

Careers as tension fields

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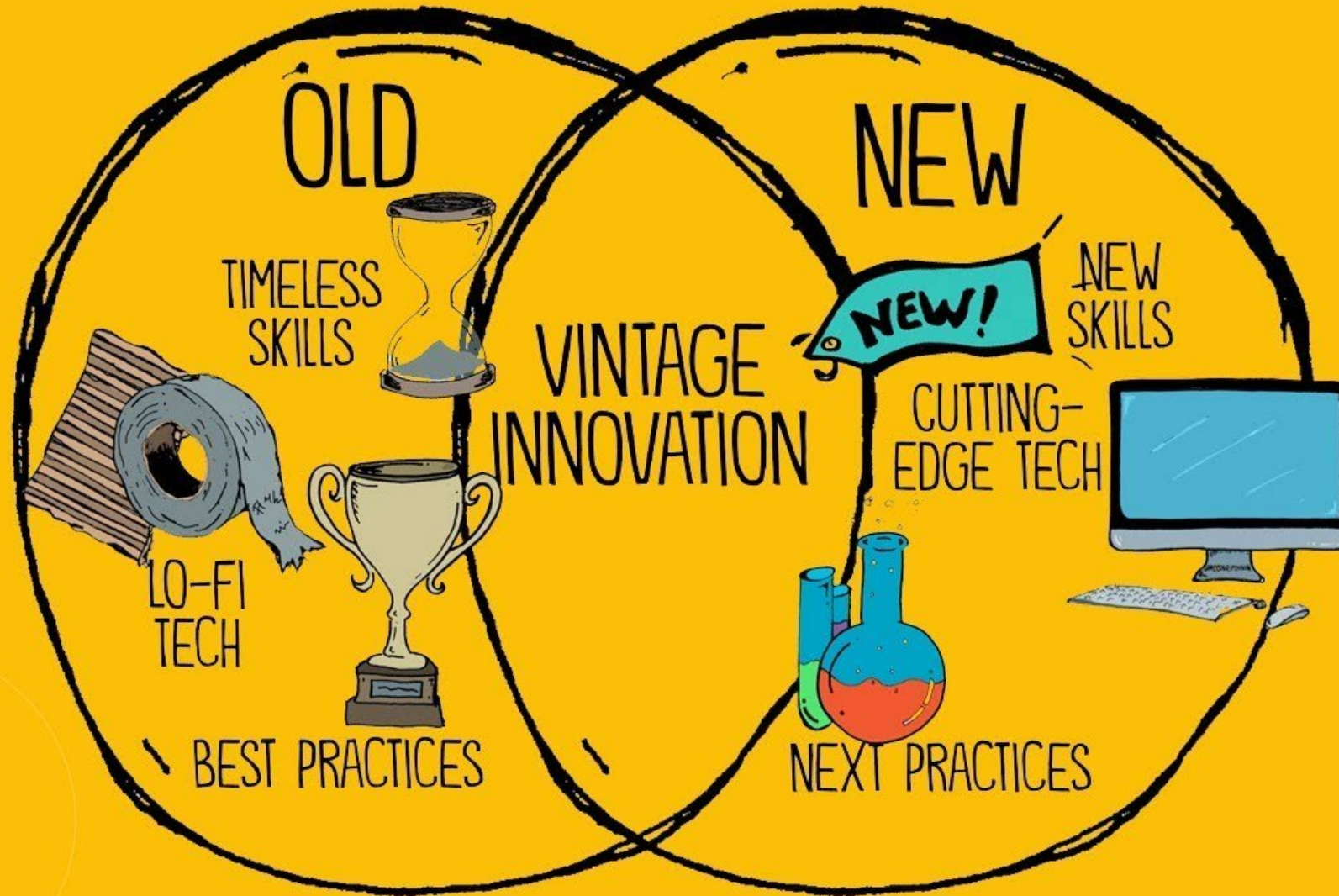
Prentice Anderson



Structure of the workshop: career as tension fields

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3	Exchange and reflection in small groups	20	Olof
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1. Setting the scene





Een zaak van betekenis

Loopbaandienstverlening in een nieuw perspectief

Meijers, F. & Wijers, G.A. (1997). Een zaak van betekenis. Loopbaandienstverlening in nieuw perspectief. LDC, Leeuwarden.

A matter of meaning: career guidance in a new perspective.

WHAT'S NEW?

