

Connecting Career Development and Mental Health for Youth in Schools

New Brunswick Professional Development Workshop November 22

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Workshop Agenda: Practice Foundations

1. Welcome and Introductions
2. A Summary of Core Concepts
3. The Impact of Basic Communication Skills on Well-being
4. How 5-P conversations link career development and mental health
5. Skill Practice
6. How Stress Management supports career development and mental health



Core Concepts



DEFINITIONS

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. (Cdn S&Gs)

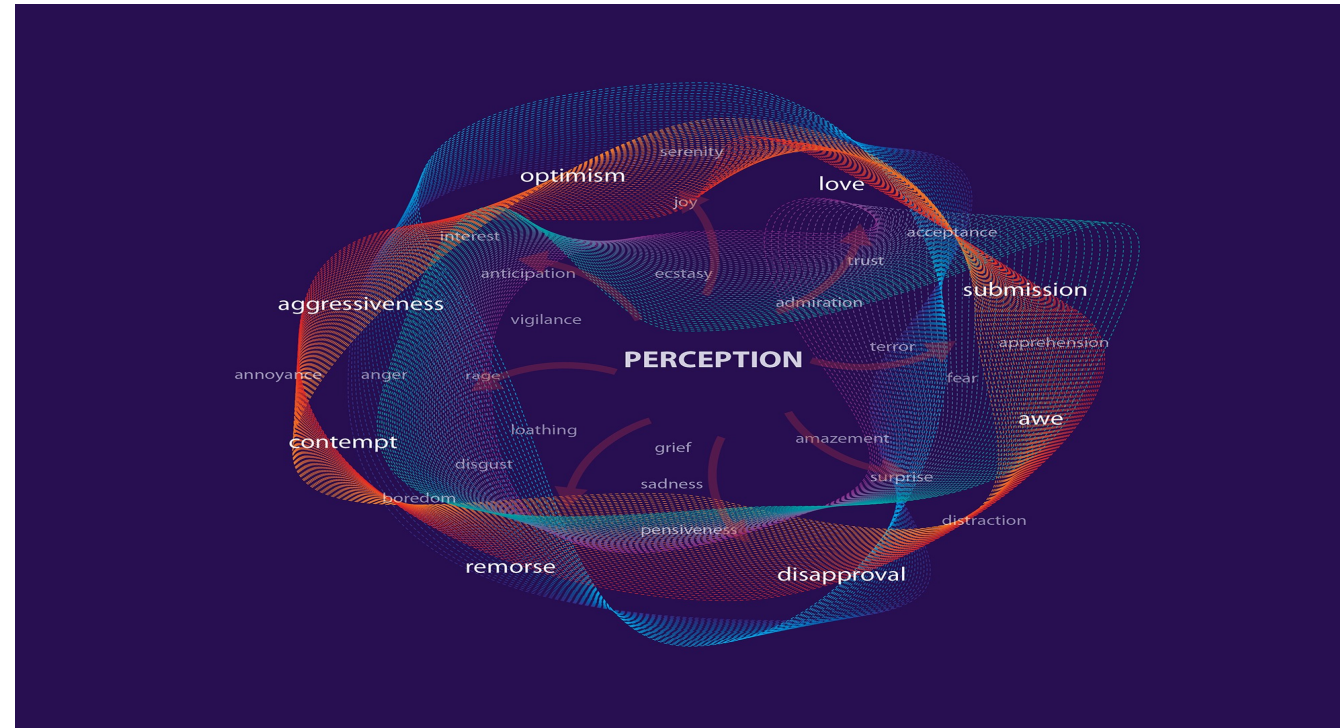
Mental health is a state of well-being in which an individual realizes his or her own abilities, can cope with the normal stresses of life, can work productively and is able to make a contribution to his or her community (WHO, 2020).

A Few Foundational Ideas:

- The world of work is changing at such a rapid rate that old-style prediction approaches to career helping are virtually useless.
- Student growth and development is largely a function of relationships.
- Much of student planning and actions are a function of their perceptual filters (Krumboltz: WVGs and SOGs).
- Emotions serve as filters that distort perception.
- We can best help students within the framework of a positive professional relationship, using basic communication skills, to reduce the impact of emotional filters and thereby broadening their WVGs and SOGs.
- By using simple skills within a modern framework of understanding, EVERY professional can have a positive career and mental health impact.

