

COVID CHAOS AND CAREERS



optimism

BE BOLD
& TAKE ALL



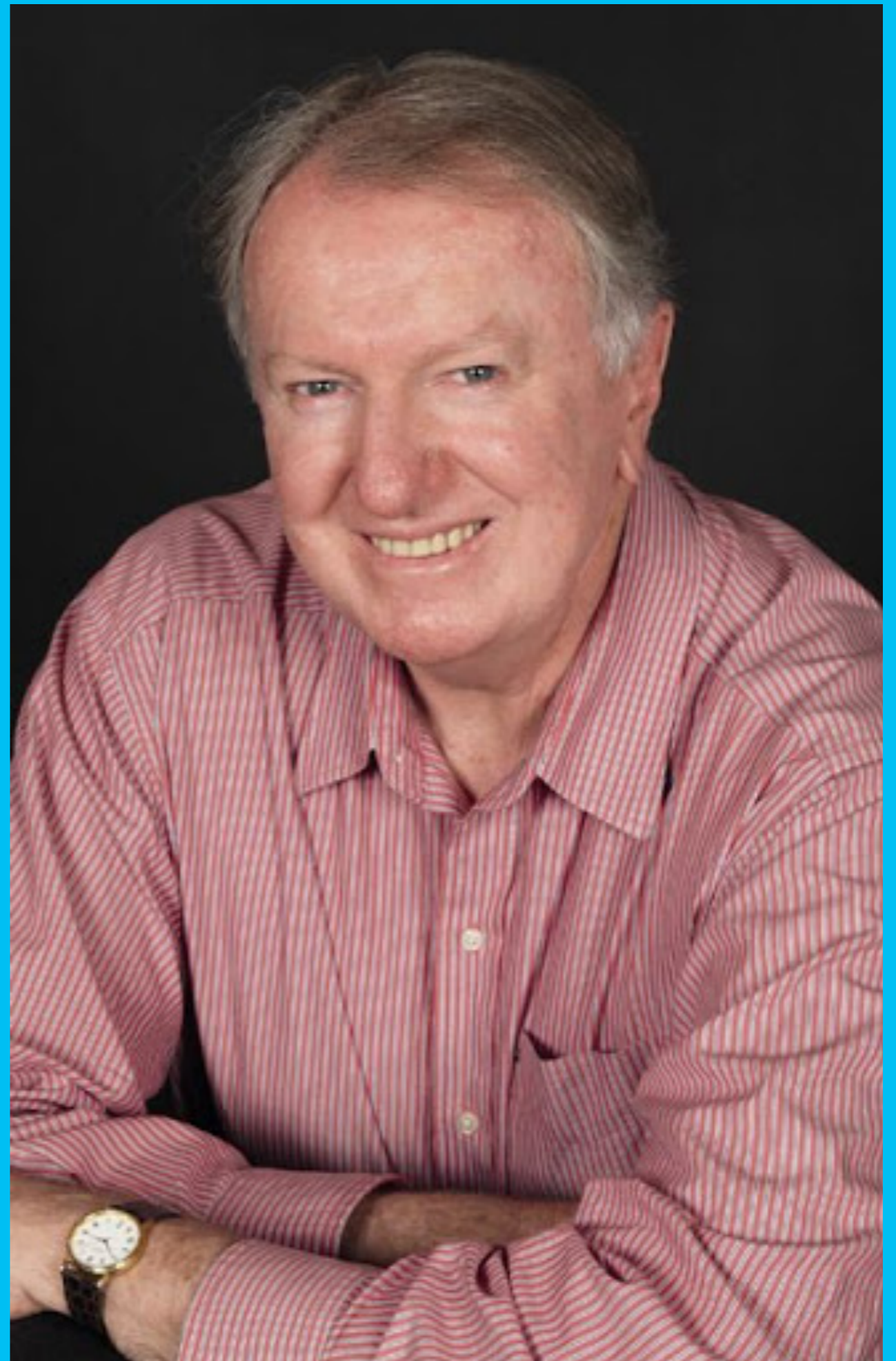
USING THE CHAOS THEORY OF CAREERS TO NAVIGATE UNCERTAINTY

MON 12-11
TUE 12-11
WED 12-11
THU 12-11
FRI 12-12
SAT 12-12
SUN 12-9

WITH THANKS AND RESPECT

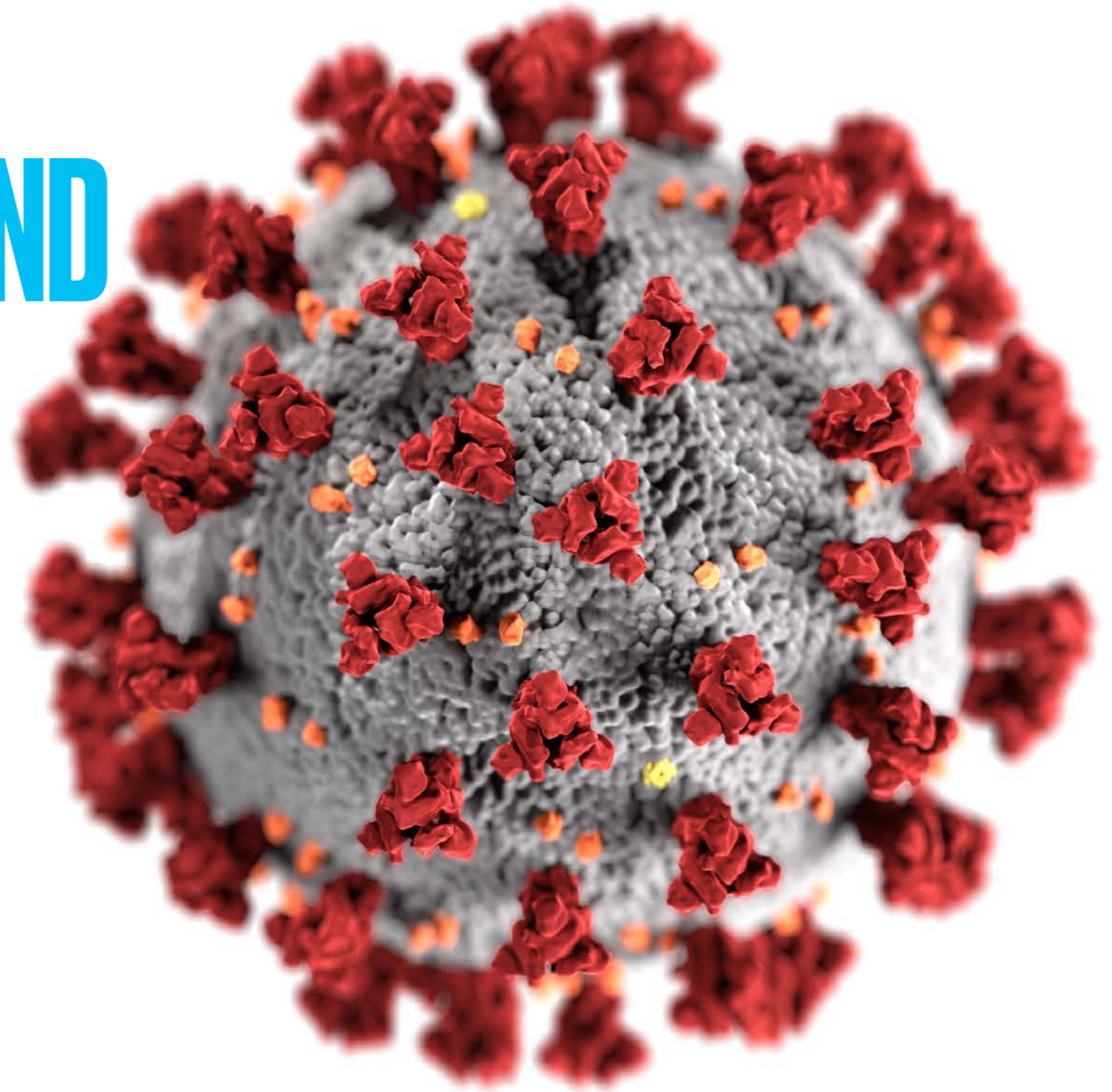