Career as a tension field

INDIVIDUAL

SOCIETY

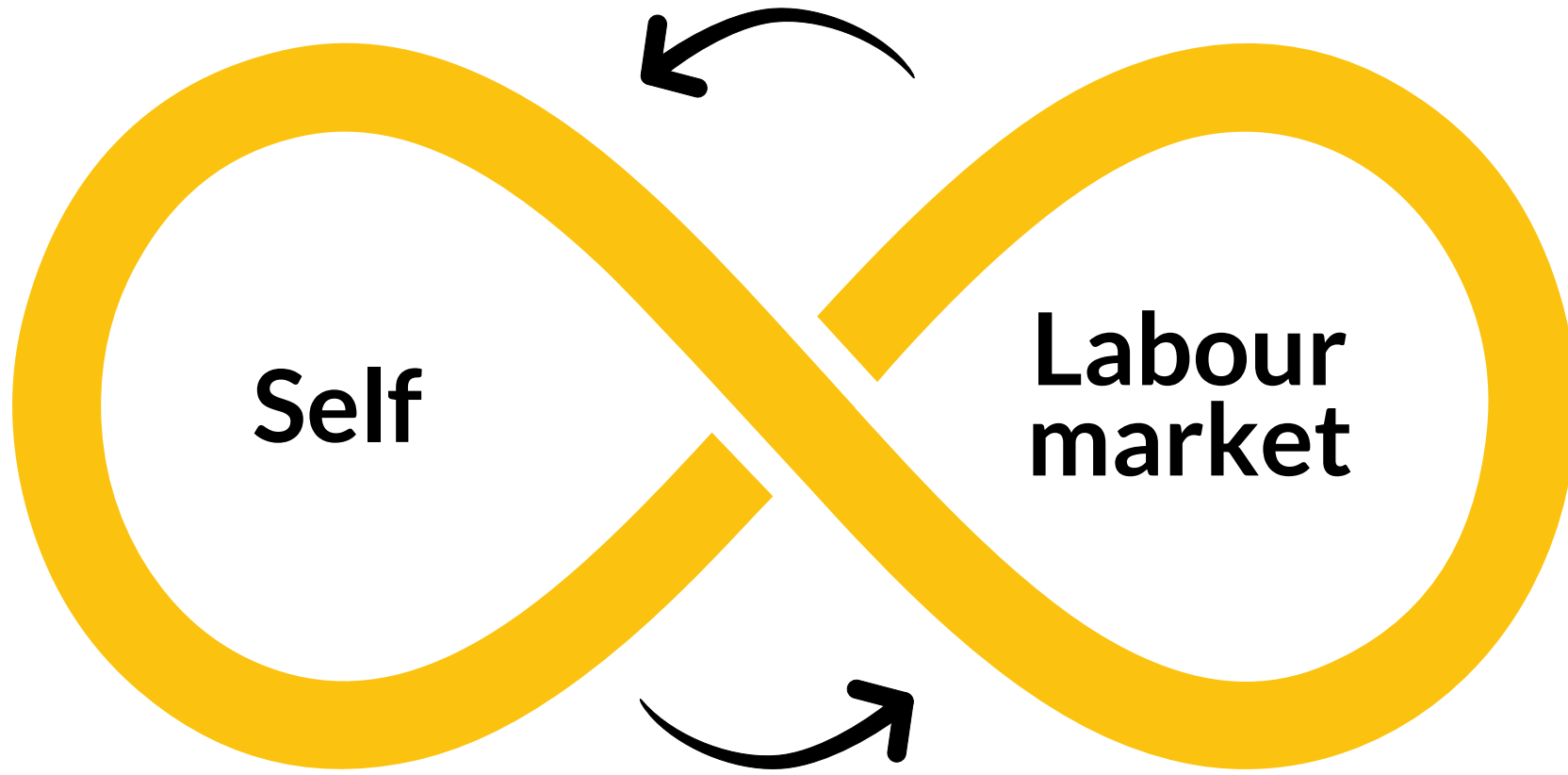


Figure 1: Career as tension fields

"The lemniscate is a useful and actionable career visualization. It clarifies certain **(dual) contradictions, paradoxes and fields of tension**.

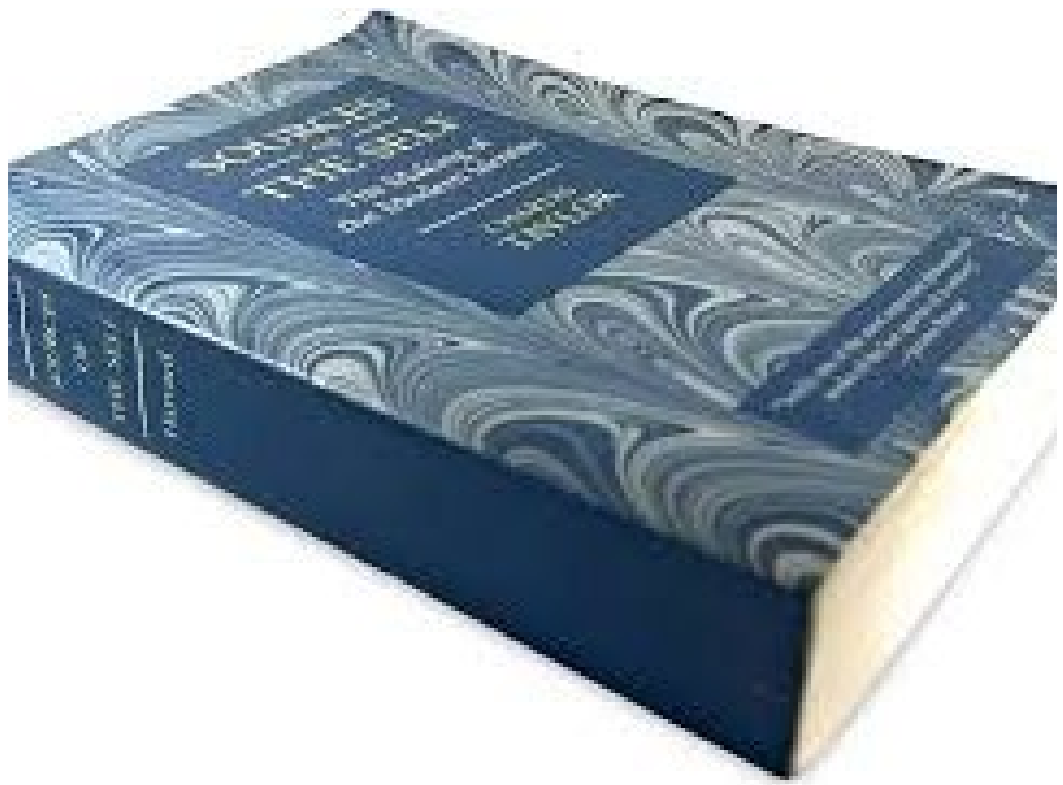