8 Core Career Messages

1. There are multiple life roles, including the work role.
2. “Career” is a process of building; process is more important than outcome.
3. Balance heart with head.
4. It is better to prepare than to predict.
5. Intentions are long-term, goals are short term.
6. Strategies are more effective than plans.
7. Purposeful meandering is more engaging.
8. Set directions, not destinations.



Shifting Perceptions of Mental Health and Career Development

Perception Shifts Needed by Educators

- When we say “mental health” people tend to hear “mental illness”
- When we say “career development” people tend to hear “Finding work” or “choosing an occupation to pursue”
- These are mistaken assumptions; we need to create a new perceptual orientation for each of these ideas if we want to help our students

Mistaken Assumption #1:

“There is one continuum of mental illness and mental health.”



Mental Illness

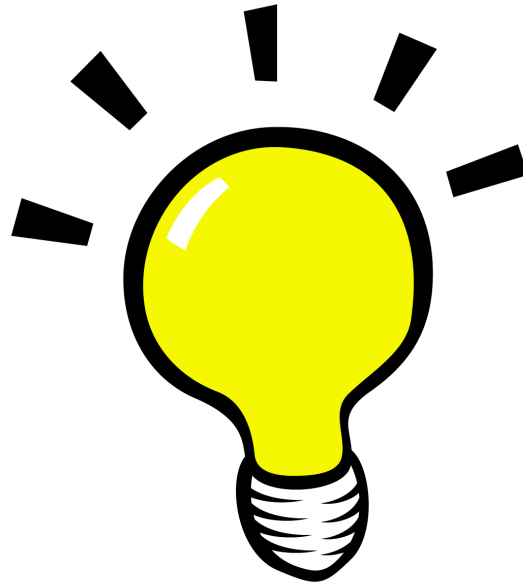
Mental Health

Corollary to Mistaken Assumption #1:



“I am not an expert in mental illness, so it would be unethical for me to intervene in mental health.”





What if we thought of mental
health differently?

The work of Corey Keyes (2014)

Step 1:

- Rethink the “illness” continuum



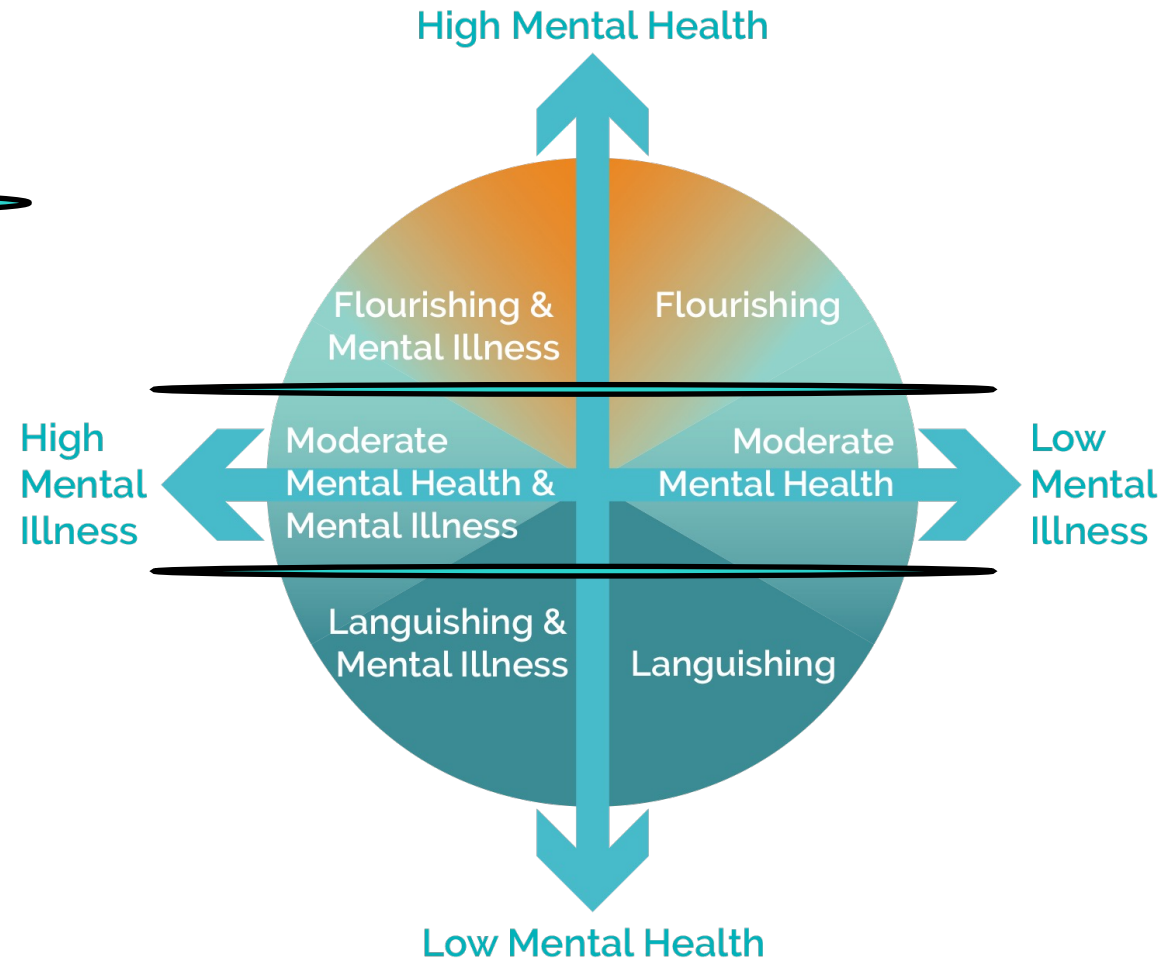
Step 2:

