



A DOZEN WAYS TO USE CAREER THEORIES AND MODELS AT WORK

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- 1 Reflect on your own career.** Choose two or more theories to guide self-reflection; compare and contrast the perspectives. Notice the added value of considering your career from different theoretical lenses.
- 2 Commit to professional development at work.** Build professional development into your staff meetings at work; make updating knowledge and applications of theories and models a priority. Highlight a theory at each meeting and discuss applications to your clientele.
- 3 Form a book club with colleagues, in person or on-line.** With 43 chapters, you'd have a weekly focus for most of a year! Come prepared to discuss how the week's chapter has shifted your perspective about how to work with one or more of your clients.
- 4 Mix and match the vignettes.** Each vignette could be used as a starting point for analysis from a different theoretical perspective. Select two or three different theories to explore how your case conceptualization and interventions might change in interesting ways.
- 5 Use the vignettes to practice case conceptualization with your colleagues.** Choose one vignette – invite each colleague to apply a different theoretical lens to it. Discuss the similarities and differences in your understanding of the “client’s” career concerns.
- 6 Tune up your views of diversity.** Notice how the chapter authors have addressed the diverse identities and cultural contexts of the clients portrayed in the case vignettes. Next, notice the ways that a focus on diversity shapes assessment and intervention planning.
- 7 Check out an “oldie but goodie.”** Several of the book chapters feature classic theories and models that have persisted in the field for several decades. Notice how the chapter authors describe the theory or model and applications for contemporary career practice.
- 8 Be bold and daring!** Read a chapter (or two or three or more) on a theory or model that is completely new to you. Try out some innovative approaches for working with your clients.
- 9 Strengthen the working alliance.** Look for the practice points that connect to the working alliance – the main source of client change! Consider ways that you can use those points to collaborate with clients and negotiate the goals and processes of working together.
- 10 Think systemically.** Notice how authors have addressed client context and systems influences in the case vignettes. What do you notice about the internal systems of clients, their relationship systems, and how client contexts are influenced by macro-systems in society?
- 11 Watch a webinar.** Access free webinar recordings and articles from contributing authors and learn more about the book, including how to order your copy: www.ceric.ca/theories
- 12 Tell us about how you are using the book.** E-mail the co-editors and give us your feedback. We are really interested in your experience of learning about career theories and models at work!



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