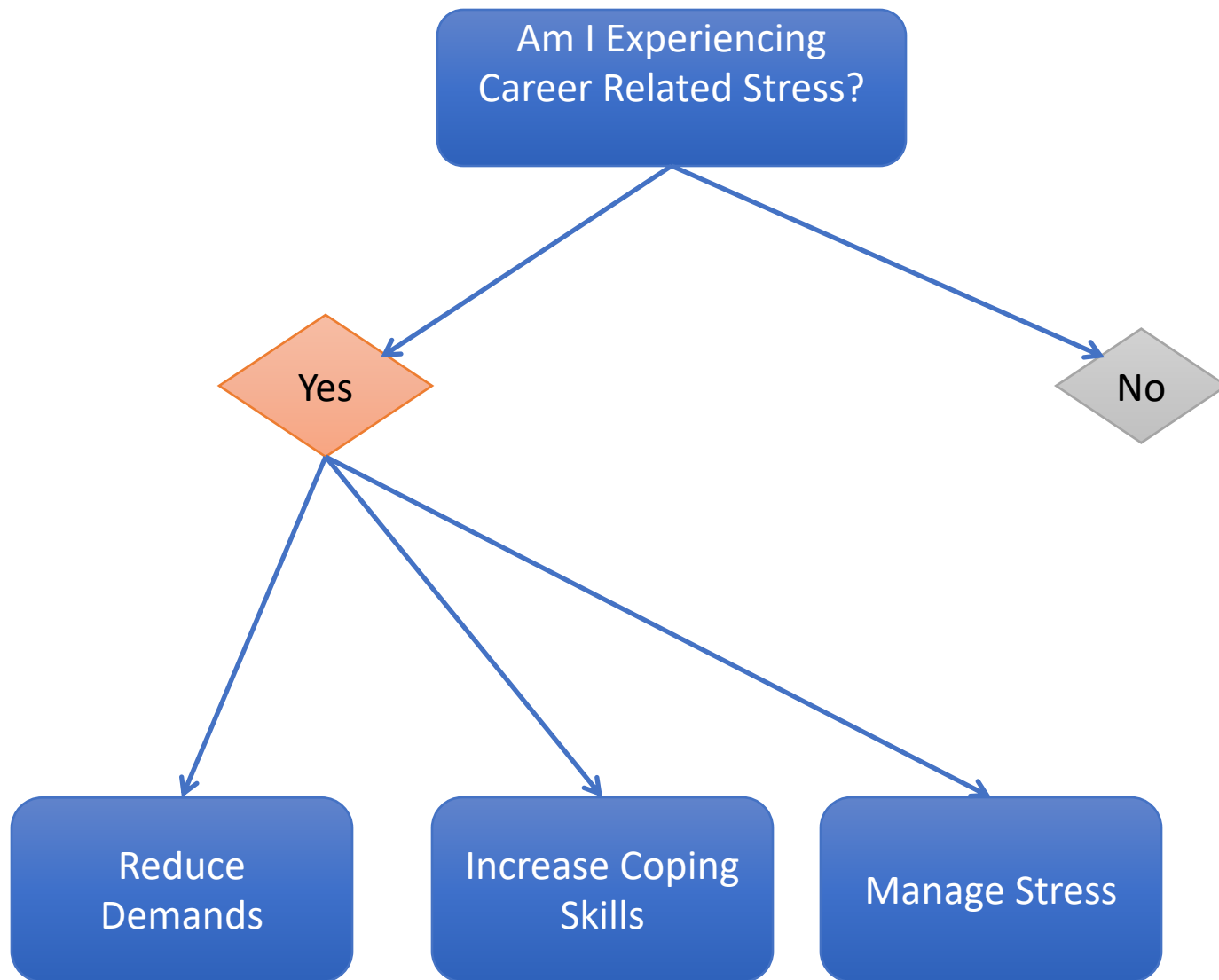






# C.D., Opportunity-Perception & Opportunity Changes - Evidence

- Openness and ambiguity intolerance, at least in first year university students, are related to subjective wellbeing (Bardi, A., et al., 2009)
- Consider coping mechanisms on a macro scale
  - The perception that one will cope is a buffer to stress



# To Ponder...

Career development intervention IS mental health intervention

- C.D. intervention may not be as direct a mental illness intervention

We need to collect our own evidence of mental health outcomes

- This need not and should not be onerous

We need to communicate the mental health outcomes of our work

- Broadly, clearly & ethically

# Thank You!

For further information, contact:

Dave Redekopp



+1.780.451.1954



[liferole@telusplanet.net](mailto:liferole@telusplanet.net)



[www.life-role.com](http://www.life-role.com)



@liferole



**Life-Role Development Group Ltd.**

NOW | NEXT | FUTURE