- Rethink the “mental health” continuum



The Two-Continua Model (Corey Keyes)

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



Characteristics of Flourishing: An individual ...

- Realizes potential
- Works productively
- Copes with stress
- Contributes

All of which are by-products of good career development

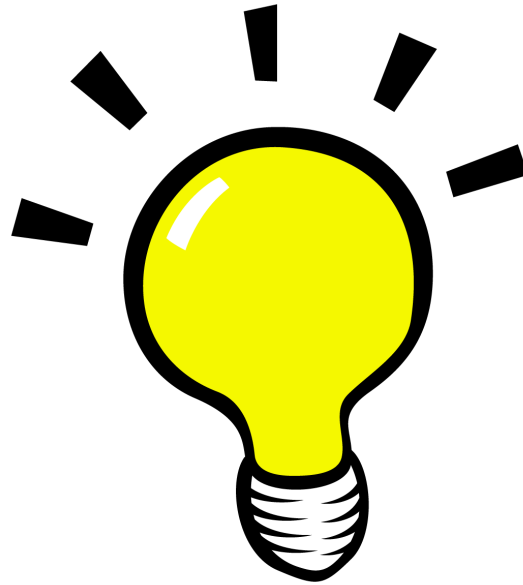
Mistaken Assumption #2:



“Career development is ALL about choosing an occupation and finding work and, therefore, providing information is the best way to help young people.”

The Parson’s Model:

- Know yourself (interests, aptitudes, etc.)
- Understand the world of work (job requirements, labour market)
- Use “true reasoning” to make sound decisions

