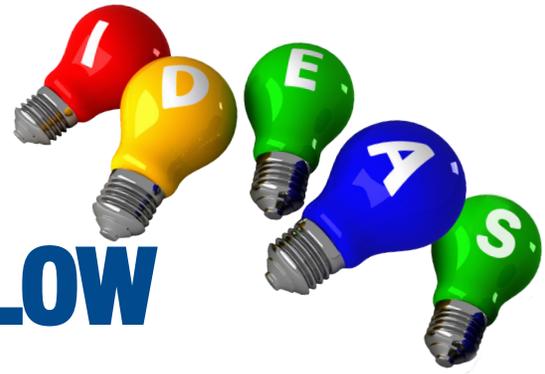


10 TIPS TO FACILITATE CAREER FLOW



“Career Flow” is a model introduced in [Career Flow: A Hope-Centered Approach to Career Development](#) by Spencer Niles, Norman Amundson, and Roberta Neault. The following tips are intended to support counsellors, career practitioners, and human resource professionals to use this model effectively.

- 1. Establish a relationship.** As in any type of counselling or coaching, a solid working alliance is an essential foundation.
- 2. Identify a counselling/coaching goal.** Collaboratively identify what’s working, what’s not, and what your client wants to change.
- 3. Listen to the client’s story.** Provide space for the individual to share career experiences – both highs and lows.
- 4. Identify themes or inconsistencies.** In analysing stories, look for repeated patterns and, also, exceptions to the norm (e.g., if patterns of boredom are noted, ask “When were you not bored?”)
- 5. Introduce the “Career Flow” metaphor.** There are many types of career flow including white water, still water, and extremes at both ends of the continuum (i.e., stagnant water, tsunamis, or waterfalls). Water conditions may change quickly – help clients name different types of career experiences and gain some control in navigating them.
- 6. Introduce the “Career Flow” model.** Career Flow is a dynamic process, comprising self-reflection, self-clarity, visioning, goal-setting, action-planning, implementation, and constant adaptation. The environment both impacts and is impacted by each Career Flow element. Hope is at the core of the model – without hope, clients aren’t going to achieve optimal flow.
- 7. Choose a starting point.** Specific career issues may benefit from different career flow interventions. Rather than moving through the process sequentially, be intentional about where to start – and also about where your support will end. For example, a client may come to you after extensive self-reflection, looking for support in identifying potential careers to consider. You may support only the self-clarity stage (e.g., through a career decision-making process) or may continue working with the client through visioning and goal-setting. Client needs determine the extent of your involvement.
- 8. Recognize environmental influences.** Changes in the environment impact the speed and quality of Career Flow. Although catastrophic events (e.g., war, earthquake) may impact Career Flow across occupations and industries, changes in an individual’s personal environment (e.g., relocation, new life role responsibilities) can also make a big difference.
- 9. Strengthen hope for the future.** Take a strengths-based approach, helping your client recognize career possibilities. Optimism is significantly related to both career success and job satisfaction, so building and sustaining hope is an important focus for your work together.
- 10. Evaluate progress and set new goals.** Assessment is ongoing – using the Career Flow model effectively will ensure that your work together is focussed and effective. Build in evaluation at each stage to ensure that interventions are resulting in positive change or to signal a need to shift direction.



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