

10 WAYS THAT CAREER COUNSELLING IS PERSONAL COUNSELLING



1. **Career counsellors have all core competencies of career development practitioners (CDPs) and counsellors.** The [Canadian Standards and Guidelines for Career Development Practitioners \(S&Gs\)](#) conceptualizes career counsellors as positioned at the intersection of a Venn diagram between counsellors and CDPs.
2. **Work meets basic life needs.** If individuals are unemployed or underemployed that may impact access to healthcare and appropriate housing, financial security, and self-esteem.
3. **Work occupies a large amount of an adult's time.** On average, Canadians spend [36.6](#) hours per week working. Logically, ignoring career issues ignores a significant component of an individual's life.
4. **Career decisions are life decisions . . . and vice versa.** Whether choosing to pay for a vacation or vehicle rather than school tuition or committing to student loans to pursue an expensive university degree, decisions in one life arena, just like a pebble in a pond, have a ripple effect. Career counsellors can help integrate career decisions into other life planning.
5. **Career problems impact other life roles.** [Duxbury and Higgins' research](#) on role overload and the spillover effect when work and family roles are in conflict highlight the importance of integrating personal and career counselling.
6. **Work is a significant contributor to stress.** In one [Canadian study](#), 60% of highly stressed workers identified work as the biggest source of their stress. Personal counselling for stress-related issues can be strengthened by concurrently addressing career.
7. **Interpersonal and cultural competence impacts career success.** Working effectively with others is one of the [Essential Skills](#) required by all Canadian workers. Counselling to enhance relationships, manage conflicts, strengthen teams, embrace diversity, or improve communication all fall within the domain of career, as well as personal counselling.
8. **Counselling can help people navigate significant transitions.** Many life transitions involve career planning, decision-making, and/or management. Whether counselling for school-to-work, return-to-work (e.g., after maternity or parental leave, job loss, immigration, or medical leave due to illness or injury), career change, or retirement, addressing career issues as part of the overall discussion can be helpful.
9. **Counselling can help reduce workplace absenteeism.** Absenteeism costs the Canadian economy over [\\$16B](#) annually, so it is clearly of interest to employers to improve attendance and productivity. Addressing career issues in counselling can help to identify factors contributing to absenteeism, as well as presenteeism (i.e., showing up to work without being productive).
10. **Counselling for wellness requires holistic attention to all aspects of life.** Issues related to such topics as work-life balance, role conflicts, dual career families, finding life purpose and meaning, managing stress, and overcoming depression can all benefit from bringing career and work-related issues into the conversation. Personal counselling, without attending to career issues, may miss significant factors underlying the problem or impacting achievement of counselling goals.



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