

Career Development Intervention is Mental Health Intervention

Dave Redekopp & Michael Huston, 2020

*Connecting Career Development & Mental Health for Youth in Schools
Partner Symposium*

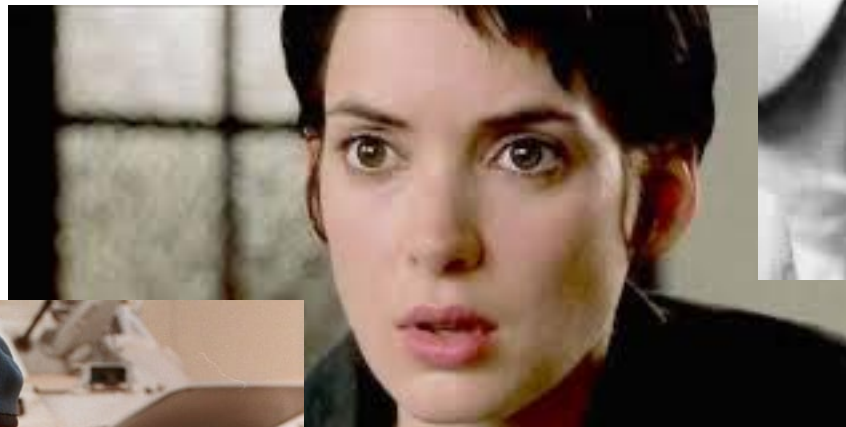
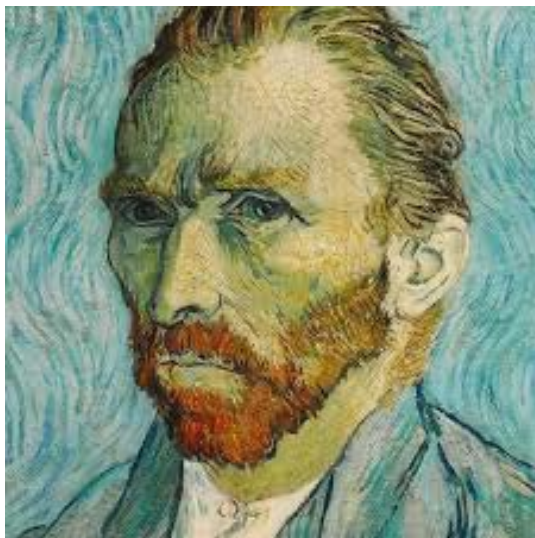
The SFU logo is a dark red square containing the letters "SFU" in white, bold, sans-serif font.

SFU

The Faculty of Education logo consists of the words "FACULTY OF" and "EDUCATION" stacked vertically in a dark red, sans-serif font.

