My Dream Job Has Taken a Detour!

Helping Clients Handle the Discouragement of an Extended Job-search
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Characteristics of Discouraged Clients

- Hopeless
- Procrastinate
- Lack of motivation – flat affect
- Excessive time spent in unproductive activity/fantasy
- Retreat from productive activities
- Retreat from people
- Become “stuck”
- Victim mentality
- Excuses and blame (defense mechanisms)
Stressors

Financial

Transportation

Does not have the social network had when working

Rent/housing

So overwhelmed that the individual does not do anything

Medical/Insurance

Social – dependent on others

Childcare

Rent/housing

So overwhelmed that the individual does not do anything
Motivational Interviewing

First used with substance abusers who are resistant to change. They were “stuck” between liking the drug but not liking the situation.

Enhances intrinsic motivation and resolves ambivalence about behavior change.

- People resist another person imposing arguments on them for change.
- If people can make their own arguments for change they will change.

Goal is to amplify discrepancy between present behavior of the client and what the client wants to be.
Key ideas in motivational interviewing

- Express Empathy
- Develop a Discrepancy
- Support Self-efficacy
- Roll with the Resistance
Key strategies

**Build motivation for change**
- Counselor does not push for change
- Push for change
- Resist change

**Explore ambivalence for change**
- Balance pros and cons of change
- Good alternatives for not changing (always payoff)
- Good alternatives and not as good alternatives that come with change
- How would you be affected with the change
- What is important to you - values

**Clarify reasons to change**
- Explore options to goals and values
Strategies

• **Clarify reasons for change**
  – Explore options in relation to goals and values

• **Support self-efficacy**
  – Need to willing and able to change
  – Fear of failure = rejection
  – Lack of confidence shows up as ambivalence
  – Listen for confidence level – reflect confidence

• **Roll with resistance**
  – Reflect
  – Avoid arguments
  – Reflect to clients their own change talk

• **Elicit change talk**
  – Disadvantages of status quo
  – Advantages for change
  – Optimism for change
  – Intention to change
Techniques - OARS

- O: Open-ended questions
- A: Affirmations
- R: Reflections
- S: Summaries
Client’s signs of readiness for change

- Decreased resistance
- Resolve
- Change talk increases
- Asking questions about change
- Envisioning and experimenting
Reality Therapy

W • What do you want?

D • What are you doing to get what you want?

E • Evaluate – is it working?

P • Plan – set goals?
What is my goal?

• **Self Knowledge**
  – Assessment – Strong Interest inventory, MBTI
  – My resources
    • Skills I have
    • Skills I need – the gap

• **Occupational knowledge**
  – Skills employers are looking for
  – Informational Interviews
  – Read Job Descriptions
External or Internal Problem Signals

Communication (Identify the gap)

Analysis (Interrelating problem components)

Synthesis (Creating likely alternatives)

Valuing (prioritizing alternatives)

Execution (forming means-ends strategies)

Five Step Guide to Decision Making

CASVE model by Reardon, Sampson, Lenz, Peterson
1. Has a clear identifiable career goal / objective been established?
2. Is the goal / objective in line with your existing skill set?
3. Will additional skills/ training need to be acquired?
4. Is there a willingness to implement action items required to meet goal?
#2: Skill Evaluation Roadmap

**Current Competencies**

**Transferable to Objective?**

- **Yes**
  - Determine level of proficiency
  - Highlight feature to prospective employers

- **No**
  - STOP HERE
  - Avoid focusing on skills that are irrelevant to goal

**Benefits of Creating a Roadmap**

- Builds Confidence
- Focus on the position attributes
- Provide context to build on
- Provide visual to determine amount of work that is required
#3: Skills Gap Analysis

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<thead>
<tr>
<th>Level of Experience, Expertise, Efficiency</th>
<th>New Learning Required – Action Items</th>
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<tbody>
<tr>
<td>0 – lack: full learning required</td>
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<td>1 – needs improvement: partial learning required</td>
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<tr>
<td>2 – competent: no learning required</td>
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<table>
<thead>
<tr>
<th>Skills Required for Opportunity</th>
<th>Level of Experience, Expertise, Efficiency</th>
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#4: Willingness to Implement Action Items

Ease of Implementation

- **EASY to do**
  - GEM
  - Quick Hit
- **TOUGH to do**
  - Extra Effort
  - Caution

Impact on Career

- BIG pay-off
- SMALL pay-off

Career Development Pay-off Matrix

www.career-change-mentor.com
Creating a Network
Clients will need help with brainstorming actual people in each category

- Neighbors
- Classmates/former classmates
- Relatives
- People you socialize with
- Social organizations
- Former employers/co-workers
- Members if your religious congregation
- People who provide services to you
- Friends of parents/relatives
- Professional associations
- People dependent on networking e.g. realtors, insurance agents
Set Networking Goals
Help clients with a concrete plan to meet and keep track

1. Make at least one “live” networking contact a day
2. Keep in regular contact with contacts
3. Keep a log of all contact interactions
Conducting Informational Interviews

- What do you want? Select a career field to investigate
- Identify organizations /businesses that hire these kinds of people
- Use your networks to identify someone who works in a field you would like to get into
- Prepare a 30 second elevator pitch, end with: may I set up a time to gather information about this field and get some advice
- Develop a script
- Call a low risk employer to practice
“Hello, my name is ..Your First and Last Name. I am ..add some information about yourself

“Your career field is one that I am researching to help me make a decision about what career to pursue. *Share a sentence or two explaining the reasons you are interested in the field or specific organization.*

“I would appreciate it if I could meet with you for a half hour to observe your work environment and ask a few questions. Would that be possible in the near future?

“Thank you for your time and I look forward to meeting you in person at ..*Appointed Time.*
What is your job like?
- Describe a typical day.
- What are the duties/functions/responsibilities of your job?

Training/Education
- How well did your college experience prepare you for this job?
- How important are grades for obtaining a job in this field?

Future Potential
- How would you describe the future growth for this field?
- What sorts of changes are occurring in your occupation?

Personal Experiences
- What do you like most/least about your job?
- Why did you decide to work for this company?
- How did this type of work interest you and how did you get started?
- If you could do things all over again, would you choose the same path for yourself? Why? What would you change?

Rewards of the Job
- What rewards do you get from your job/career?
Suggested Questions Cont.

**Advancement Potential**
- What can you tell me about the corporate culture?
- What are the career prospects in this field?

**Skills Needed**
- What are the skills that are most important for a position?
- What combination of skills and abilities would be valuable in this career?

**Criteria for Hiring**
- What abilities or personal qualities do you believe contribute the most to success in this field/job?
- What recommendations would you have for an entry-level person considering this career?

**Advice**
- Do you have any advice for someone interested in this field?
- Can you suggest ways a student could obtain the necessary experience?
- What advice do you have for a student seeking to qualify for this position?

**Follow-up**
- *After the interview,* ask, “Would you give me the name of another person that I can talk with?
- Send a thank you note with in 24 hours
Questions?

• Final thoughts?