

Connecting Career Development and Mental Health for Youth in Schools



Module 3 Everyday Career Development for K-12 Educators: 3.1 The Teacher as Career Influencer

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Review

1. Teachers have an impact, often unintended, on student career development.
2. Understanding career as being developmental, involving multiple roles, and guided by personal meaning within individual and social contexts provides a framework for supporting the career development of students.
3. Teachers can make their impact more intentional by attending to the 4 common career challenges youth face (literacy, context, gumption and integrity).

Preview

1. Everyday career development for teachers involves:

- Harnessing the power of relationships
- Understanding one's role as a “career influencer”
- Adjusting one's “role rheostat”
- Making one's influence “intentional”

Everyday Career Development

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Therapeutic and Counselling Relationships

Flückiger, C., Del Re, A.C., Wampold, B., & Horvath, A. O. (2018). The alliance in adult psychotherapy: A meta-analytic synthesis, *Psychotherapy*, 55(4), 316–340. <https://doi.org/10.1037/pst0000172>

Meta-Analysis of 295 studies with > 30,000 clients:

- “[The] results confirm the robustness of the positive relation between the alliance and outcome.”
- “This relation remains consistent across assessor perspectives, alliance and outcome measures, treatment approaches, patient characteristics, countries.”

“No one will care how much you know until they know how much you care”

(Theodore Roosevelt - disputed)

Subtext: Your depth of career knowledge is not nearly as important as the depth of your professional working alliance!

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The Power of Effective Student-Teacher Relationships

<https://www.waterford.org/education/teacher-student-relationships/>

1. Strengthens academic achievement
2. Reduces chronic absenteeism
3. Promotes self-motivation
4. Strengthens self-regulation
5. Improves goal-making skills

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The Power of Effective Student-Teacher Relationships (contd).

<https://www.edweek.org/teaching-learning/why-teacher-student-relationships-matter/2019/03>

Short and long term improvements in:

- Student engagement;
- Better attendance;
- Better grades;
- Fewer incidents of behavioural disruption;
- Reduced drop-out rates.

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**It is no wonder that students
turn to teachers before other
school professionals for
career help!**

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Everyday Career Influencers

The Work of Dr. Candy Ho

SFU

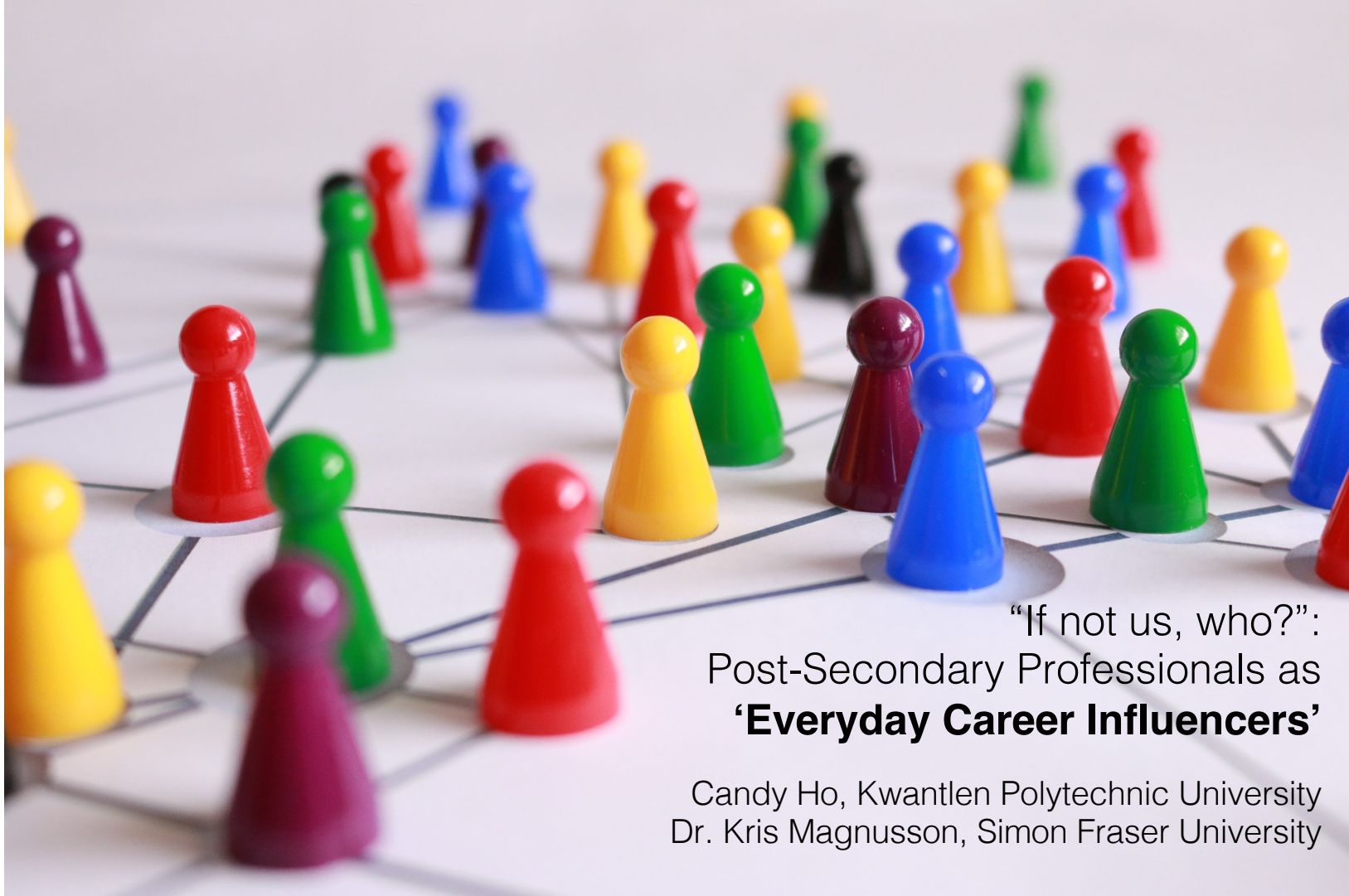
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“If not us, who?”:
Post-Secondary Professionals as
‘Everyday Career Influencers’

Candy Ho, Kwantlen Polytechnic University
Dr. Kris Magnusson, Simon Fraser University



Who is responsible for
career development?