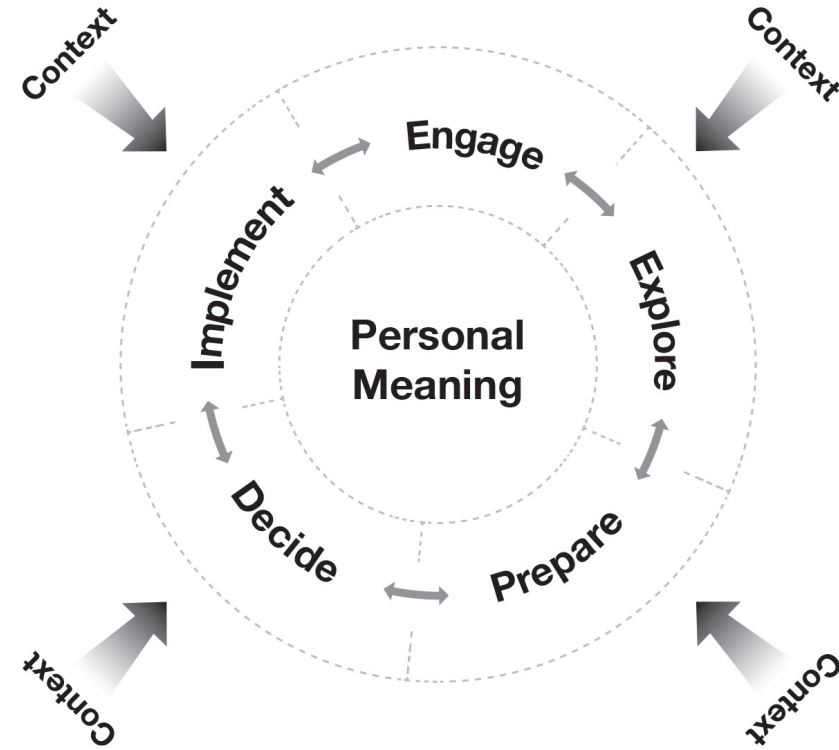


Thinking about career
development differently ...

(The work of Magnusson, and Redekopp & Huston)

The Five Processes of Career Development

(Magnusson, 1991)



Career Development and Mental Health



The Positive Impact of Work on Mental Health

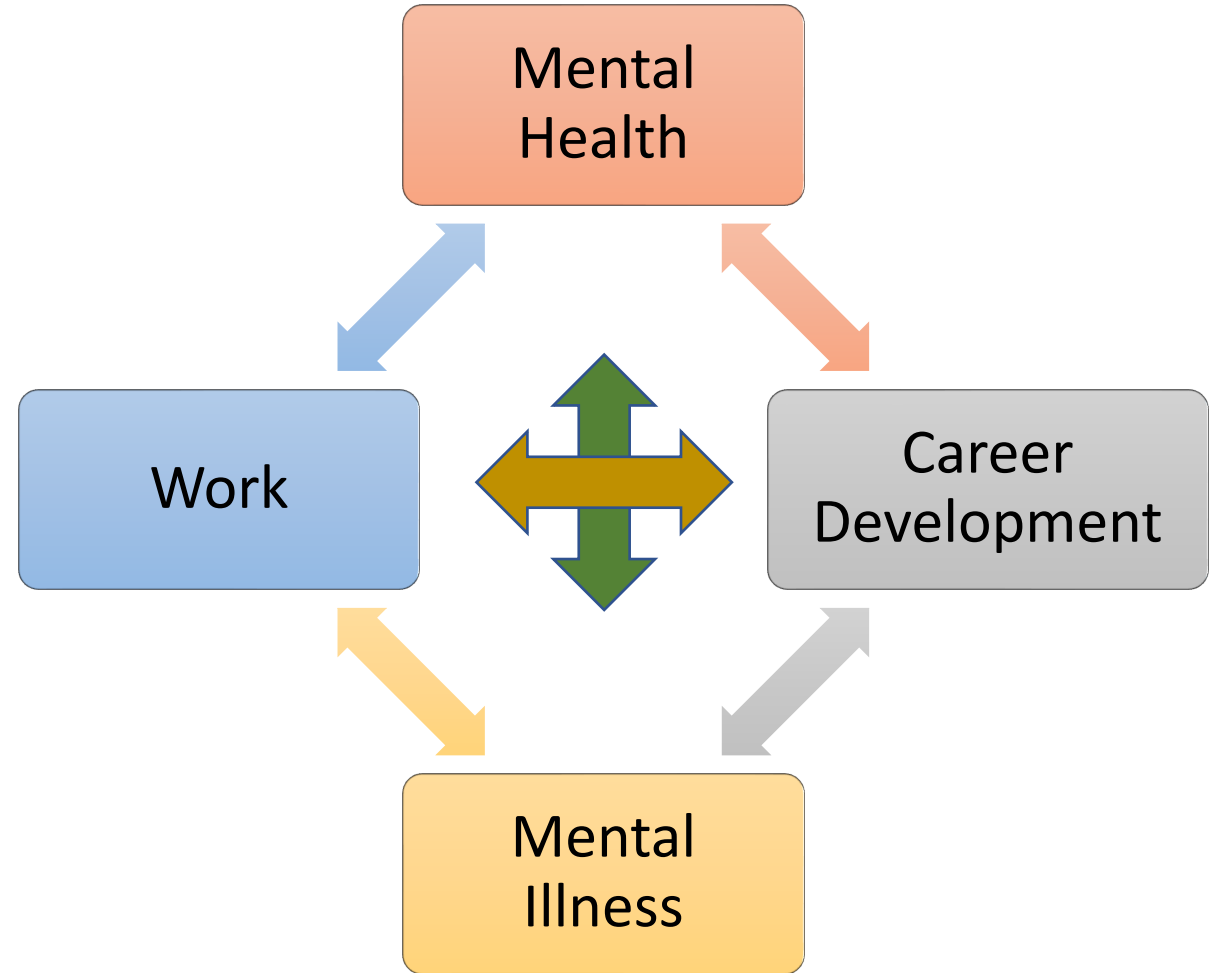
NOTE: We could substitute “learning” for “work” in this description



