

1993

Documents, Published articles and Products

for the

CAREER COUNSELLING TRAINING PROJECT

UNIVERSITY OF VICTORIA

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Creation and Mobilization of Counselling Resources for Youth
A project of the Canadian Guidance and Counselling Foundation

This material has been developed as part of the Career Counselling Training Project (CCTP). The CCTP is funded by the Canada Employment and Immigration Commission, the British Columbia Ministry of Advanced Education, Training and Technology, and the University of Victoria. CCTP is a project administered under CAMCRY and the Canadian Guidance and Counselling Foundation, Ottawa.

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COUNSELLING WORKSHOP: A FIRST COURSE FOR CAREER COUNSELLORS

By Dr. R. Vance Peavy

Purpose

COUNSELLING WORKSHOP: A FIRST COURSE FOR CAREER COUNSELLORS is a 75 page practical guidebook to introduce novice counsellors to basic counselling skills and concepts. Topics include "What is counselling?", "What makes counselling 'career' counselling?", and "Basic communication skills for the counsellor".

Format

The guidebook is organized around discrete topics, each with several learning activities. There are notes for the facilitator since the material is designed for use in group instruction. The skills presented are accompanied by 'quality indicators' which help the learner and instructor to evaluate learning.

Special Features

The material is presented in a manner which fosters learner reflexivity and promotes counsellor empowerment. Basic principles of constructivist thinking are introduced. Provision is made for practice and learning through interaction and participation.

CONSTRUCTIVIST COUNSELLING: A FACILITATOR'S GUIDE

by Marie Hoskins & Dr. Kazimiera Stypka

Who would benefit from this program?

- counsellors with no prior training but have an understanding of basic communication skills
- counsellors already practising career counselling
- experienced counsellors wanting to update their knowledge of constructivist approaches
- counsellors working with special needs populations
- counsellors working with youth
- teachers involved in various kinds of career counselling

What counselling approach is presented in this training?

We have adopted a constructivist approach to career counselling. The basic tenets of constructivist theory that have guided the development of this training program are:

- we are the "composers of our own lives"
- we interpret the events of our lives according to previous experiences
- our beliefs, values and assumptions are reflected in the ways we incorporate knowledge, the way we present ourselves to others, and way we act in social interactions
- we are proactive beings, not passive recipients of knowledge
- we all create our own 'realities'; however, we also interact with other realities and are consequently negotiating with others to live in a socially responsible way

What techniques will be covered?

Participants in the training will learn how to use relationship, questioning, mapping, and dependable strengths as strategies for empowering clients. In addition, the use of metaphor and language to increase clients' awareness of their underlying meanings will be presented.

Formats for Training

- one and two-day workshops
- five day Level 1 training
- two week Full training (Level 1 and 2)

Availability

A guidebook for facilitators is available. PART I focuses on what facilitators need to know prior to implementing the program. PART II focuses on what counsellors need to know to practise career counselling from a constructivist perspective. PART III provides suggestions for the evaluation of learning processes.

LIVING BY OUR STORIES: A Self-Reflective Training Process for Counsellors

By Dr. Trace Andersen

The **Self-Reflective Training Process for Counsellors** is available in workbook and workshop format. Provisional chapter titles for the workbook are:

1. Living by Our Stories
2. The Story-writing Process
3. Free-Style Writing Guide
4. Making-Meaning of Your Life
5. The Chapters of Your life
6. Parts of the Whole You: Inner Dialogue
7. Self and Others: You in the World
8. Your Personal Worldview and Way of Being
9. You as a Counsellor
10. The Power of Presence
11. Appendix A: Suggestions for Facilitators using the Workbook
12. Evaluating the Workbook Experience

Who is this workbook designed for?

Counsellors and other helpers providing assistance in career and lifestyle development. Adaptable for special needs groups, and for use in small or large groups as well as for personal and professional growth in individuals.

What is the learning format of this workbook?