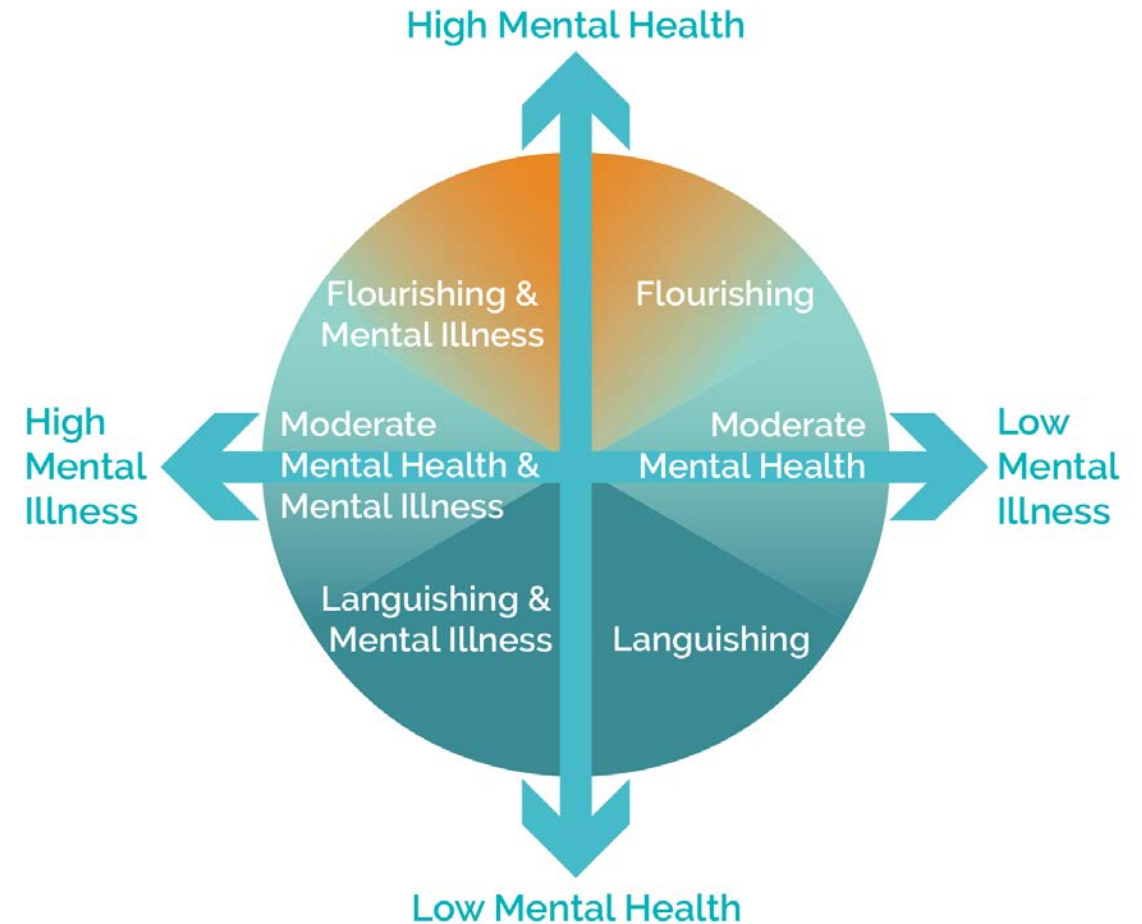
**FACULTY OF
EDUCATION**

Mental Health & Mental Illness



Two-Continua Model – Corey Keyes

- Mental health co-exists with mental illness
- Mental health mitigates frequency, duration and severity of mental illness symptoms



Work and Mental Health

Aligned Fitting Decent Work

Fitting Decent Work

Decent Work

Work

Mental
Health



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Career Development

“Career development is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future.”

“Work” is only a part of this; “managing” may be the far more important part!