What is a career centre?

What Roles Do Students Come in Contact With at Post-Secondary?

aboriginal services coordinator

academic advisor

admissions advisor

alumni services officer

assessment and testing coordinator

career services advisor

counsellor

disability advisor

financial aid and awards coordinator

instructor/professor

interfaith centre staff

learning strategist/facilitator

librarian

orientation leader

recreation coordinator

registrar's office staff

student club executive

student life coordinator

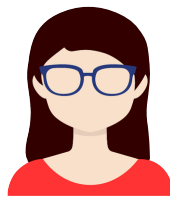
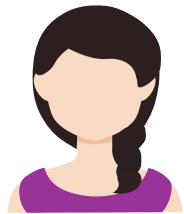
student recruiter

student society staff member

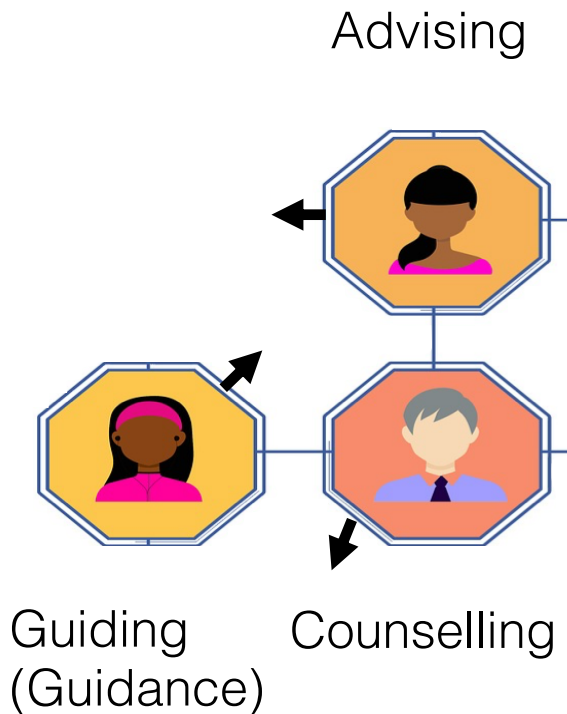
university administrator (e.g., dean, department chair)

volunteer services coordinator

other (fill in the blank)



1. Professionals see **their role** impacting student career development by performing these functions:





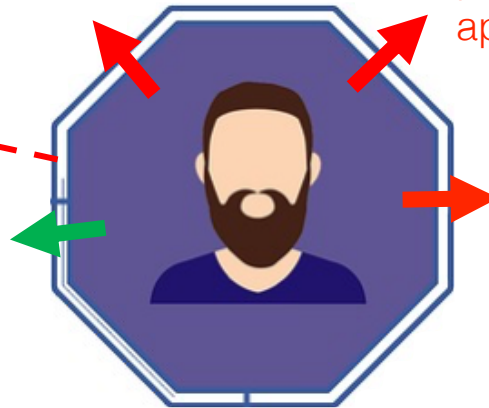
THRESHOLD

Design a lesson to achieve career outcome(s)

Scan curriculum and implement career processes where appropriate

Connect lesson content to world of work

Have career conversations with students



ASSUME RESPONSIBILITY

REFER TO EXPERTISE

Teaching

The professional educator incorporates career development knowledge into lessons and everyday conversations with students.

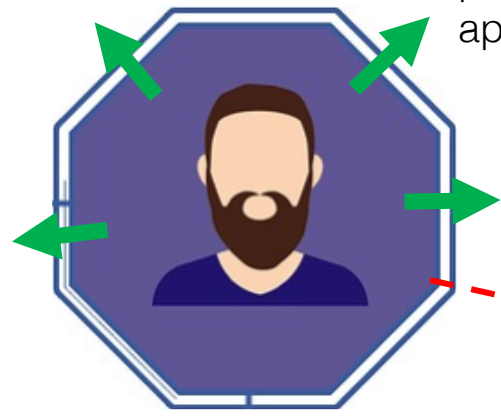


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ASSUME RESPONSIBILITY

THRESHOLD

REFER TO EXPERTISE

Teaching

Over time, professional educators increase their “threshold” of comfort with incorporating career development knowledge into lessons and everyday conversations with students.

Core Implications for teachers:

With relatively modest levels of preparation, we can increase the awareness of the role **teachers** play **as career influencers**, and at the same time increase their comfort level - their threshold - for providing effective career interventions for students in any subject at any grade level.

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Making Influence Intentional and Positive Requires Knowledge of:

- How teachers can foster adaptability/survival skills (learning goals; Module 3.2);
- How teachers can support the learning goals (5 processes; Module 3.3), and
- How to have productive and positive career conversations (Module 3.4).

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Summary:

- Teachers across all curricular and grade levels are natural career influencers
- The goal is to make the influence intentional, and thereby increase the potential for positive impact
- The most important foundation for change lies in the nature of the teacher-student working alliance
- Career helping can occur through formal or informal roles
- Think about how you can adjust your “role rheostat” to expand your circle of influence

This concludes Section 3.1

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