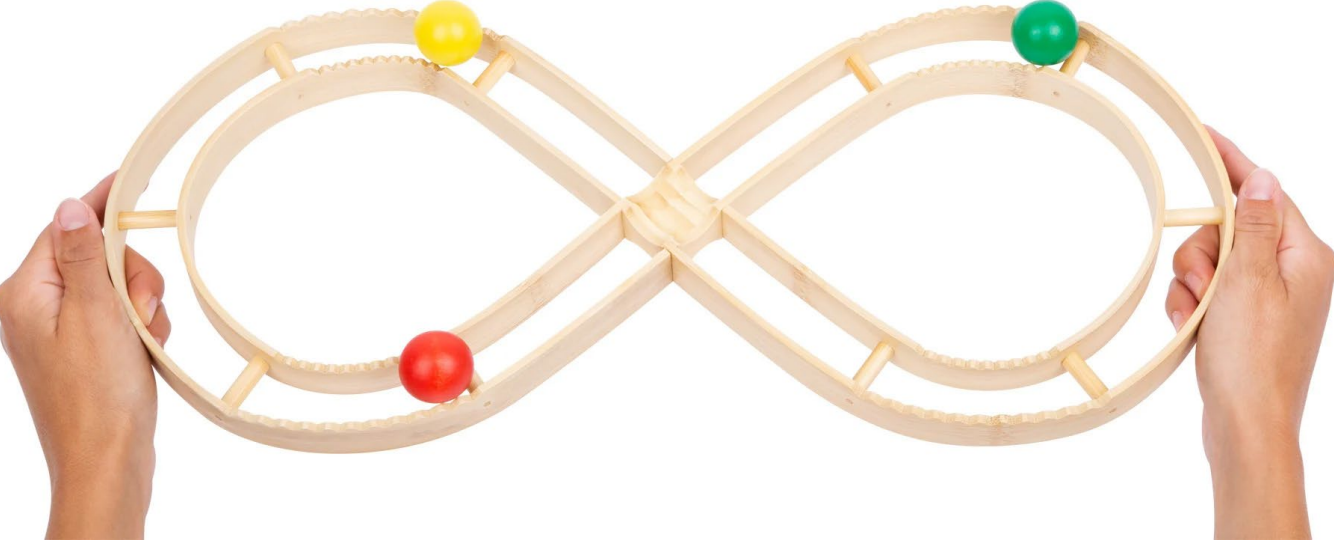
A career usually consists of specific fields of tension and these can be "articulated" in the lemniscate. The most obvious is the tension or opposition between **internal/inside/psychological** on one hand and **external and sociological/organizational** on the other.

