CULTURE AND CONTEXT

3 BIG IDEAS

Culture and context are dynamic influences on the helping relationship

Context extends beyond individual characteristics to include social/familial structures, community influences, and societal/environmental factors

Culture shapes our notions of decent work, decision-making, and perceived opportunities/barriers

2 WAYS TO PUT THIS INTO PRACTICE

Check your assumptions and use tentative language to explore clients' cultural identities and contexts

Assess organizational culture with your clients' cultural identities in mind to improve fit and support lasting matches

1 NEXT STEP

How do you anticipate being able to mitigate, avoid, and/or address the conflicts and challenges that will arise due to cultural and contextual differences?

ADDITIONAL RESOURCES

Arthur, N., Borgen, R., & McMahon, M. (2025). Career development practices: What theories and models have to offer. *Canadian Journal of Career Development, 24*(1), 85-105.

Arthur, N., Borgen (Neault), R., & McMahon, M. (2024). *Practice principles: Career theories and models at work*. CERIC.

- Chapter 7: Career Development Practice Occurs in Cultural Contexts (pp. 67-76)

Arthur, N., Neault, R., & McMahon, M. (2019). *Career theories and models at work: Ideas for practice*. CERIC.

10 Tips for Creating a Culturally Inclusive Workplace

10 Tips to Work Effectively with Diverse Clients