DR ROBERT PRYOR

- Co-originator of the Chaos Theory of Careers
- A twenty year collaboration
- A 25 year friendship



COVID CHAOS AND CAREERS

JIM BRIGHT



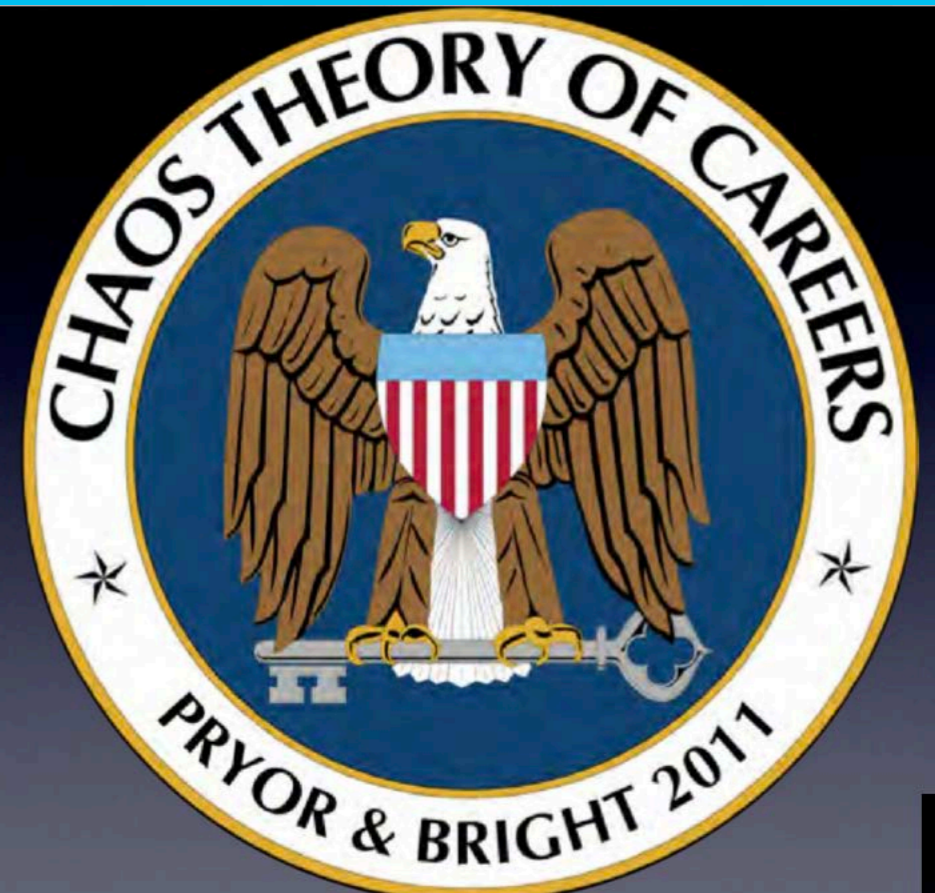
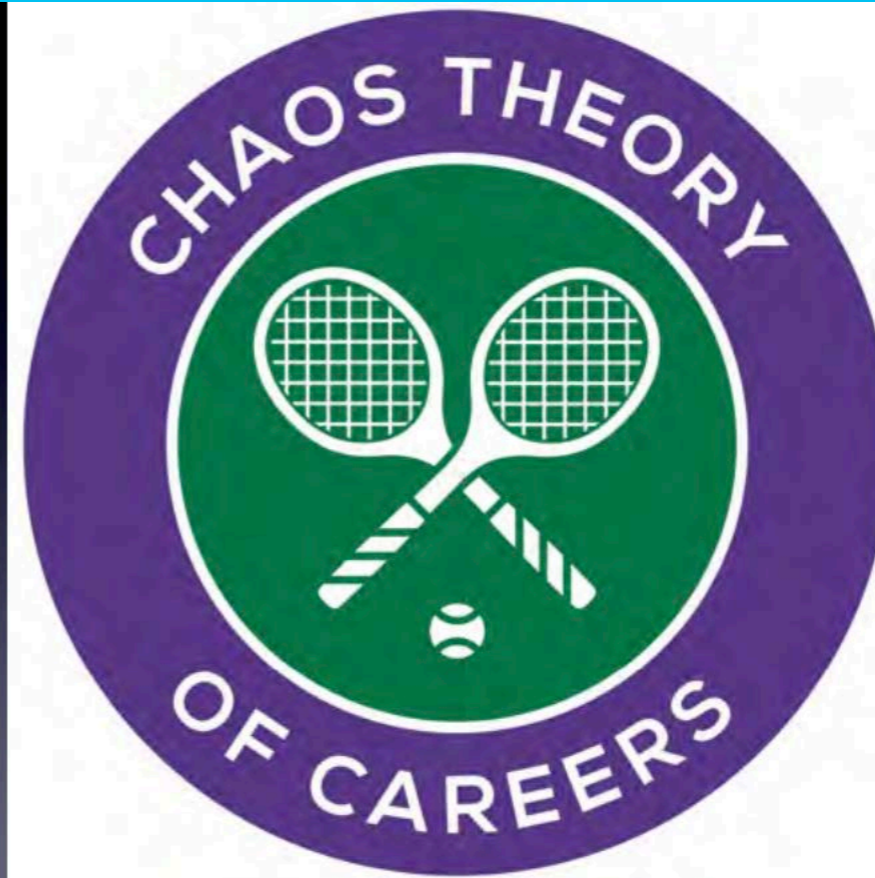
USING THE CHAOS THEORY OF CAREERS TO NAVIGATE UNCERTAINTY