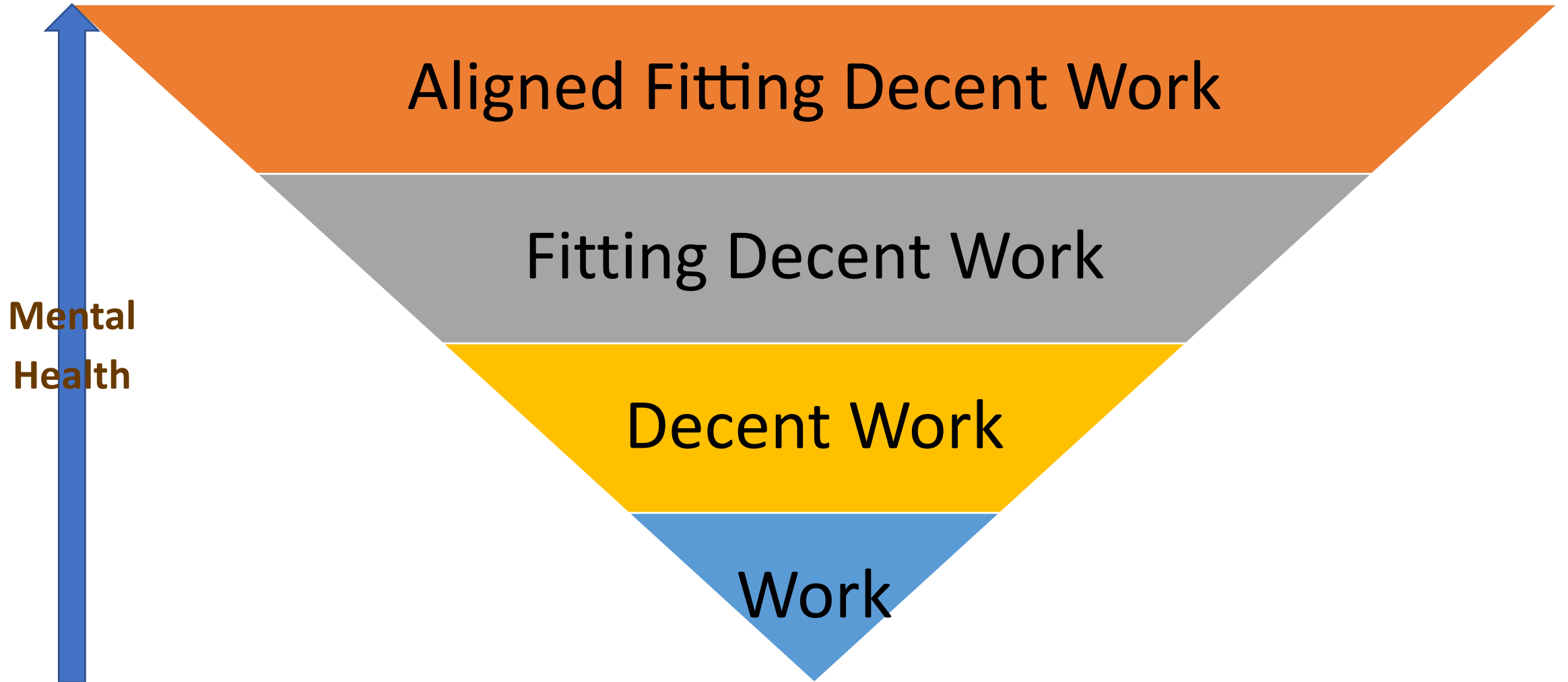
CAREER DEVELOPMENT, WORK, MENTAL ILLNESS & MENTAL HEALTH

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THE CONNECTIONS
ARE COMPLICATED
AND RECIPROCAL!

