

My Dream Job Has Taken a Detour!

Helping Clients Handle the Discouragement of an
Extended
Job- search

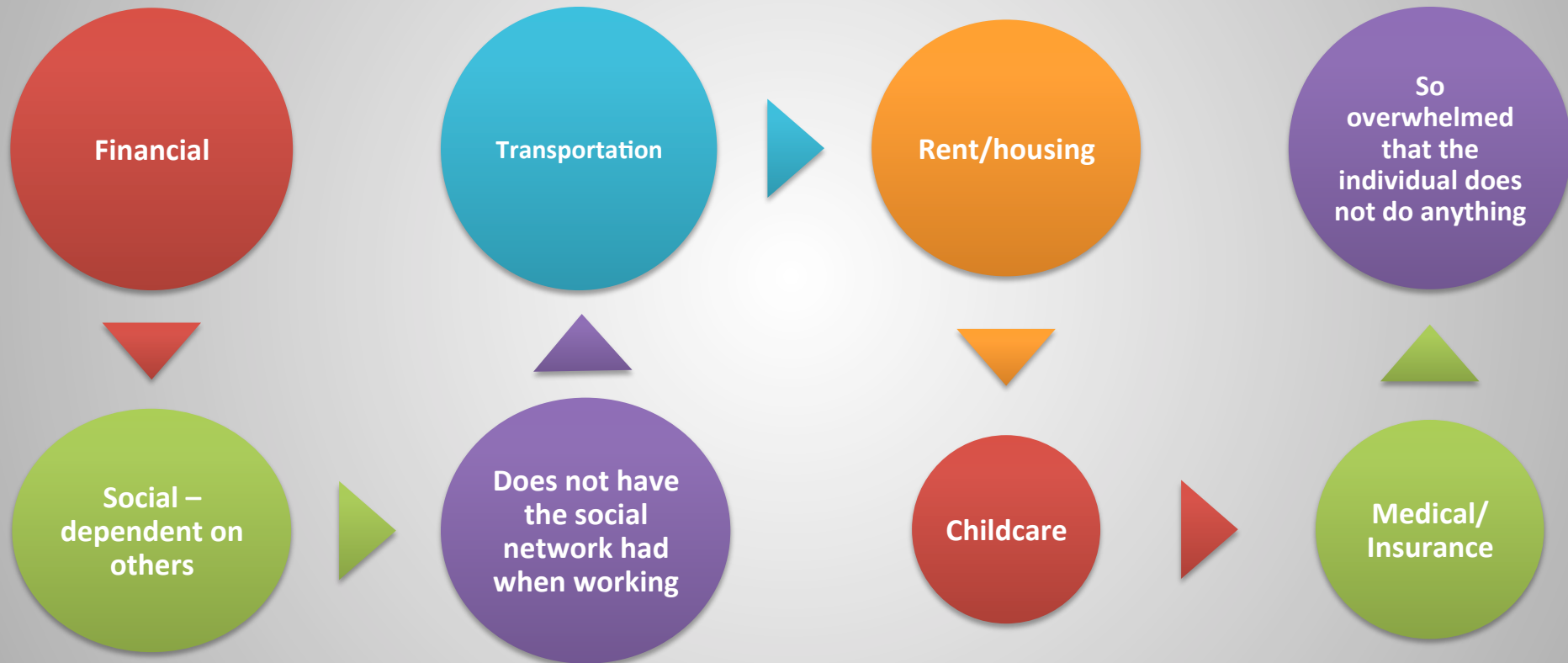
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Characteristics of Discouraged Clients