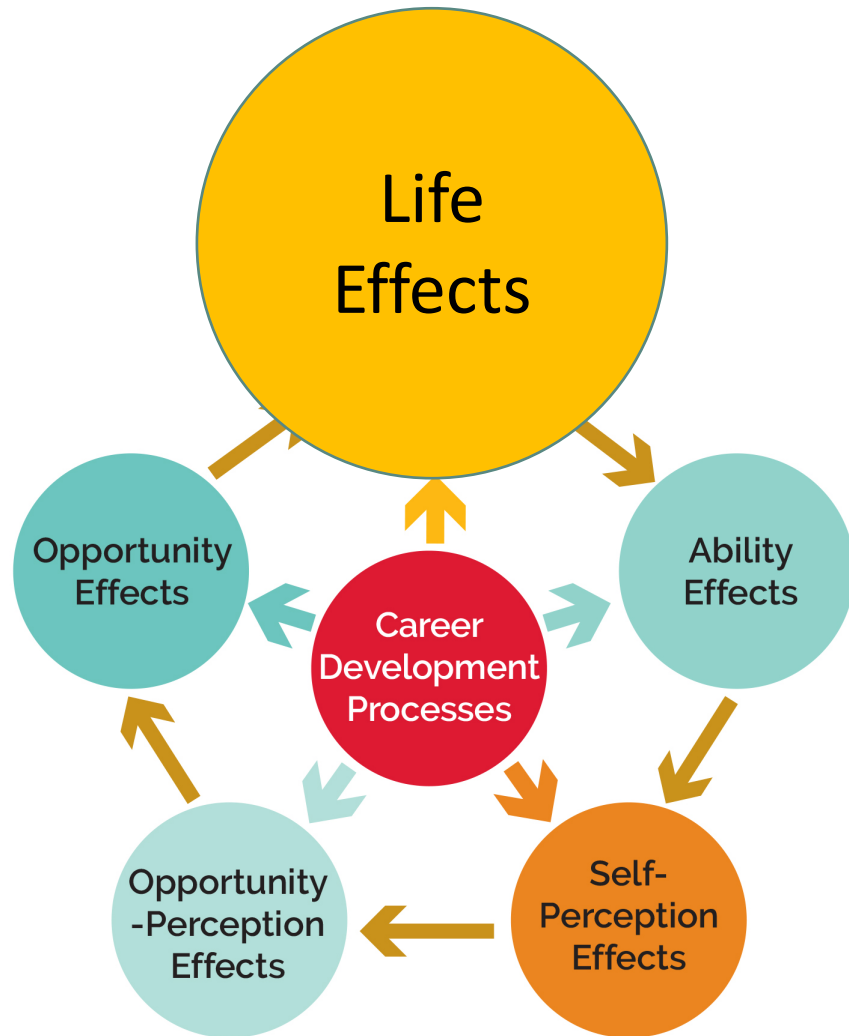
Career Development & Mental Health Framework



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Lives Change...



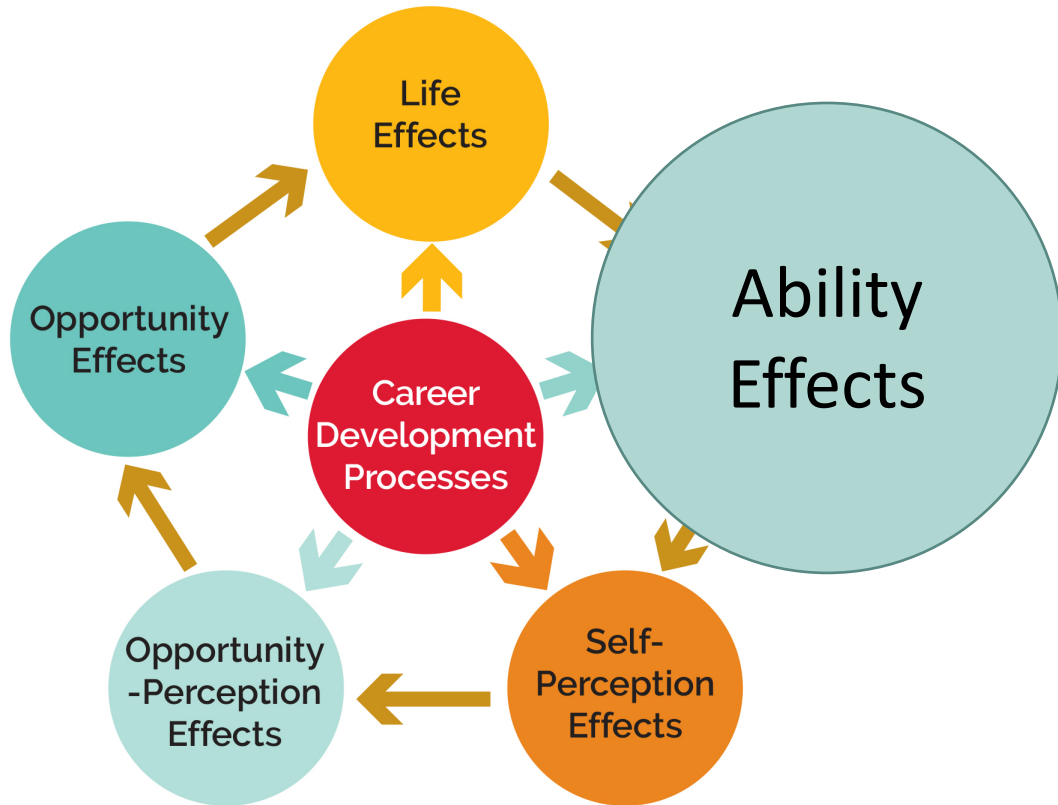
- Work
- Income
- Social identity
- Routine / pattern



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Competencies are Acquired...



