

# Mentoring Module

## Guidance Approaches and Counselling Techniques

SKPKR

Joint Staff Training

Prague, November 6 - 8, 2018



- Introduction
- Clarifying expectations



# Agenda

- Introduction, Clarifying Expectations (25 min)
- My own Counselling Style (30 min)
- Theoretical Background of my Practice (75 min)
- Counselling Basics (40 min)
- Action Planning (50 min)
- Discussion, Reflection (20 min)

(4 hours altogether)



# Activity - My own counselling style

## **AIM:**

- to start conversation about the topic Guidance Approaches and Counselling Techniques
- to reflect one own's counselling style

**DURATION:** 30 min

**SOCIAL SETTING:** individual - work in pairs

## **SOURCES:**

- Thomas Diener experiments: Navigation in a search of profession



# Theoretical background of my practice

## **AIMS:**

- to support reflexion of counsellors' theoretical background;
- to encourage counsellors in continuous learning;
- to provide list of theories relevant for practice.

## **SOURCES:**

Patton, W. & McMahon, M. (2006). Career Development and Systems Theory. Connecting Theory and Practice. Sense Publishers.

Peavy, V. (1997). Sociodynamic Counselling. A Constructivist Perspective. Trafford. Available:

[https://www.taosinstitute.net/Websites/taos/images/PublicationsFreeBooks/Peavy\\_SocioDynamicCounselling\\_Ir.pdf](https://www.taosinstitute.net/Websites/taos/images/PublicationsFreeBooks/Peavy_SocioDynamicCounselling_Ir.pdf)



# Theoretical background of my practice

## Activity

**SOCIAL SETTING:** Individual work - discussion in small groups - plenary presentation - individual learning

**DURATION:** 75 min inc. the theoretical background

- Which factors (internal and external) are influencing career development of your clients?
- Which theories are relevant to the factors of career development which were discussed?
- Presentation of possible theories relevant for practice.

**WORKSHEET**



# Theoretical background of my practice sources for further study

## Influences on career development - Authors

Source: Patton & McMahon (2006). Career Development and Systems Theory. Connecting Theory and Practice. Sense Publishers.

<u>Influences</u>	<u>Authors (examples)</u>	<u>Other sources</u>
<b><u>Intrapersonal system</u></b>		
<u>ability</u>	Parsons, Dawis and Lofquist,	
<u>aptitudes</u>	Parsons, Dawis and Lofquist	
<u>interests</u>	Parsons, Holland, Lent et al., Roe,	
<u>gender</u>	Lent et al.,	
<u>age</u>	Ginzberg, Super,	
<u>skills</u>	Dawis and Lofquist, Krumboltz et al.,	
<u>ethnicity</u>	Lent et al.,	
<u>sexual orientation</u>	Fassinger,	
<u>beliefs</u>	Krumboltz et al.,	
<u>health</u>	Roe,	
<u>disability</u>	Krumboltz et al., Roe,	
<u>values</u>	Dawis and Lofquist, Bordin, Brown, Roe,	
<u>world of work knowledge</u>	Parsons, Holland, Super, Gottfredson, Krumboltz et al.,	
<u>personality</u>	Holland, Five factor model ( <i>Big Five</i> ), Bordin, Brown, Savickas, Roe,	
<u>self-concept</u>	Bordin, Super, Savickas, Miller-Tiedman and Tiedman, Gottfredson, Krumboltz et al., Lent et al.	
<u>physical attributes</u>	Krumboltz et al., Roe,	
<b><u>Social system</u></b>		
<u>family</u>	Bordin, Krumboltz et al., Vondracek et al., Roe,	



# Counselling basics - The Process

## Activity I

**AIM:** to support reflexion of counsellor's counselling process

**SOCIAL SETTING:** individual work - reflection

**DURATION:** 20 min inc. the theoretical background

**WORKSHEET**





# Counselling basics

## Brief Tour of the Counselling Process

Vance Peavy - Sociodynamic Counselling	Essential Elements of Career Counselling - Norman E. Amundson...	Thomas Diener - Training in Navigation in the Search of profession	Tron Inglar - Learning and Counselling
Entry to the client's Life Space with the aim to negotiate the working alliance	Negotiating the Career Counselling Relationship	Deconstruction of the Labor Market Images	The phase of contact
Client's Life Space Mapping with the aim to understand his/hers relationship to the problem which he/she is experiencing	Defining the Clients Career Concerns	Self evaluation (collecting)	The phase of contract
Planning, Decision Making and Co-Construction of the Client's Personal Projects	Exploring the Problem: Understanding the Self	Development of new perspectives (cooking)	The phase of preparation
Evaluation and Agreement on the Future Cooperation	Exploring the Problem: Contextual and Labor Market Options	Realization	The phase of implemetation
	Action Planning		The phase of evaluation
	Evaluating clients Progress		The phase of closure



