



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.



Coming Spring 2011

We hope you'll join us in our upcoming courses.

Click on the course names below for more information.

There's still time...these three courses are starting soon:

- **Managing Diversity - April 6**
- **Look Before You Leap - April 6**
- **Ethics Essentials - April 13**

Just added, due to student demand:

- **e-Coaching**

CMPP Courses:

- **Helping Skills**
- **Career Development Theories**

Certificate Courses:

- **CPE 521: Psychometric Assessments**
- **Job Club Coach**
- **Case Manager**

View our full course schedule; [click here](#)

New Courses and Programs:

Look Before You Leap: Self-Employment Survival Strategies
Join us for the upcoming fully online pilot course, April 6, 2011:

- View our [flyer](#) for more details

Consultants and Organizational Systems: Tips for Successful Interactions

- View our [flyer](#) for more details

Building An Employee Career Development Process - April 28

- BCHRMA - Victoria
- Details at www.bchrma.org

DID YOU KNOW?



Life Strategies will be taking part in this year's **Bowl for Kids Sake** on Saturday April 9th in support of the Big Brothers Big Sisters association in Langley, BC. We have been supporting this event for the past 5 years and are excited to once again be lacing up our bowling shoes. Join us in supporting this worthwhile cause by making a donation to our team through the [Big Brothers Big Sisters web-site](#)

We are excited to introduce [Alexandra Dueck](#) to the Life Strategies team; she is joining us as our counselling intern. Alexandra will be facilitating the **newest e-counselling workshop**, Career Strategies for a Lifetime of Success.



This 2-part online workshop, based on Dr. Roberta Neault's book, will empower individuals undergoing transitions to gain insight, resources, and tools. For more information on this exciting new program, and special offer beginning May 2nd, please [click here](#).

[BC Employment Services proposal](#) has been released. Are you responding to the ELMS proposal? [Click here](#) for information on how we can help.

NEW RESOURCES



The Real Game, Indigenous and Northern edition is available April 1st. The Real Game is a group learning program to engage youth and young adults in career exploration and envisioning positive futures. For more information see [Discovering Strengths: Tools to Engage Aboriginal Youth](#).

New Tip Sheets:

- [Crafting Compelling Resumes](#)
- [Interacting with Organizational Systems](#)
- [Memorization](#)
- [Self-Employed Consultants](#)

IN MEMORIUM

We were so sorry to learn of the recent death of one of our CMP students, Hope Setso, of Haida Gwaii Career Development Centre. Hope, you'll be deeply missed.

CONGRATULATIONS



Long time friend and colleague, Renee Russell, received her **Masters of Arts in Leadership degree** from Royal Roads University.

Alexander Bell - the winner of our CDC conference draw for one registration into our upcoming Managing Diversity course.

Janice Adams has successfully completed her **Rehabilitation Specialist Certificate** within the Career Management Professional Program.

The following students have recently completed their **Foundations for Practice in Educational and Vocational Guidance Certificate**:

Anne Fehr

Maryanne Mooney

The following students have recently completed their **Case Manager Certificate**:

Amanda Wesselink

Angie Wesselink

Cindy Szekely

Dan Illisevic

Denise Ayi-Bonte

Emilia Vanderlinden

Emmanuel Shamatutu

Eunice Sheehan

Glenda Ducey

Jennifer Newton

Judy Whitefield

Leslee Scott

Lisa Carr

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