And so there are more of these types of **tensions or dilemmas**. Dilemmas are an inherent element of careers and fundamentally **'unsolvable'**.

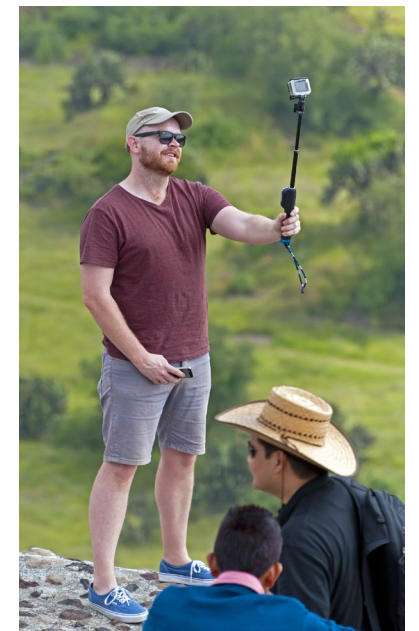
The strength of the career lemniscate is that it **mainly visualizes what is at play for the individual**, without solving what cannot be solved, but only can be handled."

Jouke Post, Loopbaanvisie, 2022





You can never make a selfie without a part of the world in it....?!

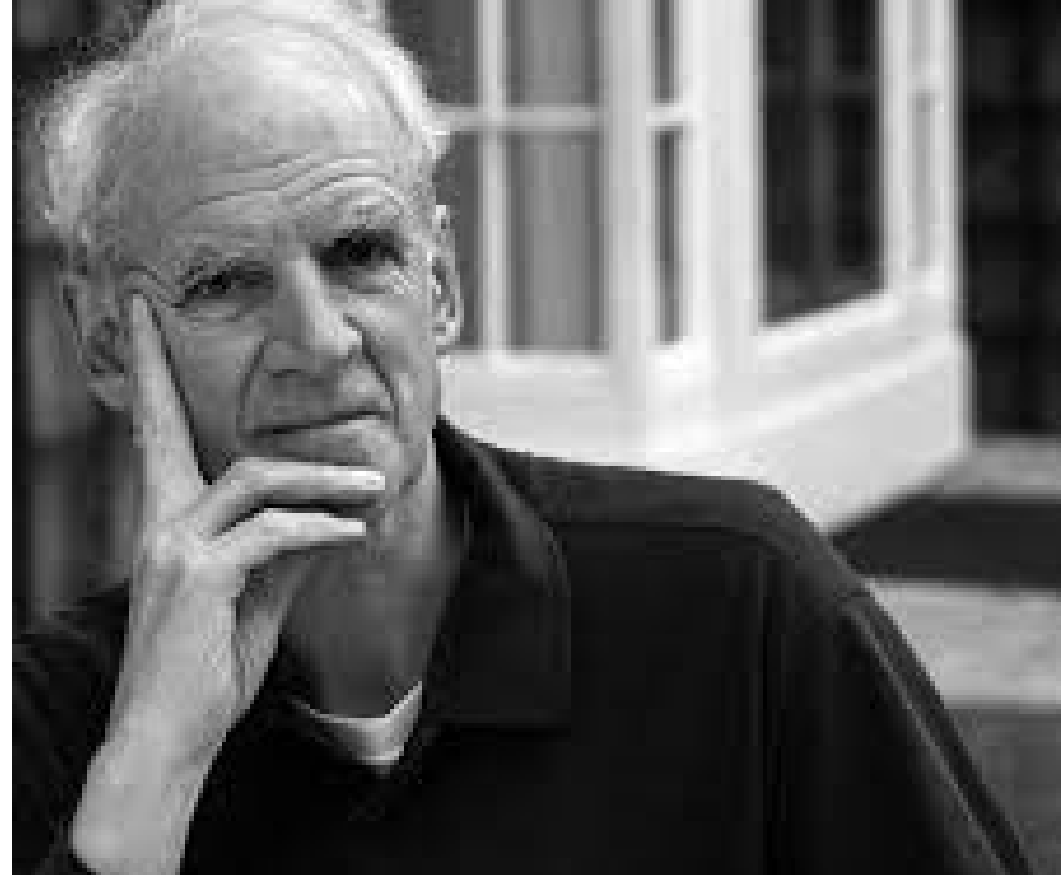


2. Charles Taylor: introduction

- Contemporary Canadian philosopher

Books:

- The sources of the self
- The malaise of modernity
- The ethics of authenticity



Personal example: 'What is your desire?'

My **right** answer:

"I want to (be able to) carry myself"

The moment I **formulated** this answer I **knew** it was right. Right in the way, that I felt: "yeah, this is what I deeply desire, it feels like **it's about who I am**"; right in the way that it wasn't about preferences, but about something **important**; right in the way that I knew it was not only my own desire, but **something bigger** than that, **it felt true** in a sense, **fitting what a man like me with my age and profession should have desired**; right in the way that it **fitted with the exercise and the language of the group in which I participated**.

The principles of Taylor (1)

- We want to live a good life, want to be a good person
- By making strong evaluations, we built up our identity



"What I am as a self, my identity, is essentially defined by the way things have significance for me, and the issue of my identity is worked out, only through a language of interpretation which I have come to accept as a valid articulation of these issues"

The subject acts in a moral space; the meanings by which it develops its identity turn out to be meanings with value.

The principles of Taylor (2)

- We live in an already existing reality filled with meaning, to which I relate myself
- A so called 'Horizon of meaning'

"The individual is in a social world that is already defined by intersubjective meanings before the subject discovers them. Intersubjectivity thus precedes subjectivity."

"My identity is defined by the commitments and identifications which provide the frame or horizon within which I can try to determine from case to case what is good, or valuable, or what ought to be done, or what I endorse or oppose. In other words, it is the horizon within which I am capable of taking a stand."



The principles of Taylor (3)

The good of modernity is captured by:

- **Being responsible for your own**
- **Finding your own authenticity**
- **Being true to yourself**
- **Being in control**

"There is a certain way of being human that is mine. I am called to live my life this way, and not as an imitation of someone else's. But that lends a new importance to being true to myself. If I am not, I miss the purpose of my life."

"Be yourself, be authentic, as categorical imperative of our time"



The principles of Taylor (4)

- You need to make your authentic self manifest to get to know it and also to define it.
- Manifestations in the sense of speaking out loud, tell your story, reflect on experiences, do/act

"Fulfilling my nature means espousing the inner élan, the voice or impulse. And this makes what was hidden manifest for both myself and others. But this manifestation also helps te define what is to be realized. [...] A human life is seen as manifestating a potential which is also being shaped by this manifstation; it is not just a matter of copying an external model or carrying out an already determinate formulation."



The principles of Taylor (5)

- I cannot do this on my own, I need to be and necessarily always am part of so called 'practices'.
- This practice is defined through language, values, procedures, instruments etc.

"By 'practice', I mean something extremely vague and general: more or less any stable configuration of shared activity, whose shape is defined by a certain pattern of dos and don'ts, can be a practice [...]. The way we discipline our children, greet each other in the street, determine group decisions through voting in elections, and exchange things through markets are all practices."



The practice of career counselling

- **Our clients want to live a good life and a career choice is an important choice, not just a preference, so in Taylor's vision, we can speak about making a moral choice, or a choice with moral importancy.**
- **Also for them: there is a surrounding horizon, with meaning and values, where they relate to in making this choice. Mostly without being aware of it.**
- **The values that are important in our current time, Taylor sums it up in the word 'authenticity'. So the main duty for our clients is to be authentic and when they think they have found their real authentic self, then they have the feeling they made a right choice. Just like I had this feeling in my example.**
- **The way in which we can help our clients is by letting them speak out loud, tell their story, reflect on experiences, encourage them to action.**
- **We as a practice speak our own language, conduct our own instruments have our own procedures, in which this value of authenticity is stimulated and rewarded. In the way we have arranged our practice, we steer our clients to do the right thing: 'make your own choice in your own way and then you are true to yourself'.**
- **And we are changing, due to big developments: technology, political winds that blow, climate change for example. But also every new generation has its own language and purposes**

Exchange and reflection in small groups

1. What do you see as the most important values our practice is pursuing / encouraging? Are these different between the represented countries?
2. If we can change our practice: which values need to be more important in the near future? And what does this change in the arrangement (language/ procedures/ etc.) of our practice?



4. Plenary: what's interesting? Why?

5. Moving on:

National Quality Framework for Career Guidance in Norway



Goal: a useful tool for developing and ensuring quality in career guidance services

- at the practitioner, professional and systems levels



KVALITET I KARRIEREVEILEDNING

What is
ethical
practice?

 **ETIKK**

What competencies
does people working
with career guidance
need?