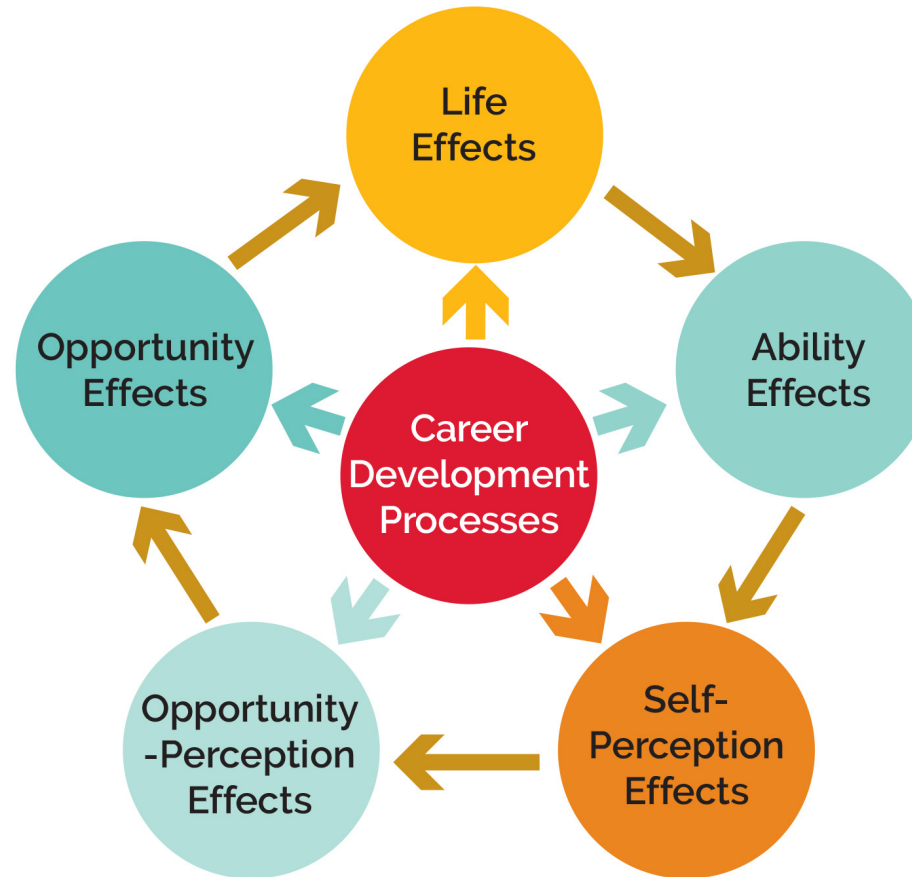


WORK AND MENTAL HEALTH



CAREER DEVELOPMENT EFFECTS

LINKING THE
OUTCOMES OF
CAREER
DEVELOPMENT TO
MENTAL HEALTH



Reflection/Discussion Questions:

Keyes; Career Development Processes; Career Development Effects

1. What aspect(s) of these ideas are new to you? What intrigues you?
2. How do you see using career development to influence well-being and mental health in the work you do?

The Basic Communication Skills That Influence Well-Being

Learning/Change is a function of the nature of the relationships you have, and the nature of the relationships is a function of how you communicate.



Interpersonal Skills Summary

- **Attending and Reacting**

 - SOLER-V

 - Paraphrase (Rp)

 - Reflecting Feeling (Rf)

 - Reflecting Meaning (Rm)

- **Questioning**

 - Open (OQ)

 - Closed (CQ)

 - Declarative Probes (DPb)

- **Structuring**

 - Overviews (Ov)

 - Summaries (Su)

 - Transitions (Tr)

 - Information Giving (IG)

Helping Skills Sequences

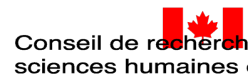
- **Questioning - Reacting cycles**
 - OQ – Rp – DPb – Rf – Rm
- **Adding Structure**
 - Ov – OQ – Rf – CQ - Rm – CQ - Rm – Su