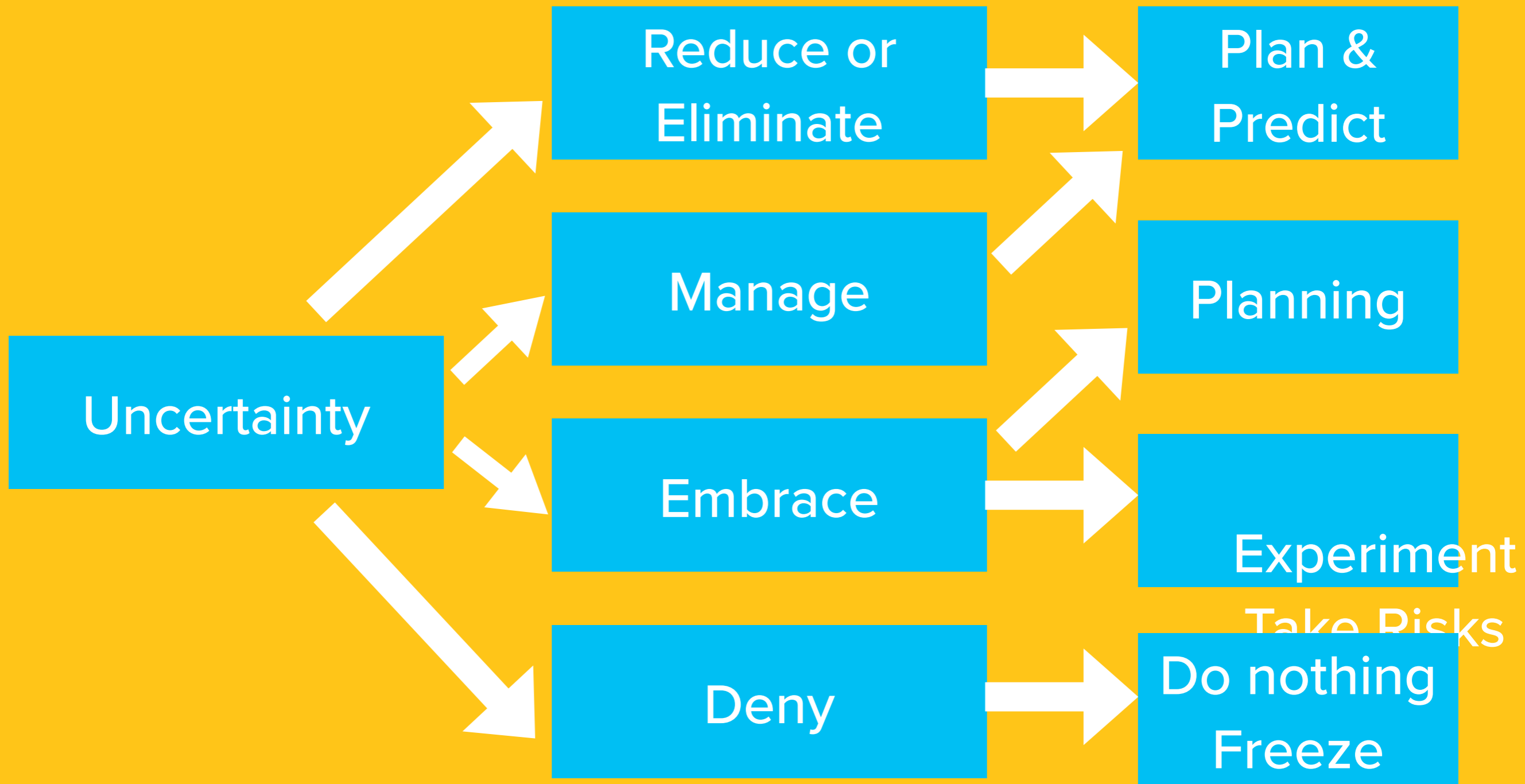
WE LIVE IN UNCERTAIN TIMES



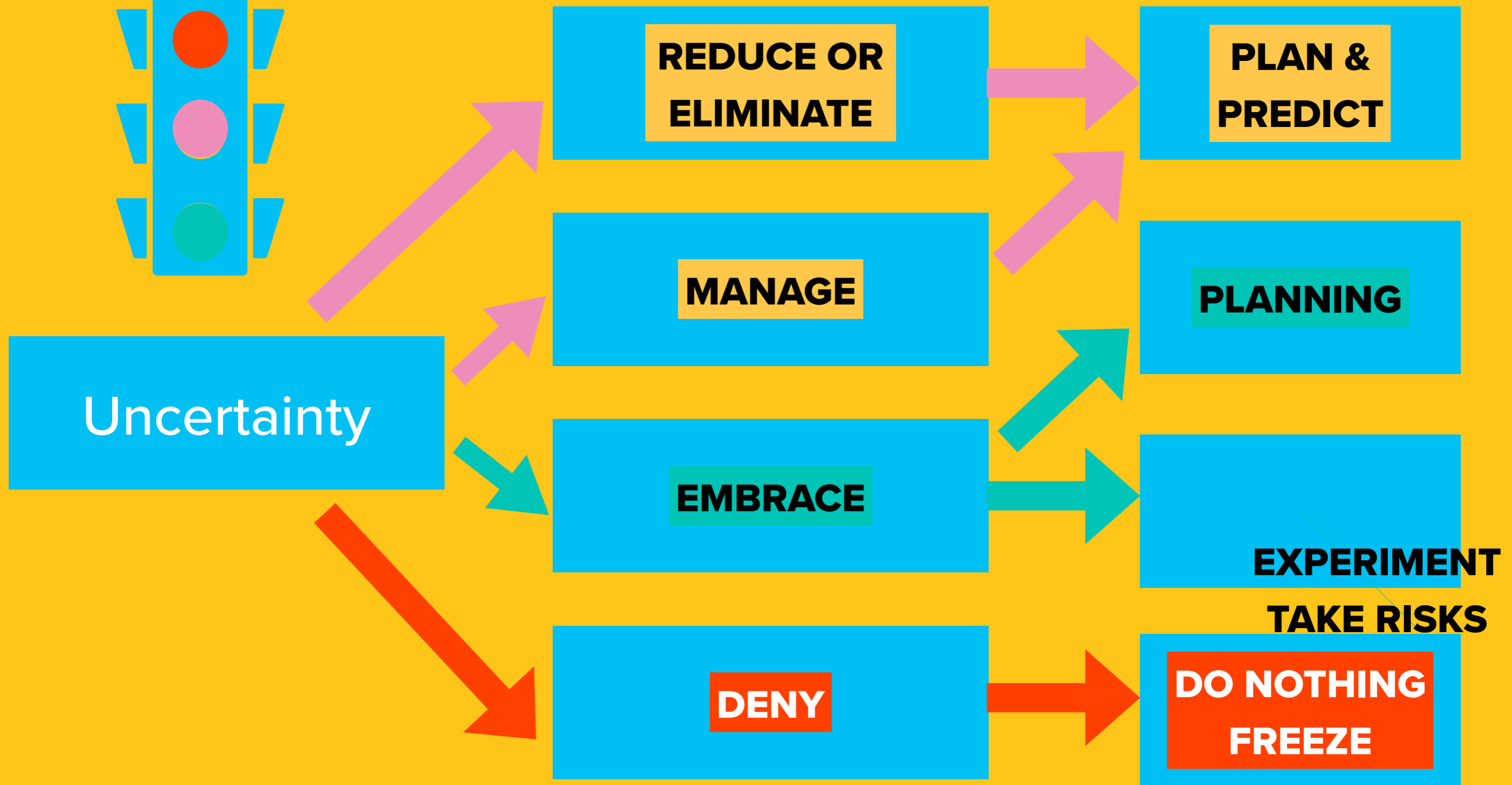
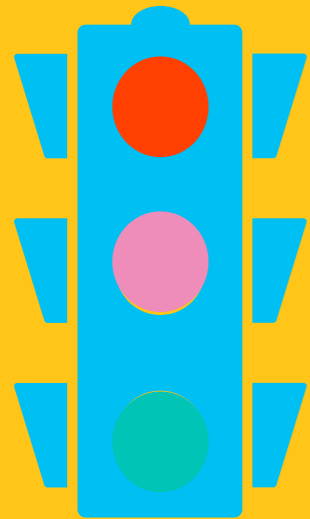
I MAY HAVE SAID THIS A FEW TIMES BEFORE...



