

Career Facilitation & Exploration Through Group Work

Dr. Norman Amundson
Professor Emeritus, UBC
neamundson@gmail.com

ACTION-HOPE MODEL



Hope-Action Inventory(HAI)

Purpose

- 1) To assess the degree of clients' hope-centered career competencies.
- 2) To use as an evaluation tool to measure the effectiveness of career interventions

Target Population

8th graders or above

NILES, YOON, & AMUNDSON

HAI SAMPLE ITEMS

Hope

In general, I stay hopeful even when I face difficulties in my life.

Self-Reflection

I think about how my life experiences have influenced me.

Self-Clarity

I know what I like and dislike.

Visioning

I spend time thinking about what will happen in my future.

Goal-Setting &
Planning

I often list things that I need to do to reach my goals.

Implementing

I take action once I have clear goals.

Adapting

I am prepared to make changes if the situation changes.

Emily

16 YEARS
OLD

camp counsellor

DAYCARE HELPER

friendly

FEELS “STUPID”

shy

**OLDEST
of 3 kids**

**FIRST in FAMILY
TO PURSUE
college degree**

loses
CONFIDENCE

B student

**(nervous)
about**

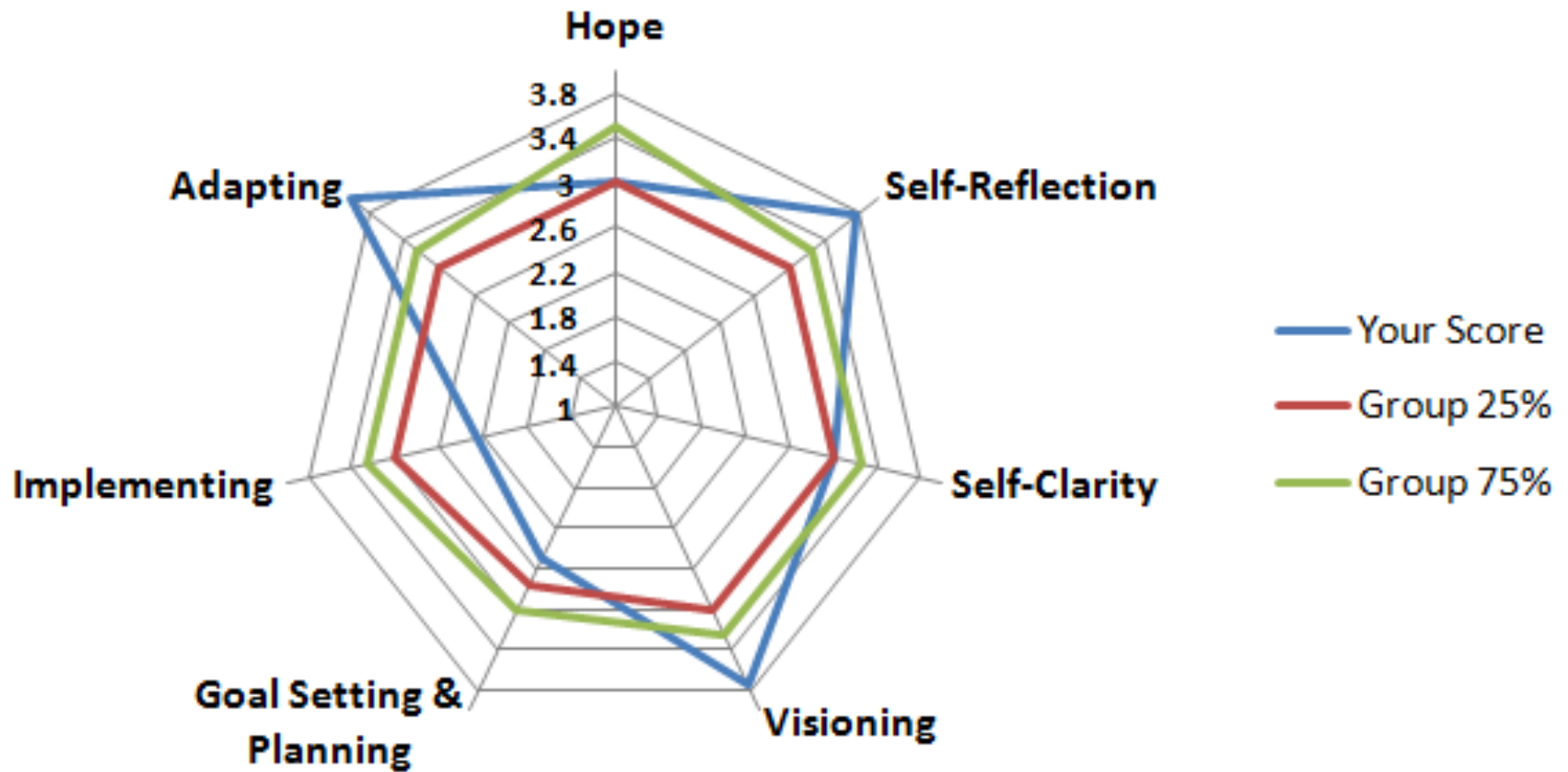
interests:
**psychology
sociology**

LOOKS UP TO HIGH SCHOOL
COUNSELLOR

**VOLUNTEER HOURS
WORK EXPERIENCE
HIGHER GRADES**

learning about people

Emily's HAI Results



Your Turn

- Go to this Web Site

<https://hopecenteredcareer.com/hai>

Code: avyhD9n

Hope Starts with Mattering

- Mattering - the belief that you are worthwhile / significant
- Attention
- Importance
- Reliance
- Personal Caring
- Appreciation

Member Needs

- Inclusion – a sense of belonging
- Control – a sense of safety
- Trust – a sense of closeness with others

Exploring Favorite Things

- ◆ When did it last happen?
- ◆ Who is typically involved? (alone or with others)
- ◆ What level of planning is necessary? (spontaneous or requiring organizing)
- ◆ What needs are being met – physical, emotional, social, mental

The Impact of Others on our Identity

Our vocational identity and our realities are socially constructed by language and maintained through our stories