# Counselling basics - The Strategies

## Brief Tour of the Counselling Approach

Guiding	Mentoring
This strategy is characterised by the doing of a legal adviser or a guide in a museum, who shows you the right way to do things. The emphasis will be on guiding the client in how to reason and act, giving advises based on the advisors knowledge, experiences and values, the advisors practice-theory.	This strategy may be characterised by the actions of a social worker that aims at locating the clients learning needs, making the client aware of it, and helps him to take responsibility. The emphasis is to help the client develop in a way he wants to. The relation should be based on cooperation in a symmetric way.
Gestalt	Reflective Counselling
An example of counseling following this strategy is about a teacher in computing. On of the student asks what will happen if she presses a specific button on the panel. The teacher says: Nothing will happen if you press the button. The emphasis of the gestalt-oriented strategy is to help the client to learn through discovery. The gestalt counsellor has a greater faith in clients abilities to act and to learn from experience than a mentor.	This strategy may be characterised by the chess player who analyses his own and the other players possible moves. Both the counsellor and the client think many steps ahead; think about usual and unusual possibilities etc. In addition the reflective player also may think about other consequences of the game. Often, a reflective counsellor tries to put the ongoing situation in a larger, societal perspective.



# Counselling basics - The Approach (Strategies) - Activity II

**AIM:** to support reflexion of counsellor's counselling strategies  
(counselling approach)

**SOCIAL SETTING:** 3-member-group work

**DURATION:** 20 min inc. the theoretical background

**WORKSHEET**

**SOURCES:**

Tron Inglar



# Action Planning

## Brief Tour of the Action Planning

DOTS model - dynamic relationship between four components

Decision Making

Opportunities

Transition

Self-awareness

SOURCE:

<http://www.graduate-careers.org/2016/03/21/dots-model/>



# Action Planning

## How to set SMART goals?

**Specific:** Identify a clear outcome that you want to achieve

**Measurable:** How will you know when you've done it?

**Achievable:** Is it feasible within your time frame? Are you motivated to complete it?

**Relevant:** Is it relevant to your career aims?

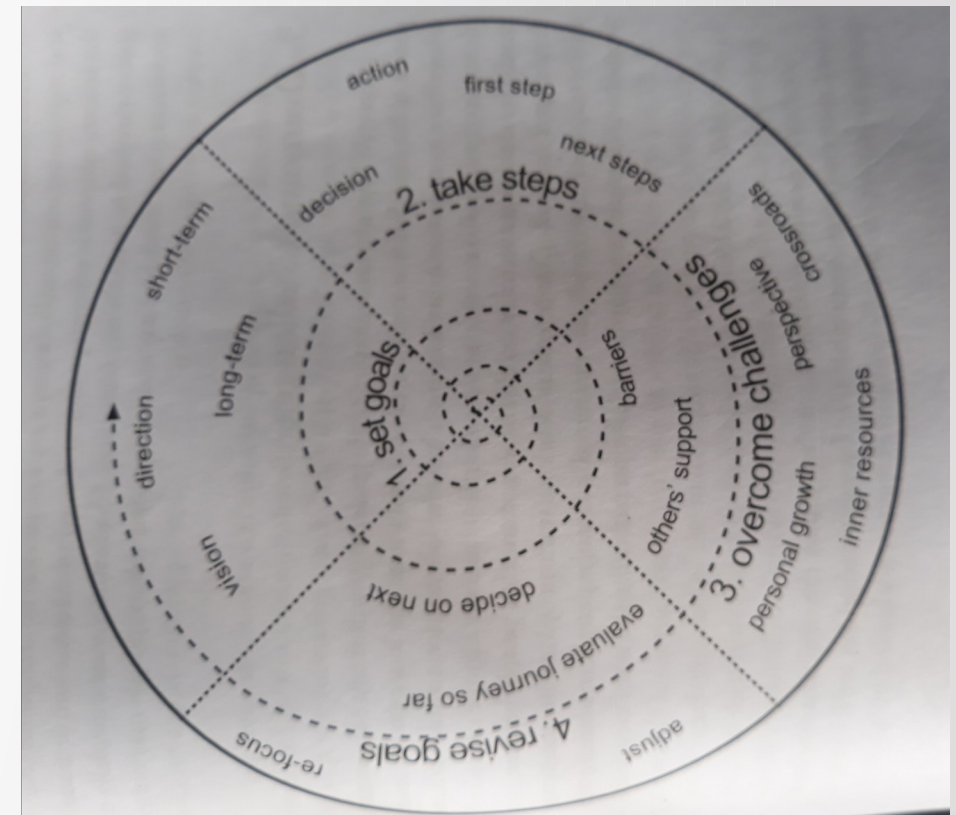
**Timed:** When will you complete this by?



# Action Planning

Brief Tour of the Action Planning - Inspiration  
by Norman E. Amundson and J. Krumboltz

Positive Uncertainty  
Planned Happenstance





# Action Planning

## Activity - My Action Plan

**AIM:** Create your own action plan for your professional development

**SOCIAL SETTING:** work in pairs, presentation in a plenary

**DURATION:** 50 min inc. the theoretical background

**WORKSHEET**

**SOURCES:**



# Sources

Tron Inglar, Ellen Bjerkness, Reidun Lappen, Tov Tobiasssen, *Learning and Counselling*.

R. Vance Peavy, *SocioDynamic Counselling. A Constructivist Approach*.

Wendy Patton, Mary McMahon, *Career Development and Systems Theory*.

Norman E. Amundson, *Active Engagement. The Being and Doing of Career Counselling*.





Thank you for attention!

Alice, Katerina, Lukas and Andrea