- 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



Motivational Interviewing

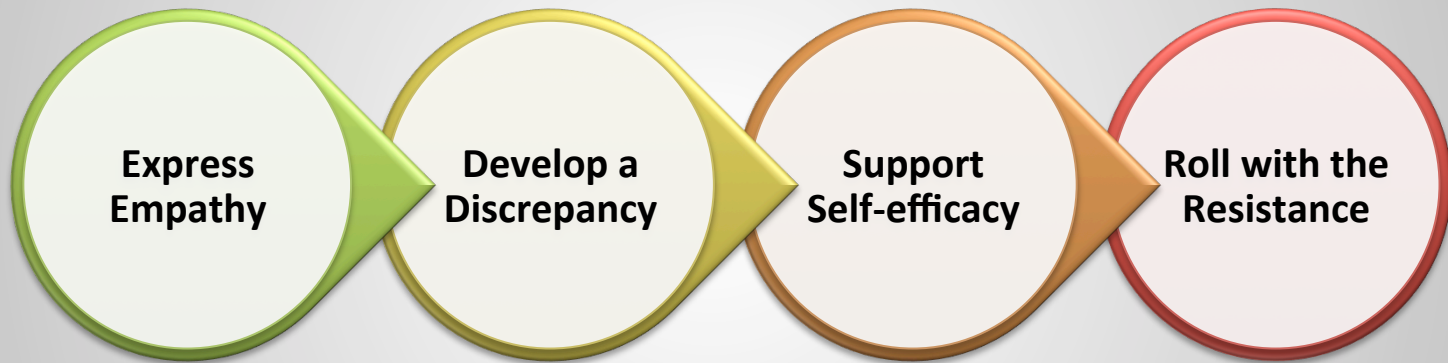
First used with substance abusers who are resistant to change. They were “stuck” between liking the drug but not liking the situation

Enhances intrinsic motivation and resolves ambivalence about behavior change

Goal is to amplify discrepancy between present behavior of the client and what the client wants to be