The way others view us impacts our stories and helps to determine our identity

STORY WHEEL



Visioning

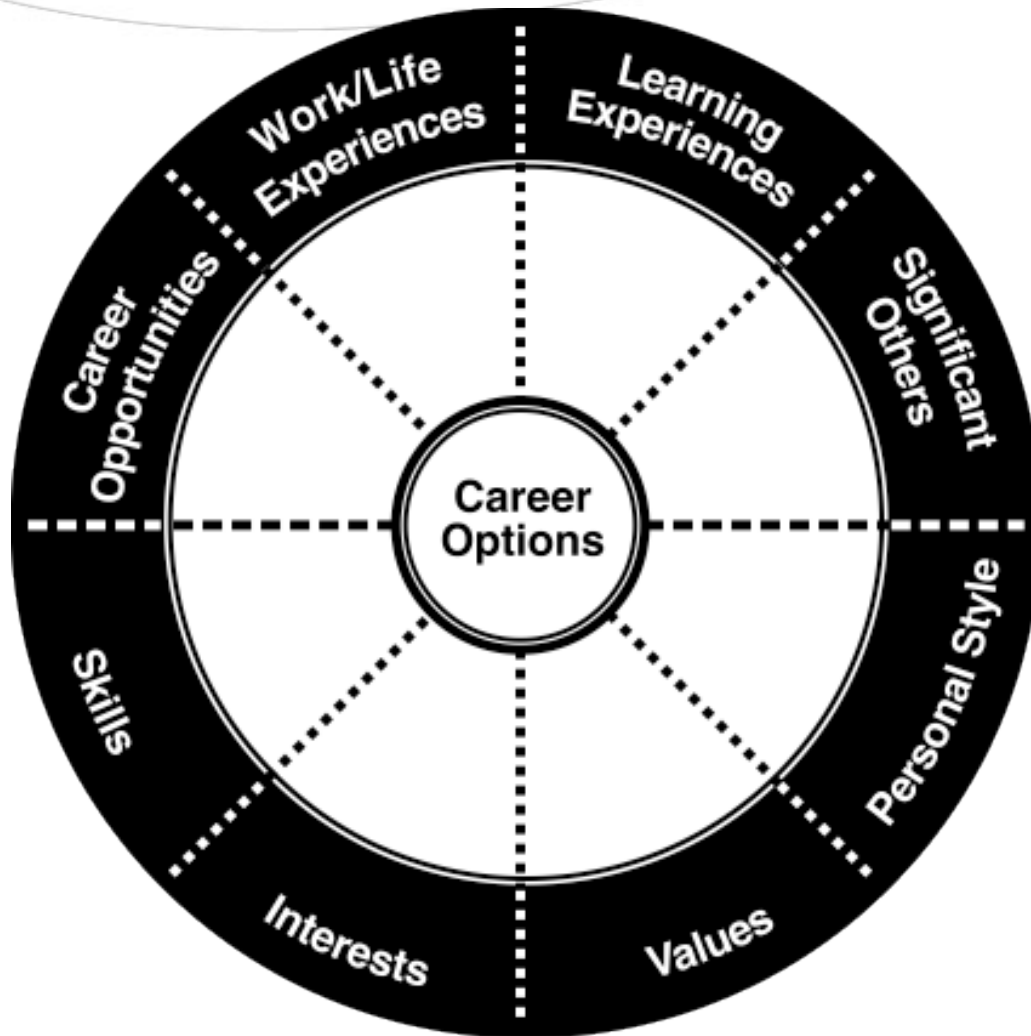
- ◆ Time to Walk the Problem

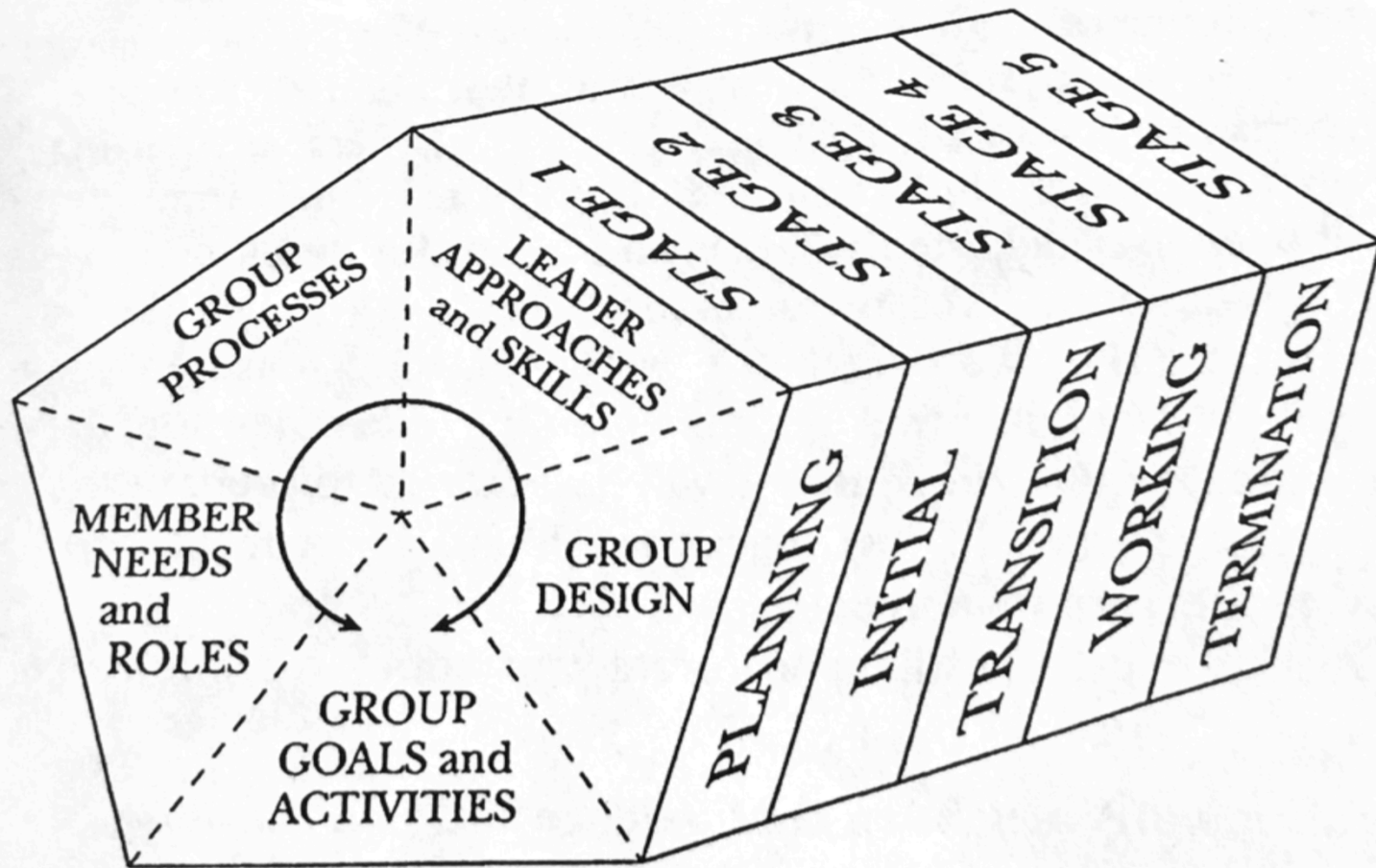
The Need for a Backswing

- ◆ **The “backswing” is a focused and measured effort designed to generate energy and promote a launch forward.**
- ◆ ***Helping Others* often requires a backswing – it requires collaboration, energy, review, creativity, setting a direction, learning, release, and follow through.**
- ◆ **Illustrations: throwing a ball or using a ball launcher; jumping from a standing position – long jump**

Entrepreneurial Exercise

- ◆ Start Your Own Business
 - ◆ Work as a Team
 - ◆ Find your Role in the Group
 - ◆ Be Creative
 - ◆ Use the Full Range of Talents and Abilities





Communication Skills for Groups.

- Interaction Skills
 - Moderating
 - Linking
 - Blocking
 - Supporting
 - Limiting
 - Consensus Taking

Personal Qualities of a Leader

Self Awareness

Involved and Concerned

Tolerance

Empathic

Positive Outlook

Open

People-Oriented

Organized and Flexible

Leadership Approach

- Directing
- Influencing
- Facilitating
- Delegating



**Thank
you!**

**For more information
neamundson@gmail.com**