Having 5-P Conversations

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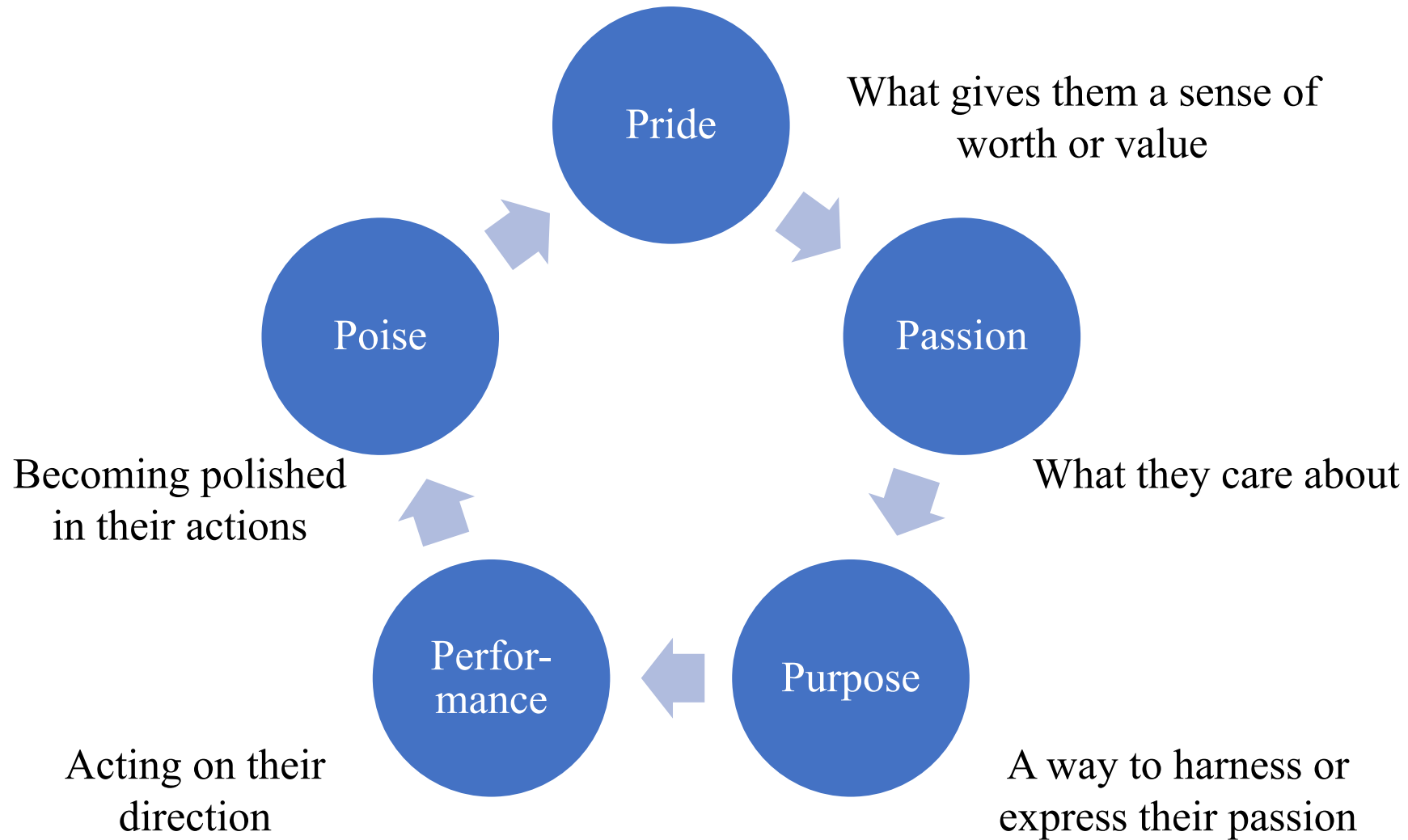
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Recall the 5-Process Model ...





5-P Conversations: Pride Prompts

- Pride represents a positive feeling about an accomplishment. Your goal is to get them talking about something positive
- May be a career influencer conversation starter:
 - “Tell me about something you have done that you feel pretty good about.”
 - “Tell me about something that you are really interested in.”
- May be based on something you have observed – something that the student has done or told you about.
 - “Well – that was an impressive accomplishment! How do you feel about it?”
- Look for and acknowledge expressions of emotion – especially excitement, enthusiasm, or pride



5-P Conversations: Passion Prompts

- Passion is the fuel behind a pride story. Your goal is to understand why the student was proud of the story
 - Why was that such a meaningful experience for you?
 - How do you feel right now, when you think about it?
 - How would you like to feel that way again?