 **KOMPETANSE-
STANDARDER**

 **KARRIERE-
KOMPETANSE**

What should be the
outcome of career
guidance?

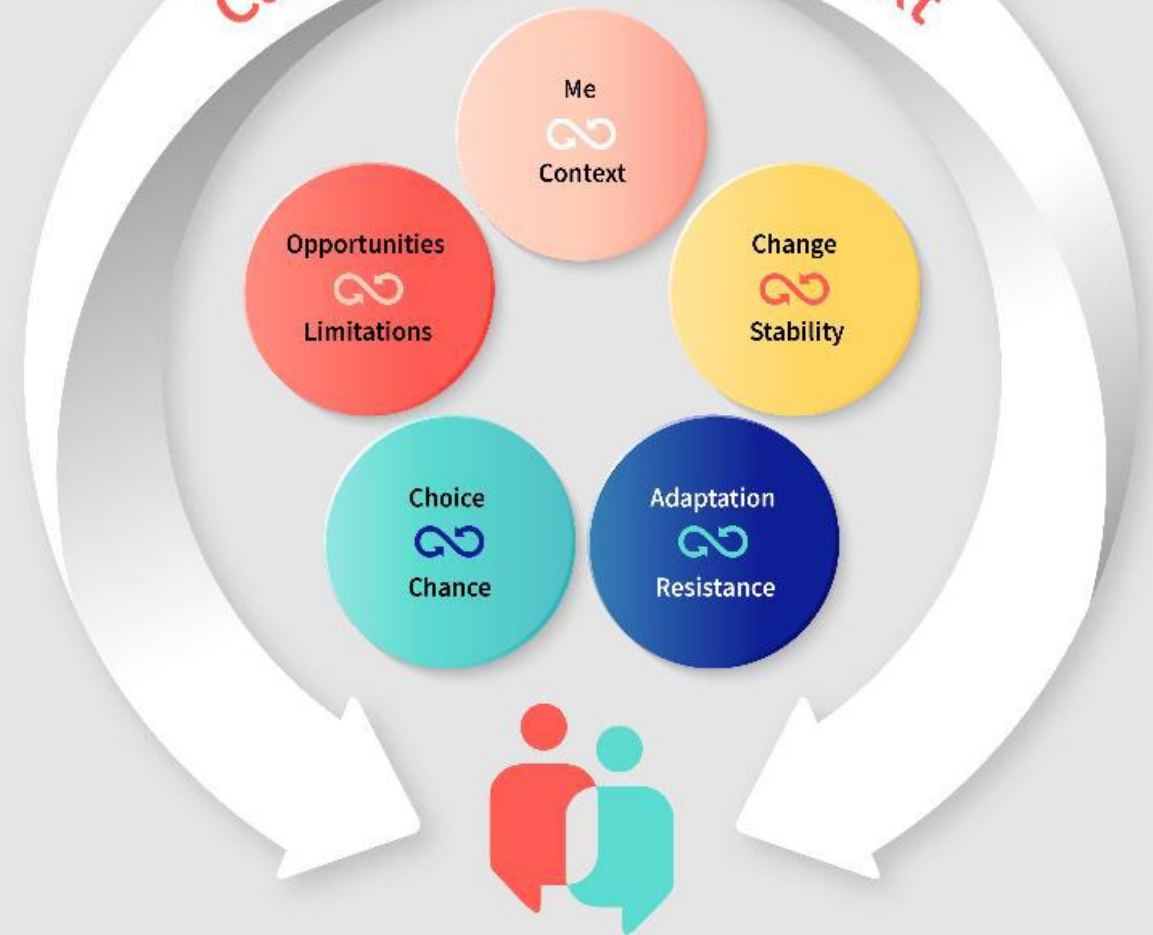
 **KVALITETS-
SIKRING**

How do we
know that what
we do is of
highquality?

5 LOOPBAANGEBIEDEN VOOR ONTDEKKEN & LEREN



Career learning in context



Thesis Career Buttons

- Central Question:

“How can career guidance instruments based on the ‘Career Buttons’ be developed within the ‘Career Check’ of James Loopbaan?” (simplified)

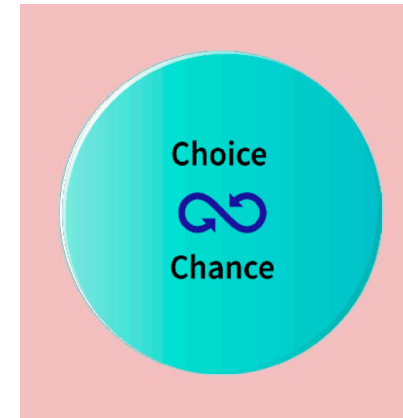
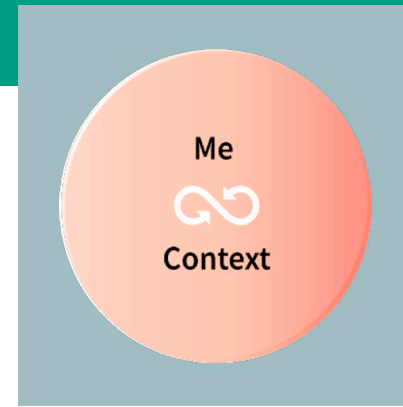
1. Explore existing Norwegian instruments based on the Career Buttons.
(kik.kompetanse.org)
2. Define criteria on which the instruments can be graded in order to (a) form a selection of the “best” instruments (b) that can be molded into the framework of the ‘Career Check’ of James Loopbaan.
(1. Innovative, 2. Suitable, 3. Applicable, 4. Sufficiently developed, 5. Form, 1 on 1 sessions)

Thesis Career Buttons

3. Interview a focusgroup of career guidance counsellors at James Loopbaan in order to obtain their perspective and feedback on the list of instruments.
4. Interview two Norwegian career guidance counsellors for their take on practical usage of the Career Buttons.
5. Incorporate the data from: (a) the interviews, (b) the framework for the 'Career Check' and (c) the literature review and make a changes to a definitive set of instruments based on the Career Buttons.