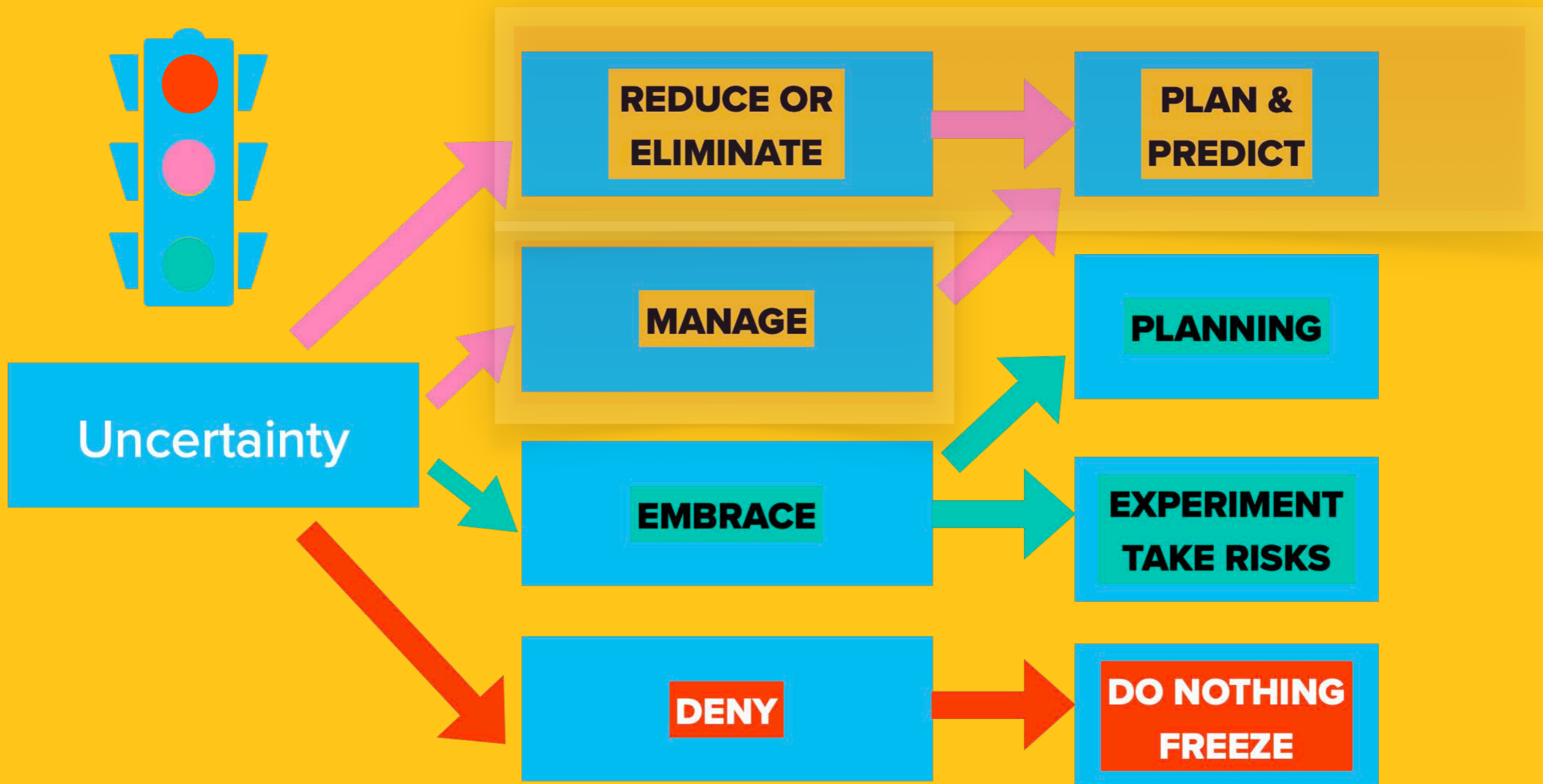
HOW DO WE DEAL WITH UNCERTAINTY?