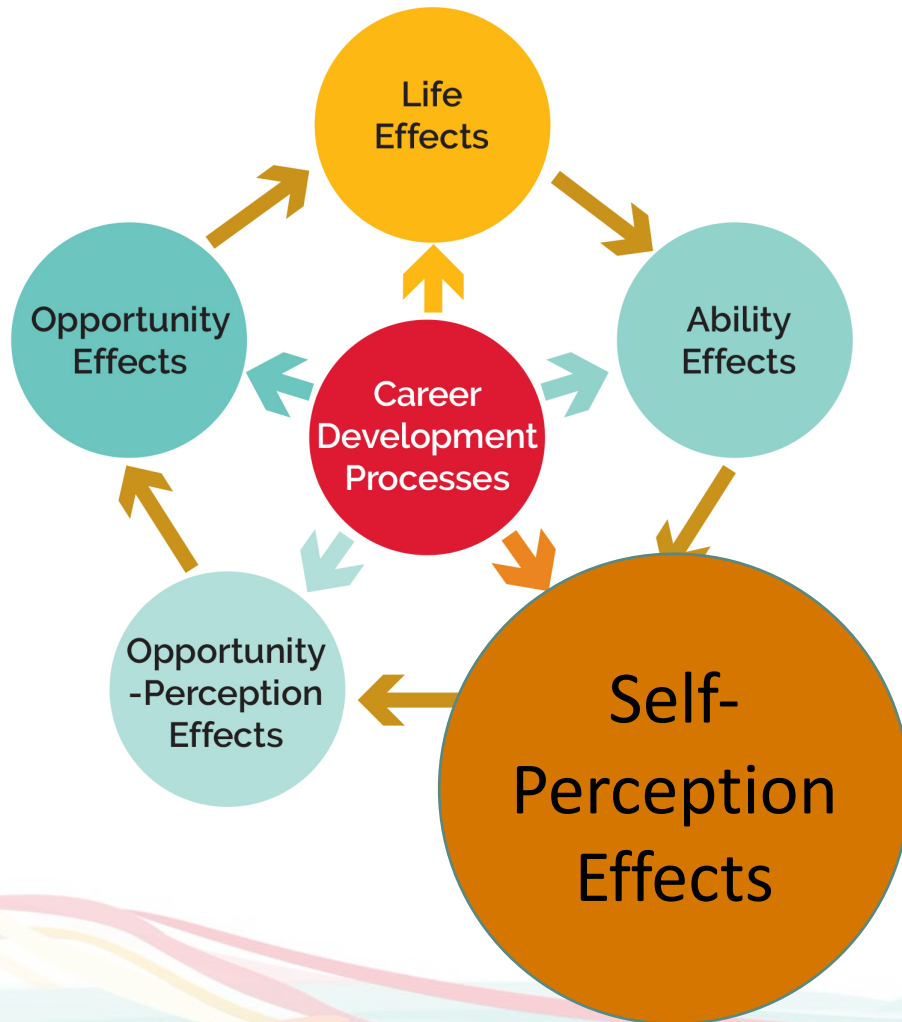
- Career management skills
- Self management / life skills
- Employability / workability skills
- Transferable skills