List of (new) career guidance instruments

- Cirkel gesprek (INTAKE)
- ME IN CONTEXT (OMGEVING)
- Het wiel
- Wie beïnvloed mij?
- ADAPTATION & RESISTENCE
- Loopbaangeschiedenis in het licht van aanpassen & weerstand
- Word bewust van wat in de weg staat van de volgende stap
- CHANGE & STABILITY
- Omgaan met transitie
- Toekomstige tijdlijn & Loopbaangeschiedenis in het licht van verandering & stabiliteit
- CHOICE & CHANCE
- De aard van loopbaangeschiedenis
- Wordt veiliger in het maken van keuzes
- OPPORTUNITIES & LIMITATIONS
- Onderzoek baanmogelijkheden
- Omgaan met waarden en obstakels

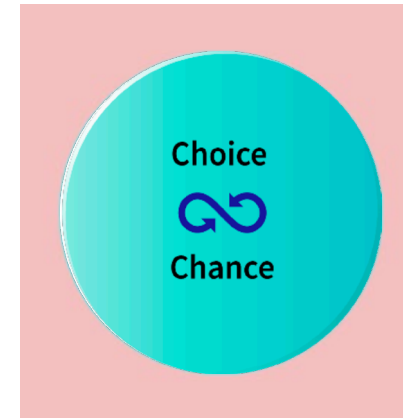
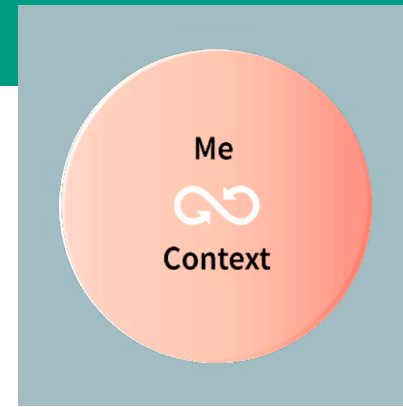


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6. Closure: questions, reflections, connection





What is moral ambition?