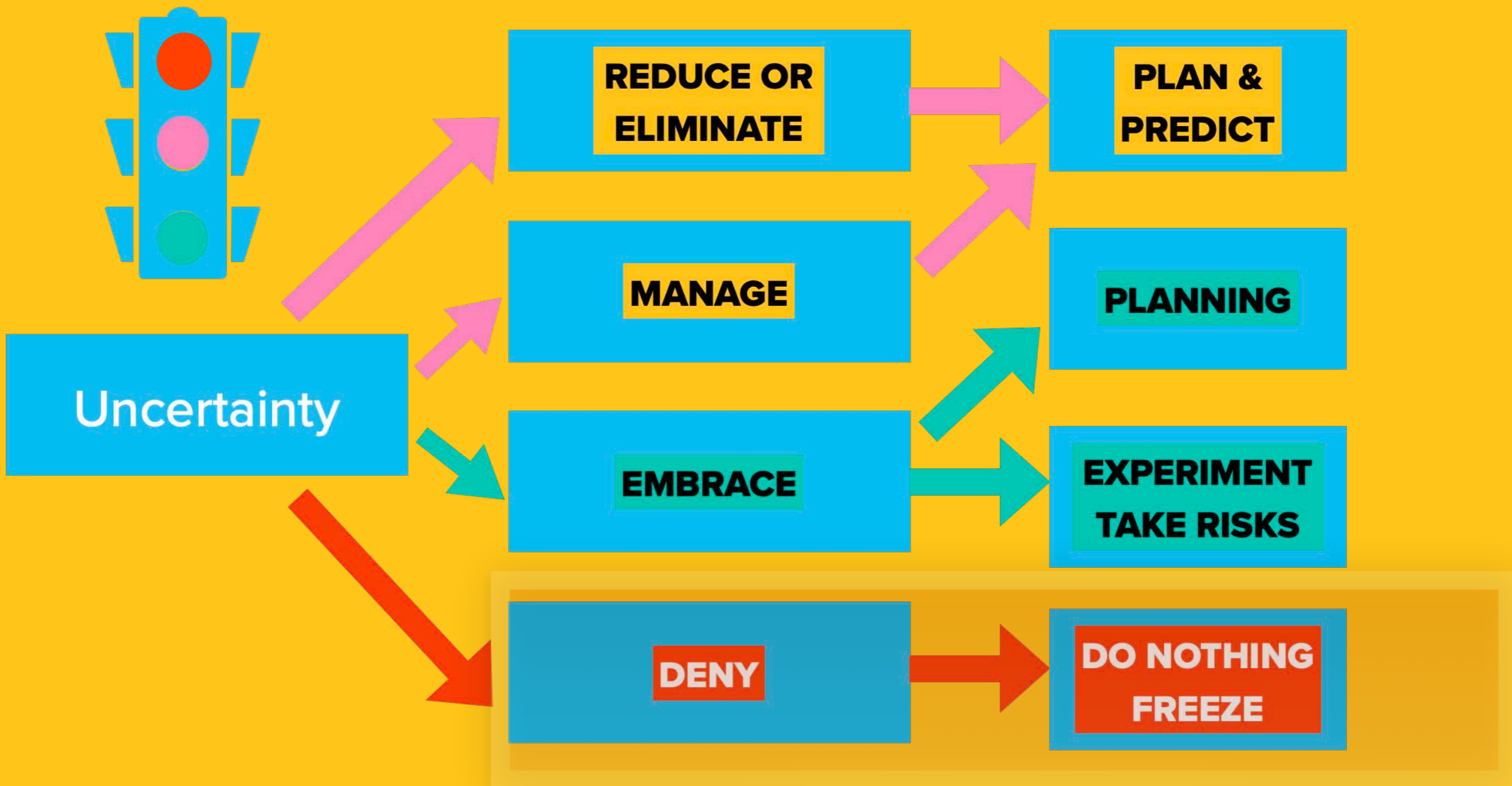
HOW DO WE DEAL WITH UNCERTAINTY?

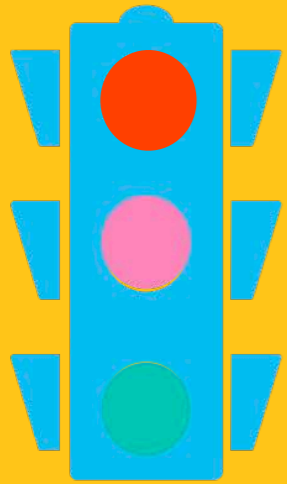


TRADITIONAL CAREER COUNSELING / EDUCATION APPROACH



DENIAL / FATALISM





Uncertainty

**REDUCE OR
ELIMINATE**

MANAGE

EMBRACE

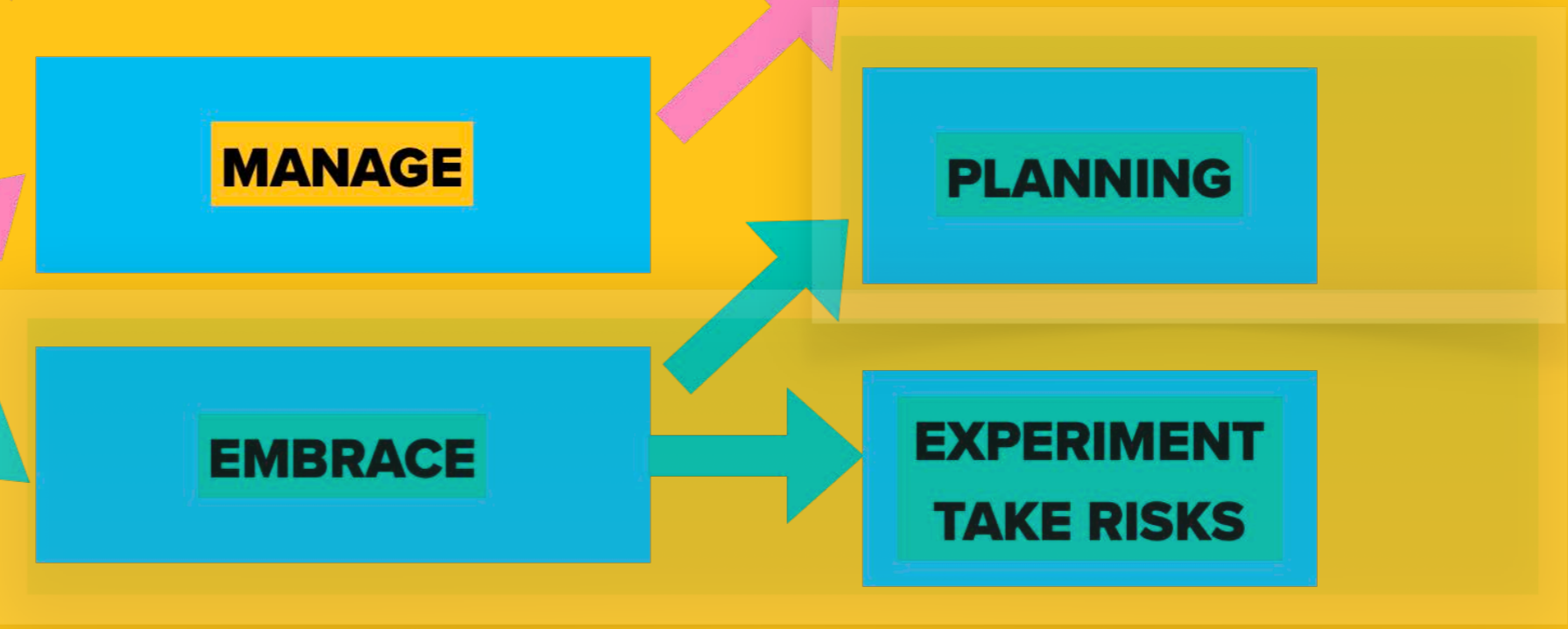
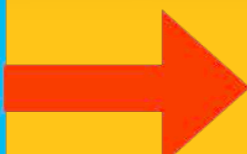
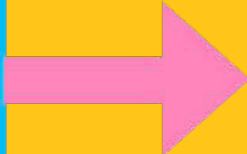
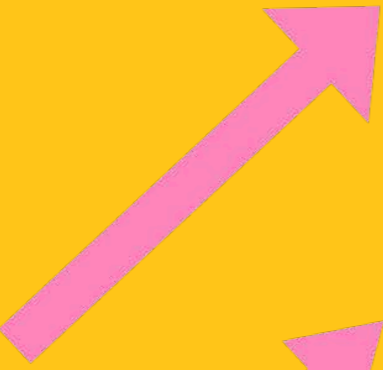
DENY