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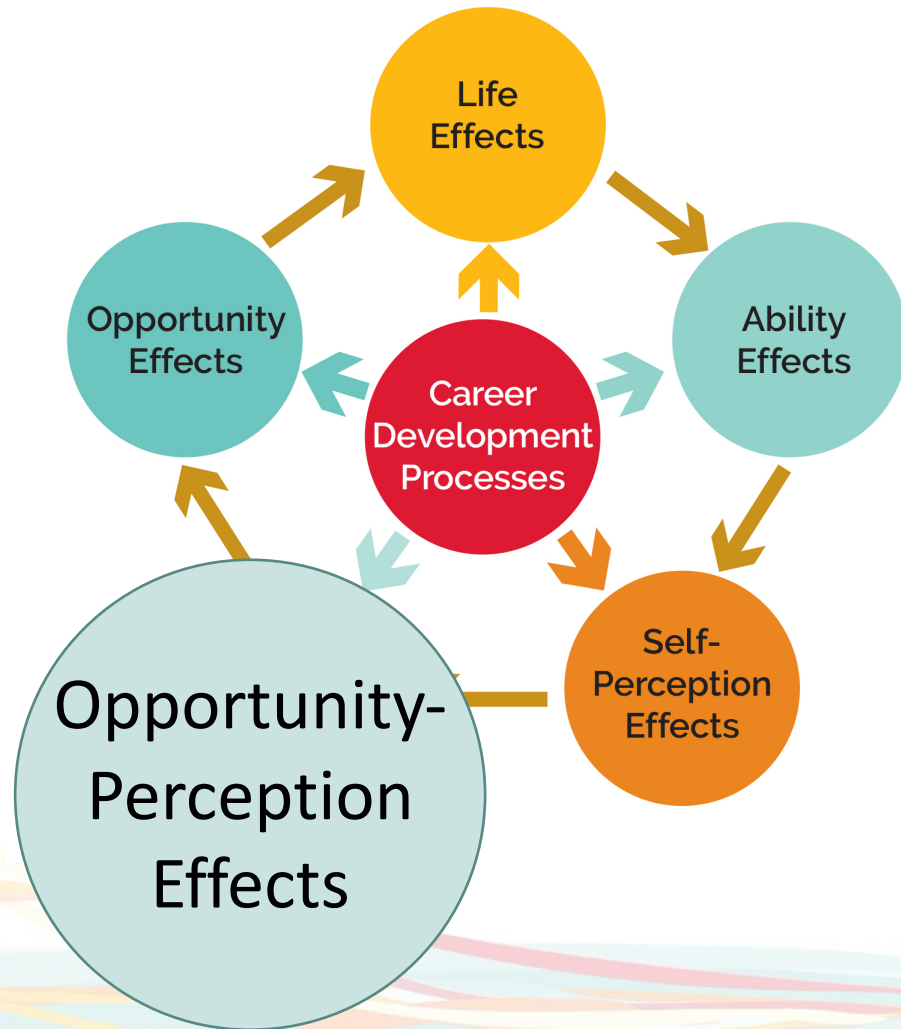
Perceptions of Self Change...



- Self-efficacy
- Identity (internal)
- Hope (perceptions of coping)
- Meaning / purpose
- Agency / locus of control



Perception of Opportunities Shift...