Insight · 2 min



RUTGER BREGMAN

MORELE

STOP MET HET
VERSPILLEN VAN
JE TALENT EN
MAAK WERK
VAN JE
IDEALEN

AMBITIE

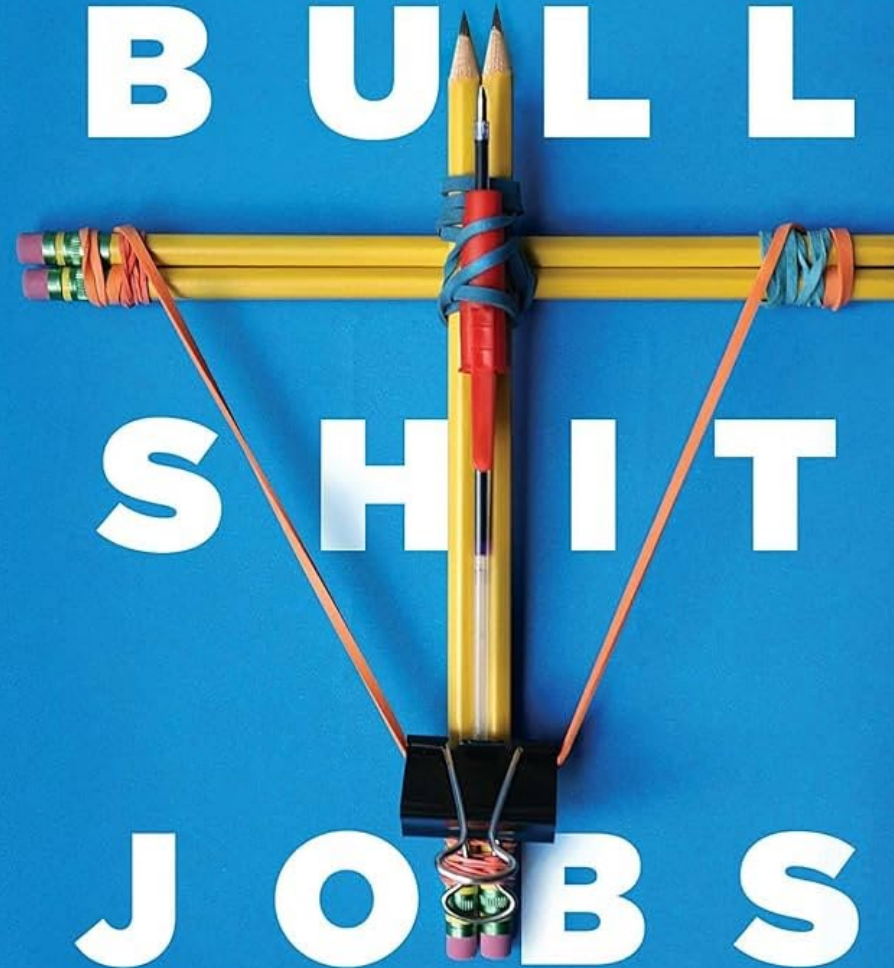
de Correspondent

"A thought-provoking examination of our working lives." —*FINANCIAL TIMES*

DAVID GRAEBER

INTERNATIONAL BESTSELLING AUTHOR OF *DEBT*

BULL

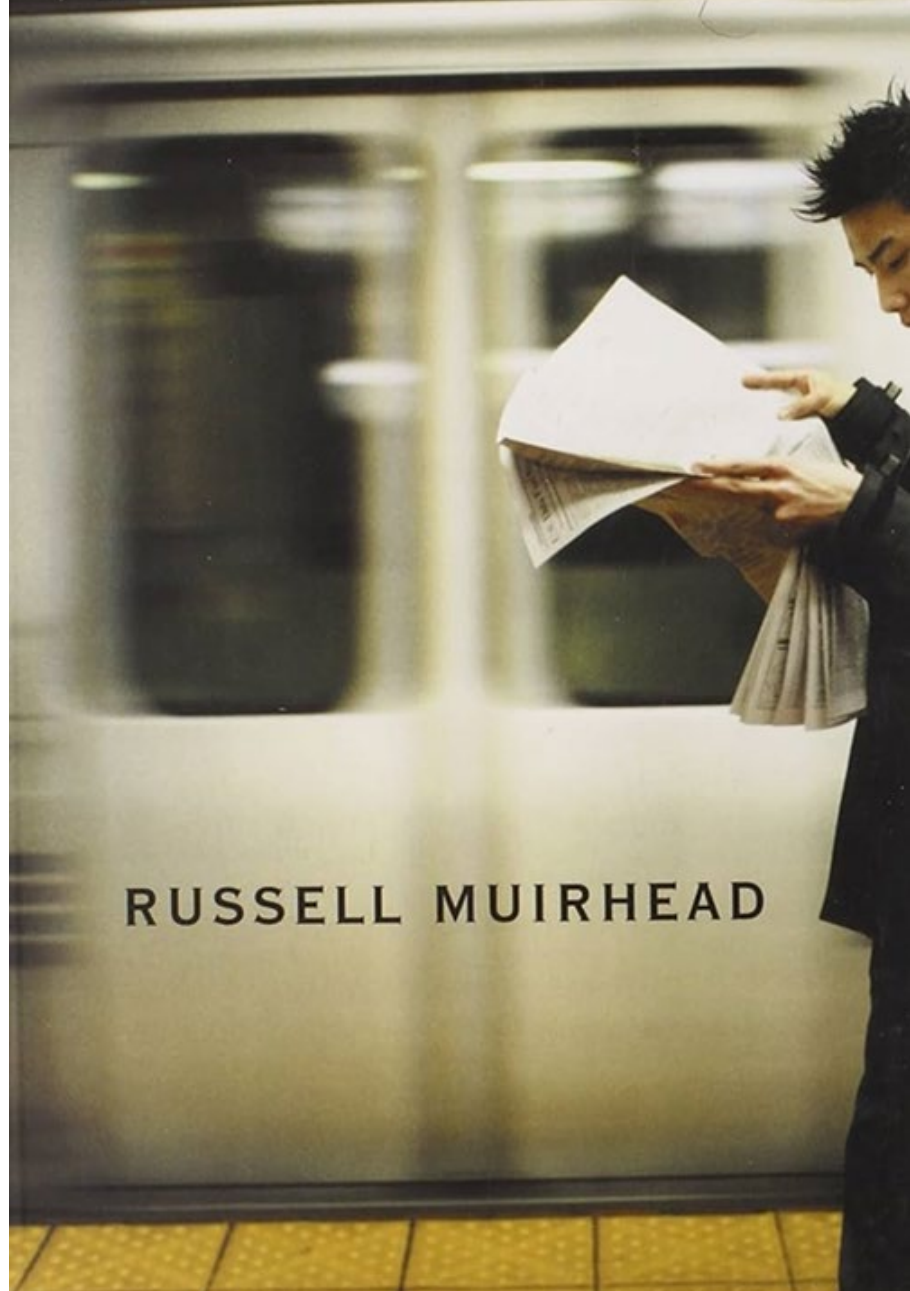


SHIT

JOB S

A THEORY

JUST WORK