**PLAN &
PREDICT**

PLANNING

**EXPERIMENT
TAKE RISKS**

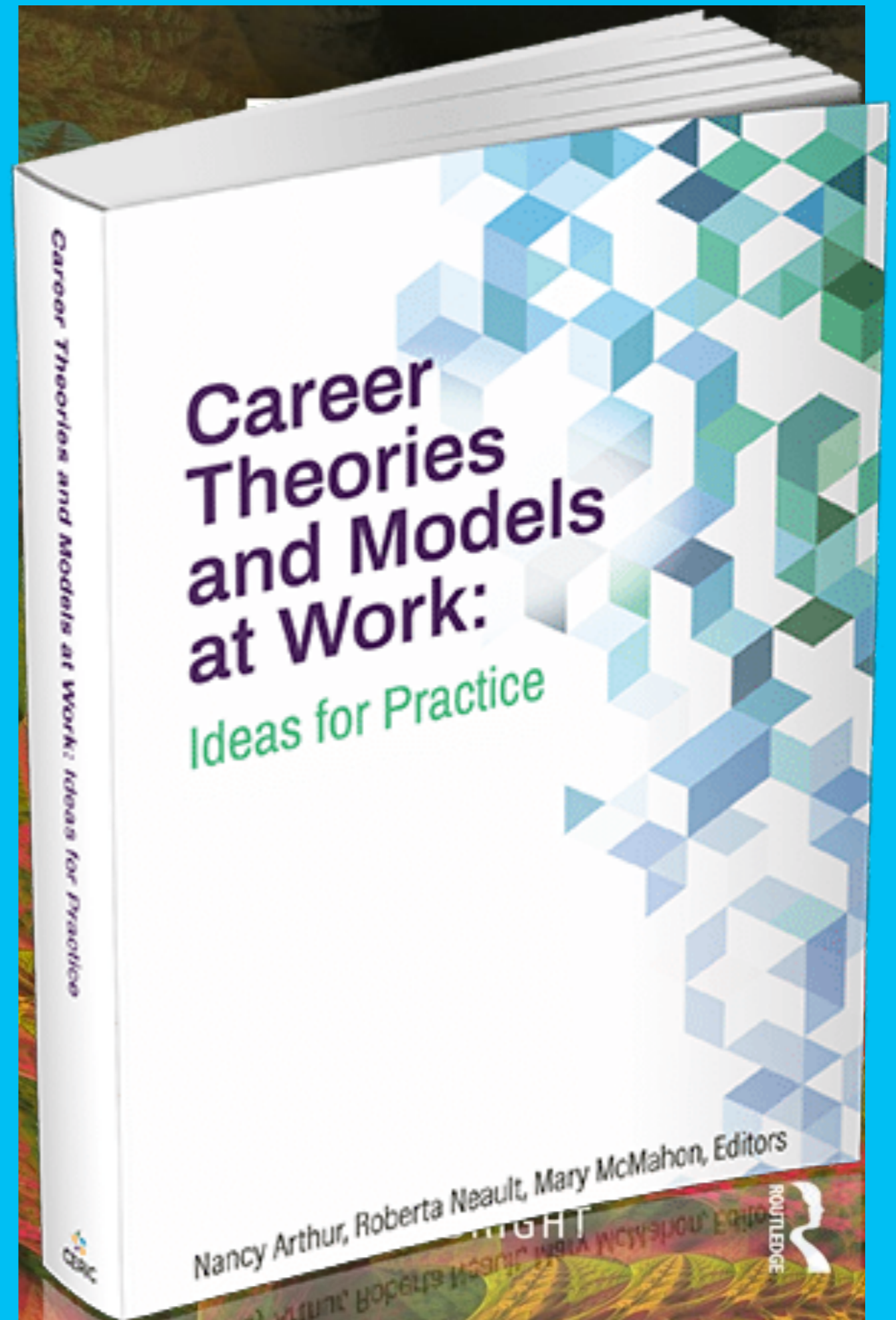
**DO NOTHING
FREEZE**



ROBERT PRYOR AND JIM BRIGHT

CHAOS THEORY OF CAREERS 2003-2020

- Traditional theories -
 - Static
 - Reductionist
 - Individually centred
 - Disregards chance
 - Poor model of reality
 - “Matching” evidence unimpressive



66-100

**PERCENT OF PEOPLE REPORT A CHANCE EVENT HAS
SIGNIFICANTLY INFLUENCED THEIR CAREER**

500+

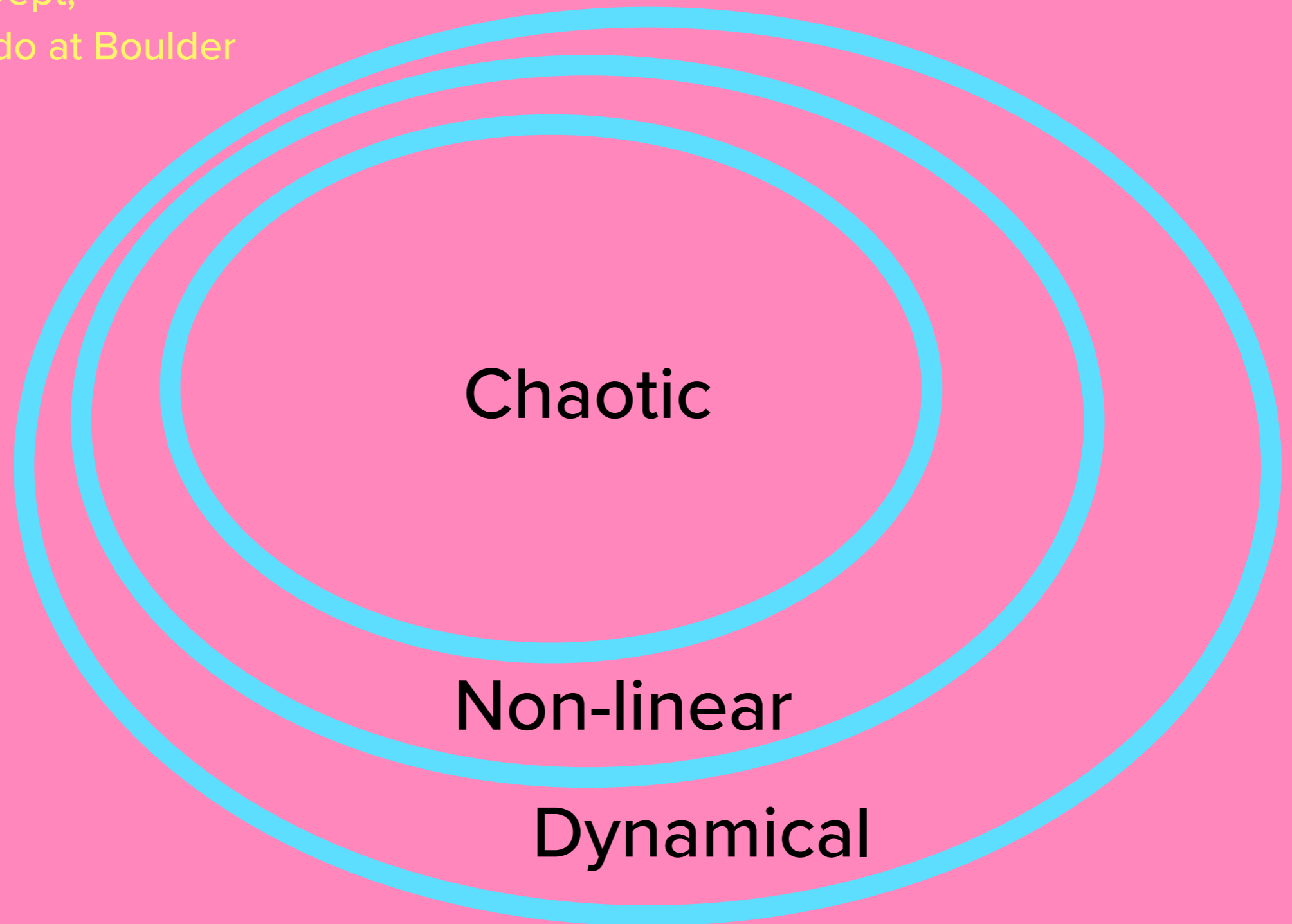
**DIFFERENT INFLUENCES ON A PERSON AND THEIR
CAREER (AND MOST ARE CONTINUALLY CHANGING)**