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

Key ideas in motivational interviewing



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

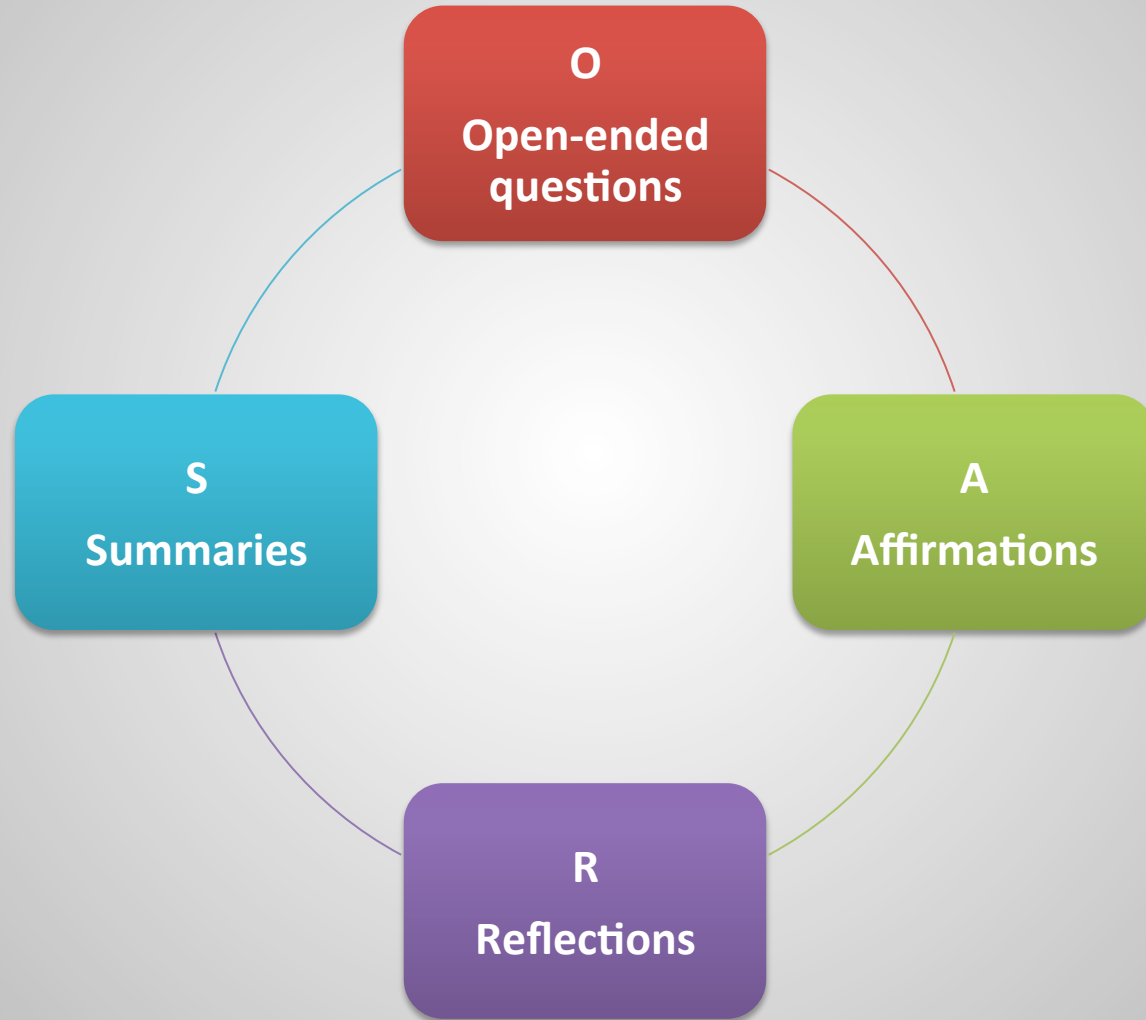
Clarify reasons to change

- 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



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?