RUSSELL MUIRHEAD

INDIVIDUAL

SOCIETY

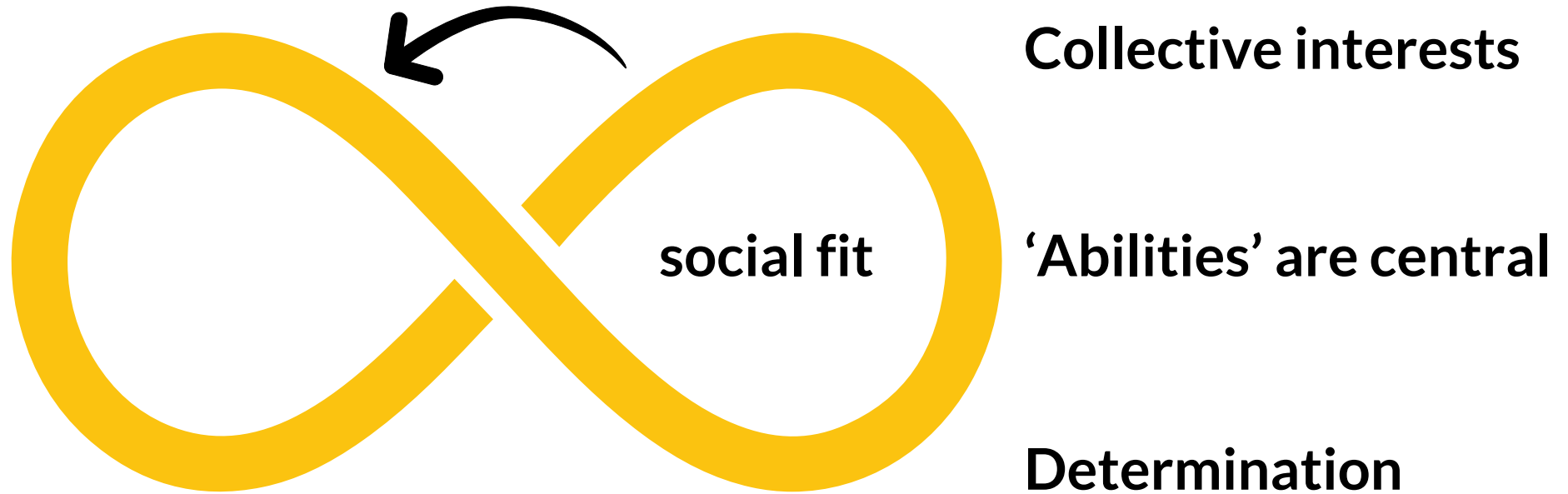


Figure 1: Characteristics of social fit

INDIVIDUAL

SOCIETY

Individual interests

'Will and choice' are
central

Agency

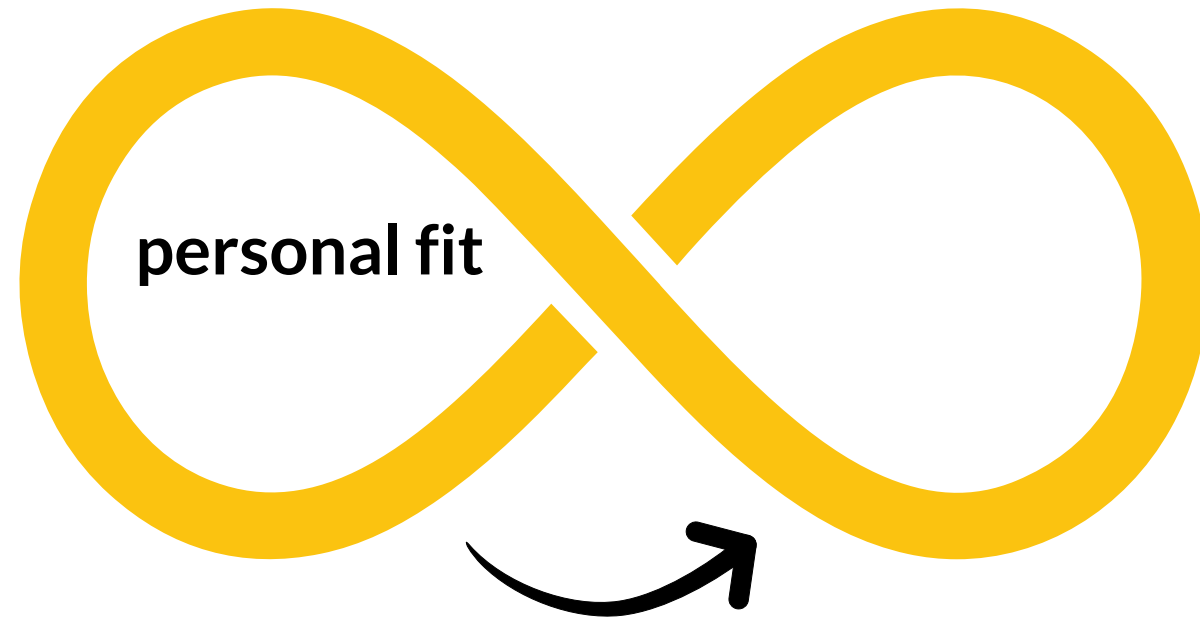


Figure 2: Characteristics of personal fit

INDIVIDU

SAMENLEVING

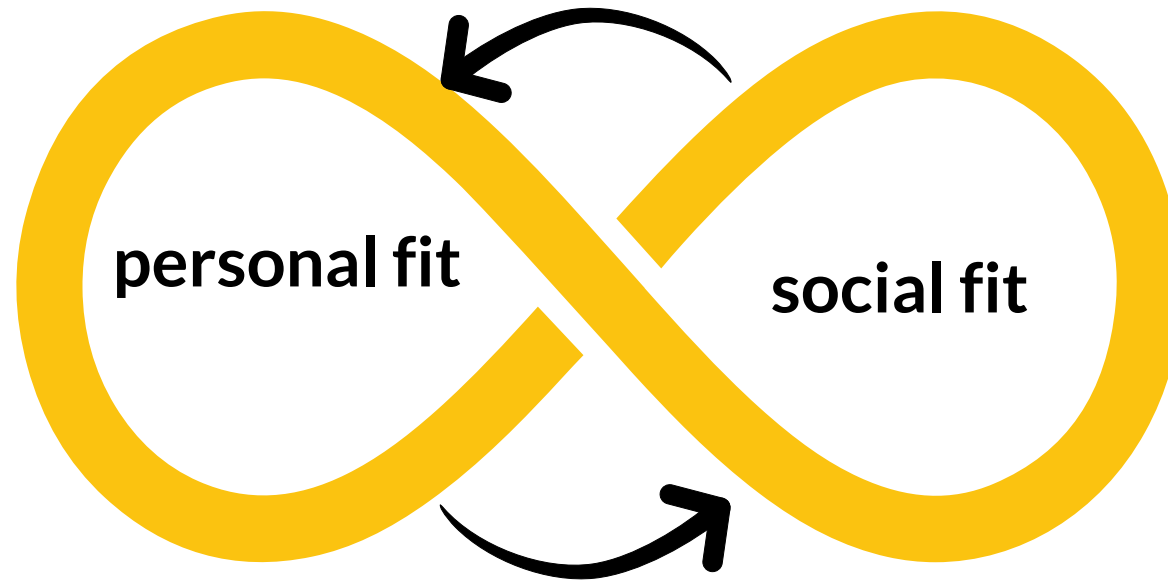


Figure 3: Responsive career pathways