WE ARE ALL DYNAMICAL OPEN SYSTEMS

DYNAMICAL - CHANGING OVER TIME

“OF ALL THE SYSTEMS IN THE UNIVERSE THAT EVOLVE WITH TIME, THE VAST MAJORITY OF THEM ARE NON LINEAR”

Professor Lyn Bradley,
Computer Science Dept,
University of Colorado at Boulder



**THE STUDY OF NON LINEAR
DYNAMICS IS THE STUDY OF NON
ELEPHANT ANIMALS**

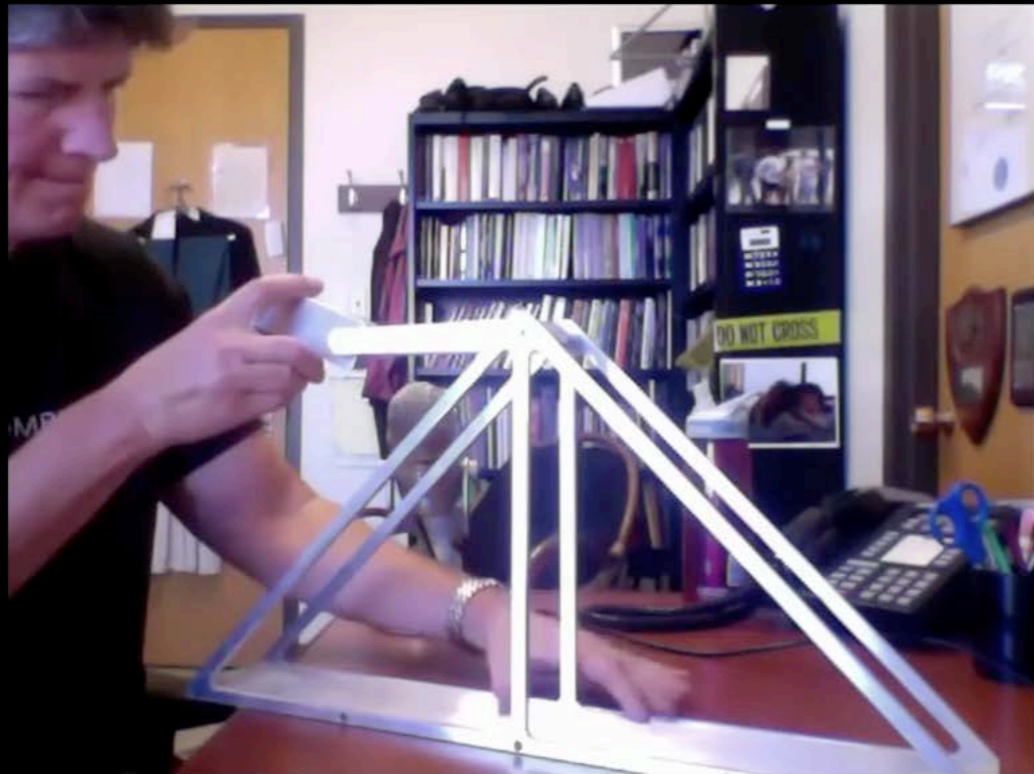
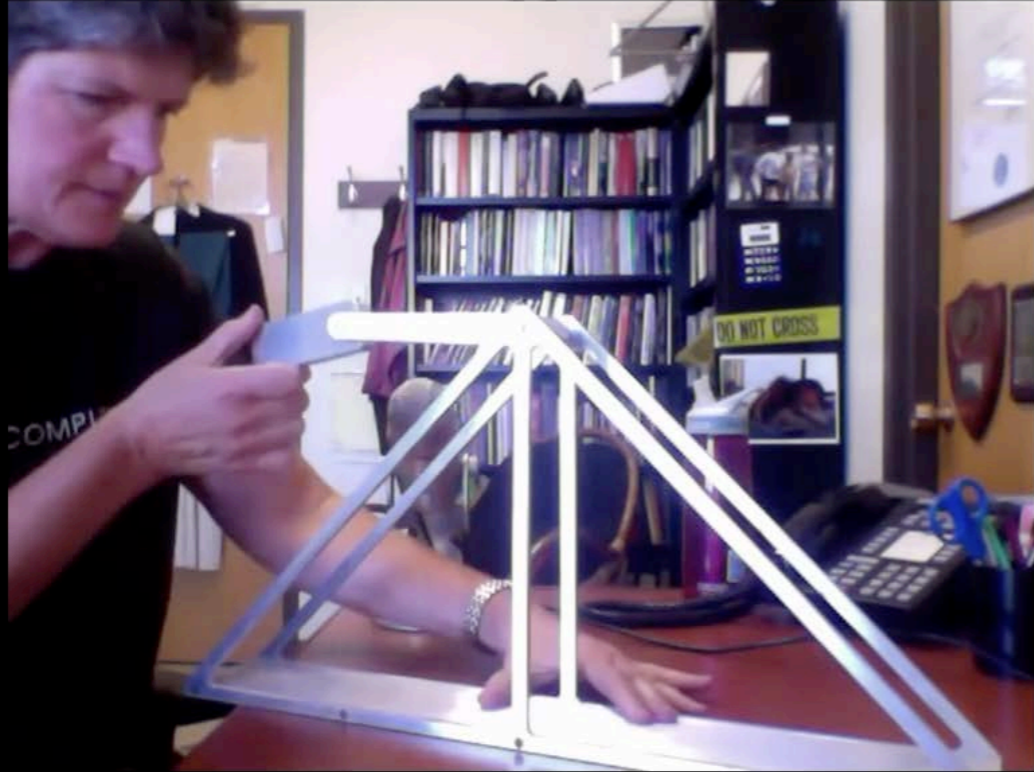
STANISLAW ULAM, MATHEMATICIAN