Through forming stories that describe self over time we develop perspective on ourselves and others and can enhance our capacity to be self constructing individuals. Participants will practice ways of supporting self and others in the process of forming and making meaning of stories about self and learning to live by intentionally constructed self-stories. By using a variety of self-reflective approaches the counsellor expands self-understanding and develops effective ways to be present with a wide variety of clients with various issues. Exercises focus on exploring sense of self and self in the world; increasing groundedness; accessing sincere interest and authentic caring; experimenting with empowering self and others; developing own personal style of facilitating others; evaluating work with others.

What will be the format of the training?

Training time will be spent with experiential learning, practice, and discussion of skills, self-reflection. Training packages are available in two or five day sessions.

NETWORKING: A MANUAL FOR WORKLIFE COUNSELLORS AND NETWORKING: A MANUAL FOR WORKLIFE EXPLORATION AND DEVELOPMENT

By Alana Samson

NETWORKING: A Manual for Worklife Counsellors presents principles and processes of networking. It was written primarily to assist counsellors in using networks effectively--for their own benefit and in order to better serve the needs of their clients.

This manual provides counsellors with guidelines for establishing personal and professional networks for themselves. The importance of networking is explained, and descriptions of different kinds of networks: information, referral, and support are included. An important section of this manual is devoted to "Networking strategies for life work counsellor". Topics in this sections include:

1. Analyzing current networks
2. Building your own community profile
3. Planning how to organize networking activities
4. Carrying out your networking plan
5. Maintaining your network
6. Using networking from community development

Another section of the manual instructs readers how to analyze their needs for support networks and gives suggestions for enhancing personal support networks.

The second manual, *NETWORKING: A Manual for Worklife Exploration and Development* is meant for use directly by clients as a self-study booklet or in cooperation with a counsellor. If the manual is used as part of the counsellor's material, it can be used either in a group or in one-to-one counselling. This manual is divided into four sections:

1. Introduction to Networking
2. Enhancing your personal support network
3. Networking strategies for worklife planning and development
4. Communication skills for networking

Each manual is approximately 50 pages in length and includes references for further information on networking.

CONSTRUCTIVIST PERSPECTIVE ON CAREER COUNSELLING A Video Package

by Dr. R. V. Peavy and Beth Gray

Who would benefit?

The **Constructivist Perspectives on Career Counselling** package is intended for persons interested in developing competency in the area of career and life planning as part of their training program. It can be used by independent learners, in cooperation with one or several learning partners; or to compliment additional counselling courses.

How is it presented?

The package includes three components:

- a study guide workbook
- a videotape
- a personal learning journal

The study guide workbook contains instructions on how to use the package, information regarding constructivist perspectives, and suggested learning activities. This print material is clearly presented with icons to guide the reader through the package smoothly.

The videotape includes a 90 minute presentation outlining constructivist features and a series of unscripted, career counselling interviews. The tape can be viewed in its entirety or, the viewer can choose to work alternately between the workbook, video, the journal and discussions with learning partners.

The personal learning journal is a booklet to be used to record answers to specific questions, personal impressions and reactions in response to self-reflection and discussion activities, and any other personal learning activities or reflections the learner may wish to add.

Where has the package been field tested?

Experienced counsellors, counsellor educators, teachers, and university students have worked through the material and expressed enthusiasm and interest. They reported that the package was well suited to their professional practice. The participants found this interactive package practical and effective in facilitating their learning and gained useful ideas for career and life planning. Recommendations included making the material available to school based counsellors, peer counsellors, post secondary counsellors, and counselling students.

TRANSFORMATIONAL MEANING MAKING AND THE PRACTICES OF CAREER COUNSELLING

By Dr. Mary Baird Carlsen

This book length manuscript introduces constructivist based career development counselling. Chapter headings indicate the emphases of the text:

1. Introduction
2. The Interactions of Language and Perspective
3. Meaning and Meaning-making within Theory
4. Theories of Career Development: An Overview and Dialogue
5. Expanding out theories: Transformation, development, and personal construct
6. Counselling: From Theory into Practice
7. Career Development within Contexts
8. References

For whom is this book intended?