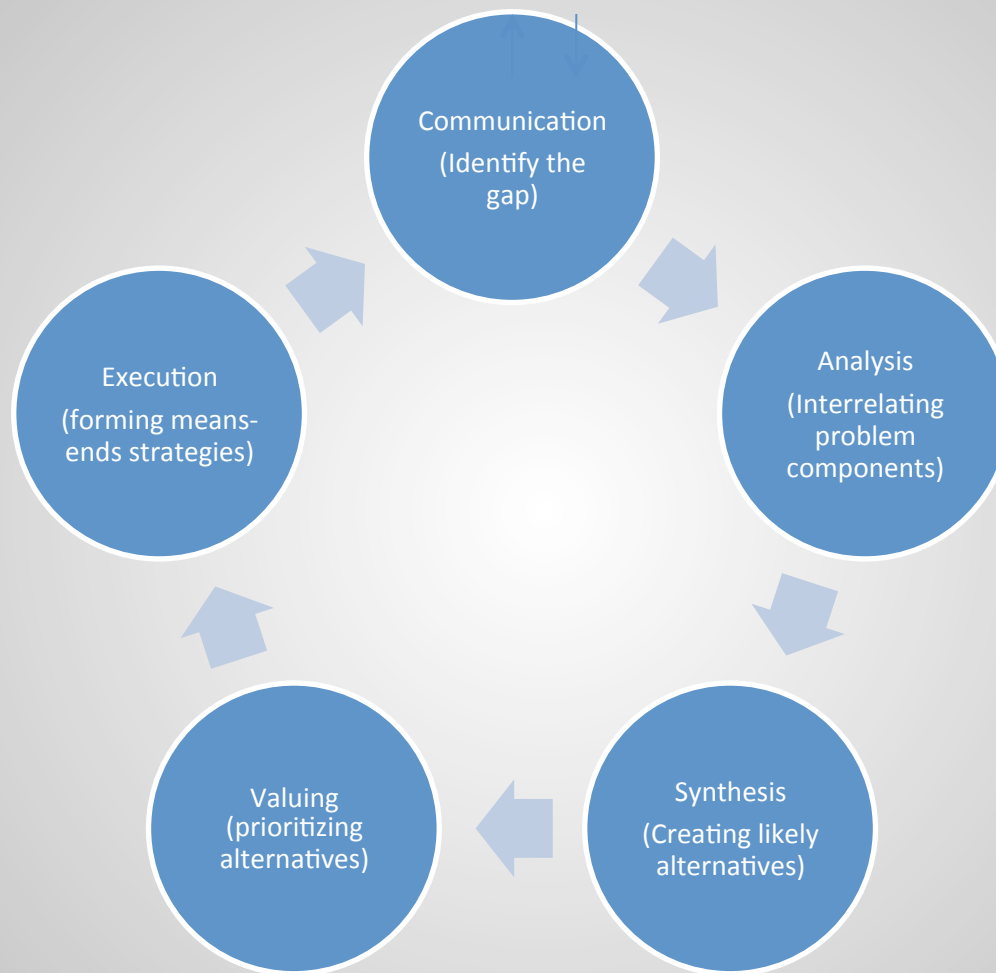
- **Self Knowledge**

- 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



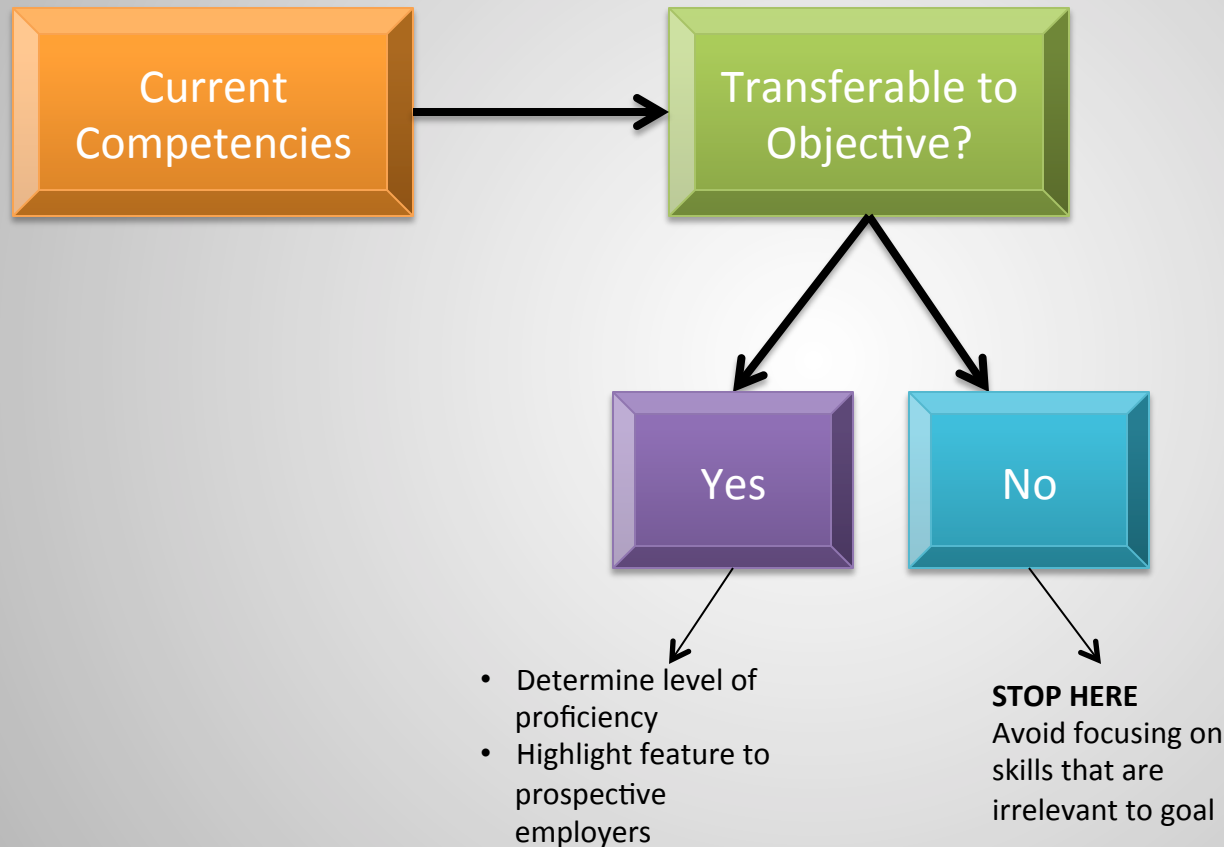
Five Step Guide to Decision Making

CASVE model by Reardon, Sampson, Lenz, Peterson

Moving Forward

1. Has a clear identifiable career goal / objective been established?
2. Is the goal / objective in line 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