5-P Conversations: Purpose Prompts

- Purpose provides direction; a way to harness one's passion. Your goal is to help the student establish even a tentative way to harness their passion.
 - How might you create another experience that would fulfill some of the same values, interests or skills for you?
 - What other situations might need the same skills?



5-P Conversations: Performance Prompts

- Action creates momentum, and momentum is one of the most important concepts in active career development. Your goal is for the student to take one more action related to an area of passion.
 - What is a next step you can take in that direction?
 - How do you feel about that step?
 - What feedback would you find helpful?
 - How could you use that feedback to improve, tweak or repeat what you just did?



5-P Conversations: Poise Prompts

- Poise is performance with confidence. Your goal is to help the student “unpack” what they did to develop this confidence.
 - What do you think you accomplished?
 - What specific steps did you take to make that happen?
 - When you think back on that experience, how did it make you feel?
 - It sounds like you have just created another pride story! What’s next?



Practice Exercise: Engaged Conversations

Work with a colleague or classmate to practice a 5-P conversation. You can use the sample prompts provided today or invent your own, and feel free to use “cheat sheets”.

The most important thing to remember when you are not the practice person is that you must talk about something real in your life.

[Ccdmhy.ca/resources](https://ccdmhy.ca/resources) → Training Summary → P. 4

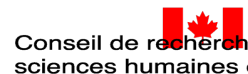


A Comment on Change

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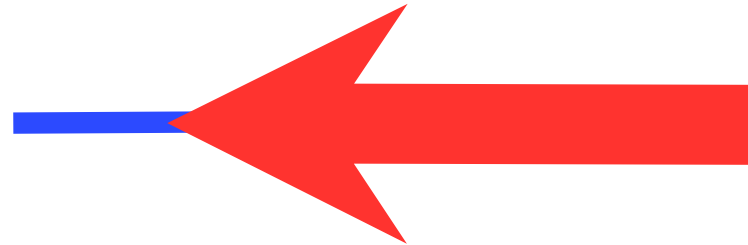
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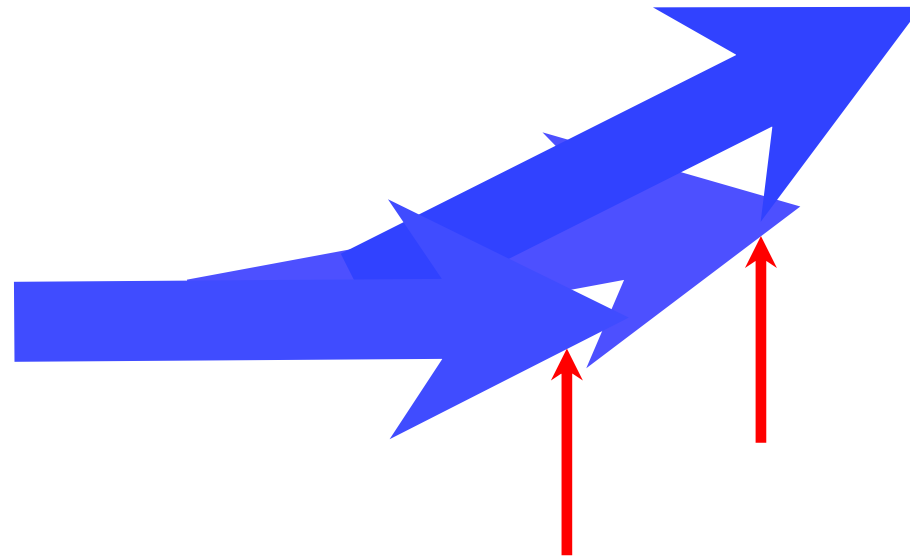


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How most people think change happens



How change usually happens ...



Small nudges
get the greatest
change over
time

Summary:

- Mental health and mental illness coexist on two distinct continuums
- Good general career development processes promote mental health
- Everyday conversations provide “micro-opportunities” for influencing career paths
- Each micro-opportunity reinforces adaptability skills, increases career confidence, elevates hope and encourages a “next step”
- Small nudges create the greatest change over time.



Insights and Intentions

What was one “aha moment” for you from today’s workshop?

What is one thing you intend to do differently in the future, based on your learning today?

Thank You!

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