This book is written for practical counsellors--especially those who wish to advance their conceptual understandings and practice of career development counselling beyond the texts presenting conventional and pre-postmodern thinking. Transformational theory, life narrative and constructivist psychology are used by the author to produce a "new generation" book on non-linear career development and associated counselling practices. This book is also a fertile source of new thinking for counsellor educators who are offering courses, seminars and workshops relevant to career counsellors and career counselling in the 90's.

Availability

Although no publication date has been set, Sage Publishers are planning to publish the book, probably some time in late 1993 or early 1994.

GUIDEBOOK FOR THE CONSTRUCTIVE USE OF EMOTIONAL EXPERIENCE IN COUNSELLING

by Sibylle Artz

What is this book about?

This book offers an innovative approach to dealing with emotional experience. Instead of approaching feeling and emotion as secondary reactive processes to which we are subject because of the force of circumstance, the author presents feelings and emotions as powerful ways of knowing. Emotional experiences are treated as helpful and informative sources of knowledge which form an integral part of our sense-making processes.

What does this book offer the reader?

This book begins with a brief overview of how feelings and emotions have been understood in the field of counselling and psychotherapy, and then introduces the reader to ways of knowing with emphasis on *Feeling As A Way Of Knowing*. After learning more about ways of knowing, the reader is introduced to the *Six Step Strategy for Unpacking the Meanings in Emotional Experience*. This is a simple and straightforward strategy designed to help counsellors, therapists, related helping professionals and clients, learn how to work with feeling and emotion in a way that allows the intelligence and choice in emotional experience to emerge.

For whom is this book intended?

This book is aimed at all helping professionals: teachers, counsellors, therapists, nurses, social workers, life skills coaches and trainers in the field of professional development. The book is written in layperson's language and can be easily understood by professionals, students in the helping professions, clients and other individuals concerned with understanding emotional experience. The overall purpose of the book is to introduce all interested persons to new ways of dealing with feeling and emotion, ways that allow feeling and emotion to inform experience.

CONSTRUCTIVIST APPLICATIONS IN CAREER COUNSELLING

by Dr. R. Vance Peavy

Constructivist Applications in Career Counselling is a book-length manuscript scheduled to be published by the Trifolium Group. Provisional chapter titles are:

1. On the Way to Becoming a Reflective Counsellor
2. Counselling conversations
3. Dynamics of the Helping Relationship
4. Constructivist Perspectives on the Career Counselling Interview
5. Learning How to be with Clients: A Facilitator's Comments
6. Counselling from a Storied Perspective
7. Personal Construct Perspective on Career Counselling
8. A Personal Construct Framework for Understanding Problems and Possibilities
9. Making Connections with the World of Work
10. Visions of the future: Worklife and Counselling
11. Appendix: A Constructive Perspective for Counselling
12. References

Who is this book designed for?

It is written with practical counsellors in mind and introduces readers to a number of constructivist interventions. More importantly, it represents a new way of thinking about the work of the counsellor. This book is also intended for use by counsellor educators/trainers who wish to acquaint counsellors-in-training with constructivist perspectives.

Format of the Book

This book is a collection of essays linked to each other in that each incorporates constructivist principles. Special features of the book include emphasis upon the primary importance of language, story and metaphor in the counselling process; the important reflexivity for both counsellor and client; and the orientation of counselling toward meaning-generation, and co-constructions of relationships and potential solutions.

Availability

Scheduled for publication for Fall, 1993, draft chapters can be requested from the author by persons who are interested in the content for purposes of research or training.

A BIBLIOGRAPHY OF CONSTRUCTIVIST CAREER COUNSELLING

By Nadia Sophia Kelila

This partially annotated bibliography contains the most recent career counselling articles as well as additional relevant articles and books from a constructivist perspective. It is divided into Part I Career Theory and Practice and Part II Constructivist Theory.

The bibliography is a valuable resource for those involved in research and counselling practice.

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