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

Level of Experience, Expertise, Efficiency

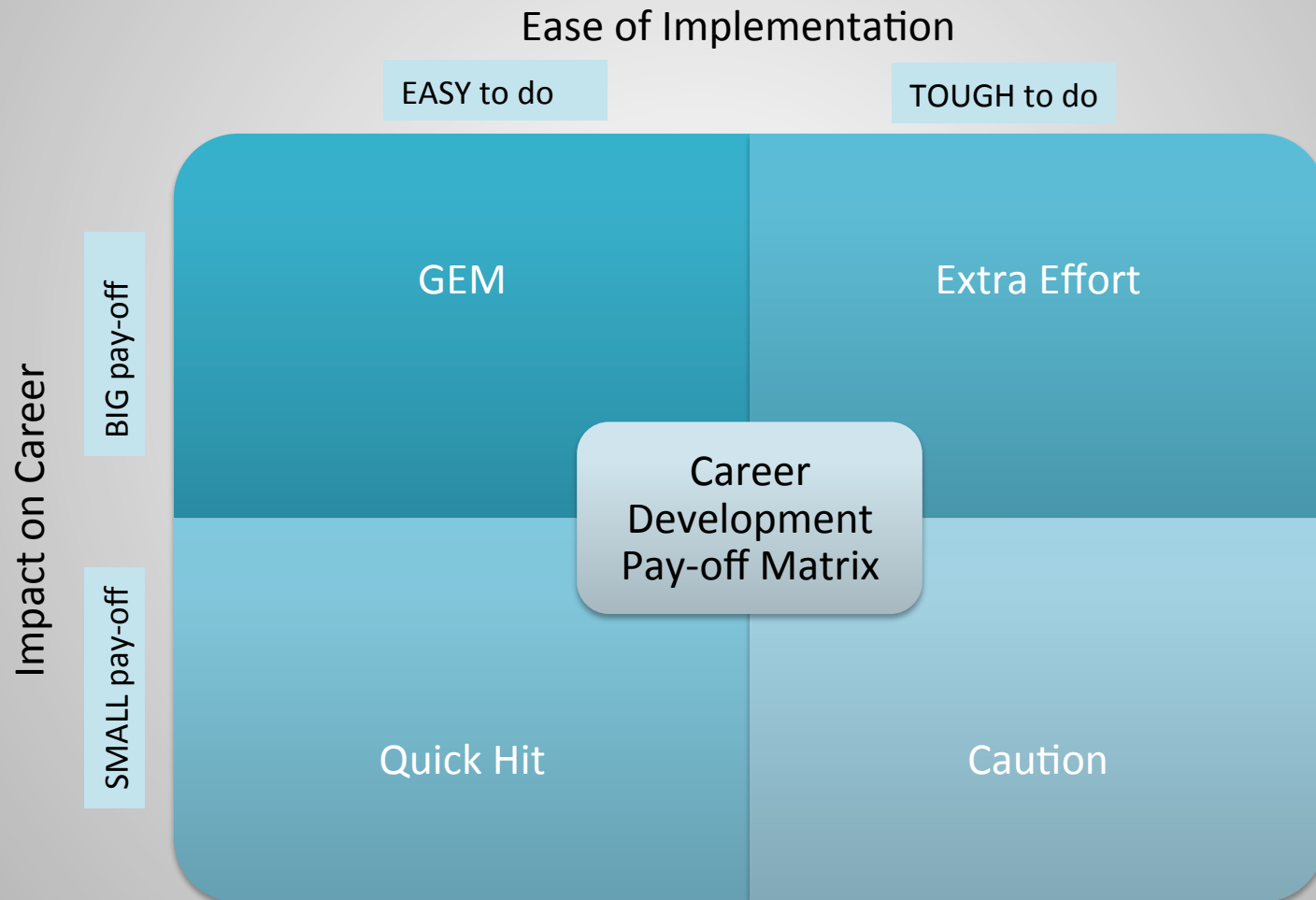
0 – lack: full learning required

1 – needs improvement: partial learning required

2 – competent: no learning required

[illegible]

#4: Willingness to Implement Action Items



Creating a Network

Clients will need help with brain storming actual people in each category

- Neighbors
- Classmates/former classmates
- Relatives
- People you socialize with
- Social organizations
- Former employers/co-workers
- Members of 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



Informational Interview Script

"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*.

Suggested Questions

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 within 24 hours

Case Studies

Ashley Cox



Bill Stephens



Questions?

- Final thoughts?