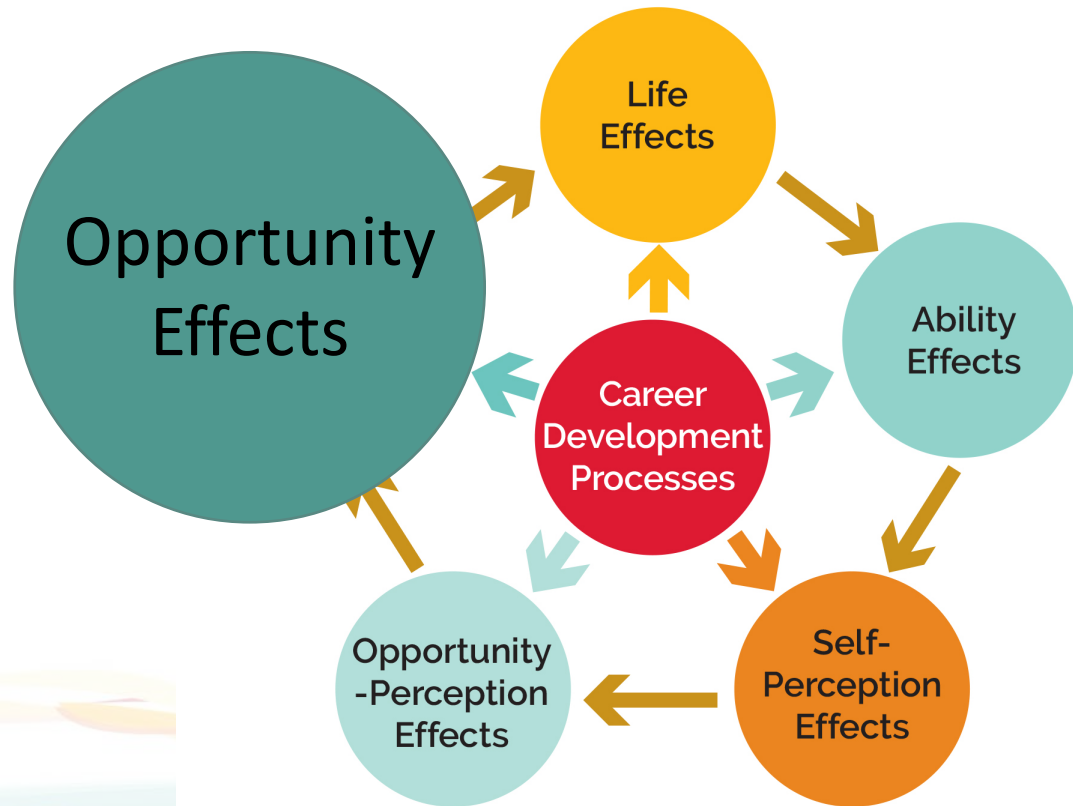
- Uncertainty tolerance
- Cognitive bandwidth
- Optimism
- Attention aligns with intention



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Opportunities Shift...



- Work / employment roles
- Work projects / activities
- Access to influencers
- Exposure to networks
- Learning events



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Career Development as Stress Intervention

What is Stress?



Stress Defined

Reaction to an external event

Life events

Positive or negative

For example:

Preparing for exams

Relationship concerns

Fitting in

Career path concerns

Losses

Buying a home

Starting a new job

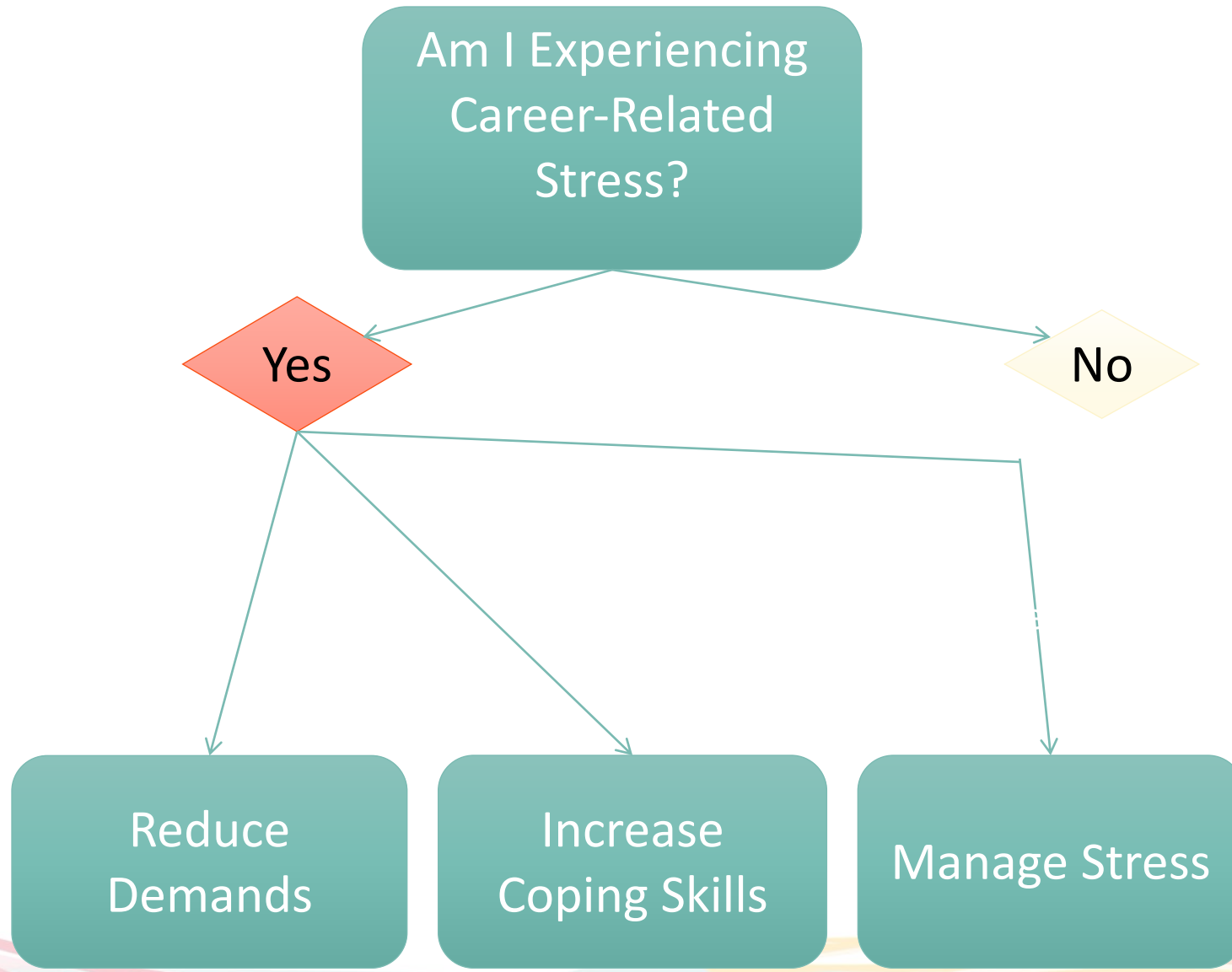
A Reaction

- Cognitive
- Physiological
- Behavioural

Perception is Key

Episodic versus Chronic





Career Development & Mental Health Framework



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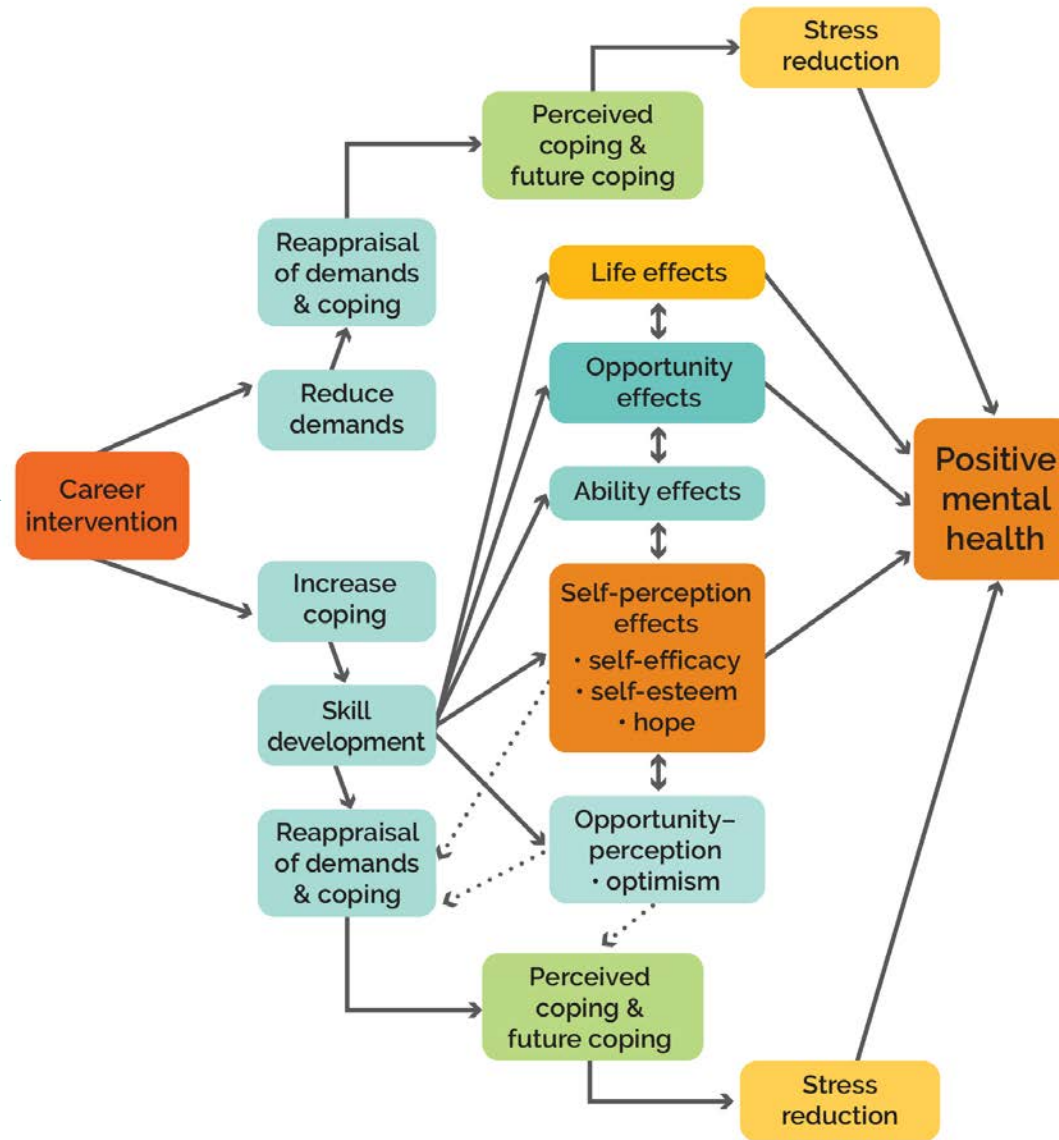
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Outcomes of Effective Career Development

- Perceptual changes about demands and coping
 - Reduced demands
 - Improved coping
 - Proactive coping (hope)
- Skill development
- Self and opportunity perception
- Environmental (world of work) outcomes



This includes career education!



Sample
 “Post-Pre”
 Survey
 Averages
 from a
 Career
 Exploration
 Workshop

Unacceptable		Acceptable		
0	1	2	3	4

	Before	After	Difference
1. Understanding the role of interests in making better career decisions.	1.78	3.46	1.68
2. Understanding the role of values in making better career decisions.	1.83	3.33	1.5
3. Understanding the role of Strengths and best skills in making better career decisions.	2.20	3.37	1.17
4. Understanding how to plan for combining work with other life roles.	1.63	3.25	1.62
5. Understanding of my needs and criteria for a future career path and how to use for future career decisions.	1.89	3.35	1.46
6. Understanding how to research career options (educational and occupational possibilities).	1.84	3.75	1.9
7. Understanding how to better cope with barriers and obstacles that could prevent me from pursuing desired career paths.	1.63	3.14	1.51
8. Hope and optimism about finding work I enjoy after graduation.	1.75	3.57	1.82
9. Hope and optimism about finding meaningful work in areas I hadn't been considering.	1.69	3.03	1.33
10. Knowledge and understanding of my future goals related to career planning.	1.89	3.19	1.30

Second highest difference score is on a mental health outcome not addressed in the workshop!

Thank you! Questions?

www.life-role.com/CDMH.htm