IMPLICATIONS

NON LINEARITY

- Small changes in the inputs to the system can cause disproportionately large outcomes
- Large changes in the system inputs can lead to minimal or no change in the outcomes
- A small change in our behaviour can sometimes have profound results
- Sometimes a lot of effort can lead to next to no change





IMPLICATIONS

PLANS AND CHANGE

- **Non-linearity makes plans and predictions very difficult if not impossible**
- **We are always in the exploration phase of our lives**
- **People and circumstances change**
- **Change can be Slow or Fast Shift**
- **Small Steps can lead to profound change**





**CHAOS IS MORE THAN
JUST
RANDOMNESS
OR
SERENDIPITY**

Photo by [Brett Jordan](#) on [Unsplash](#)



Photo by Jon Tyson on Unsplash



Photo by heather hartman on Unsplash

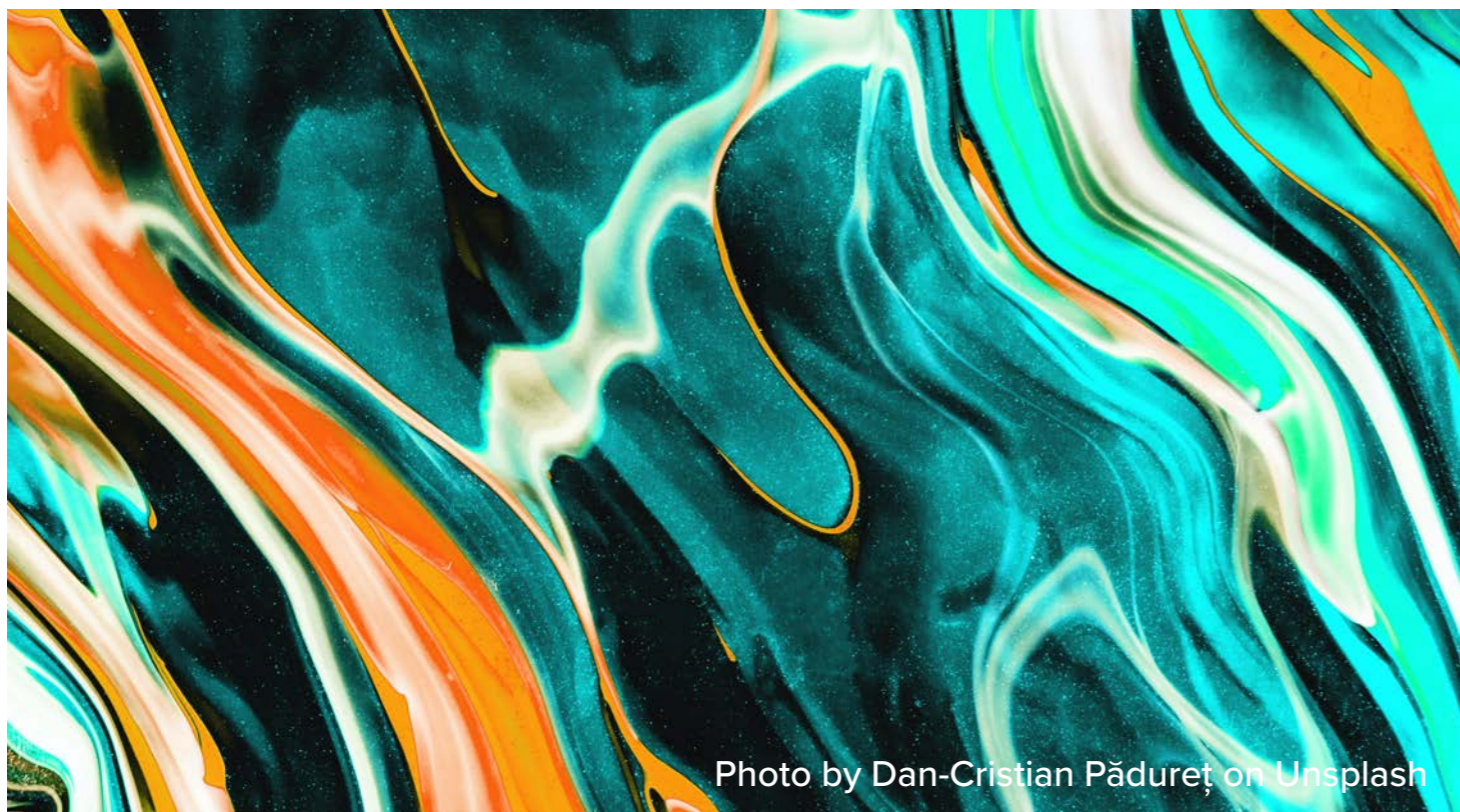


Photo by Dan-Cristian Pădureț on Unsplash

PHASE SHIFT



IMPLICATIONS

FRACTALS, PHASE SHIFT ASSESSMENT AND NARRATIVE

- We each have our own unique fractal pattern
- Infinitely complex
- recurring themes
- yet ever changing themes
- and can radically reorganise
- recognise **NEITHER** assessment nor narrative can adequately capture these patterns - use **BOTH!**
- People cannot be “solved”
- there is always limitation, uncertainty, mystery and growth



**WE DONT LIKE
UNCERTAINTY**

ACTUALLY WE DO!

TORUS/ ROUTINE ATTRACTOR



POINT/ GOAL ATTRACTOR



PENDULUM/ ROLE ATTRACTOR

IMPLICATIONS

CLOSED AND OPEN SYSTEMS

- recognise limitations of
 - goal setting
 - binary choices
 - routines as traps
- encourage
 - openness
 - curiosity
 - risk taking
 - the Strange/Change Attractor (Fractal)



Photo by Artem Beliaikin on Unsplash



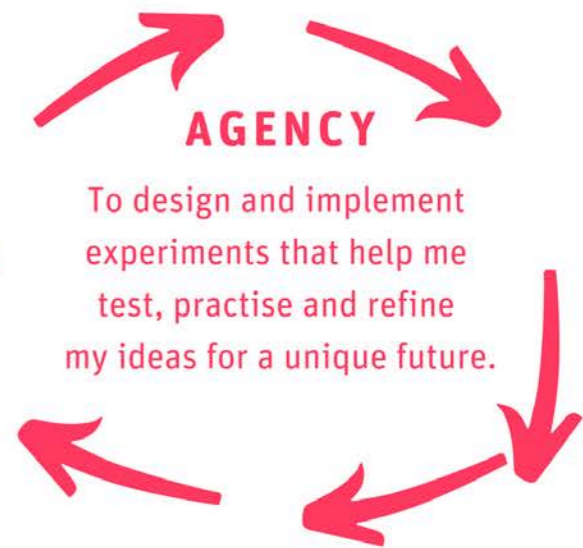
AWARENESS
Of the broad and constantly changing world of work.



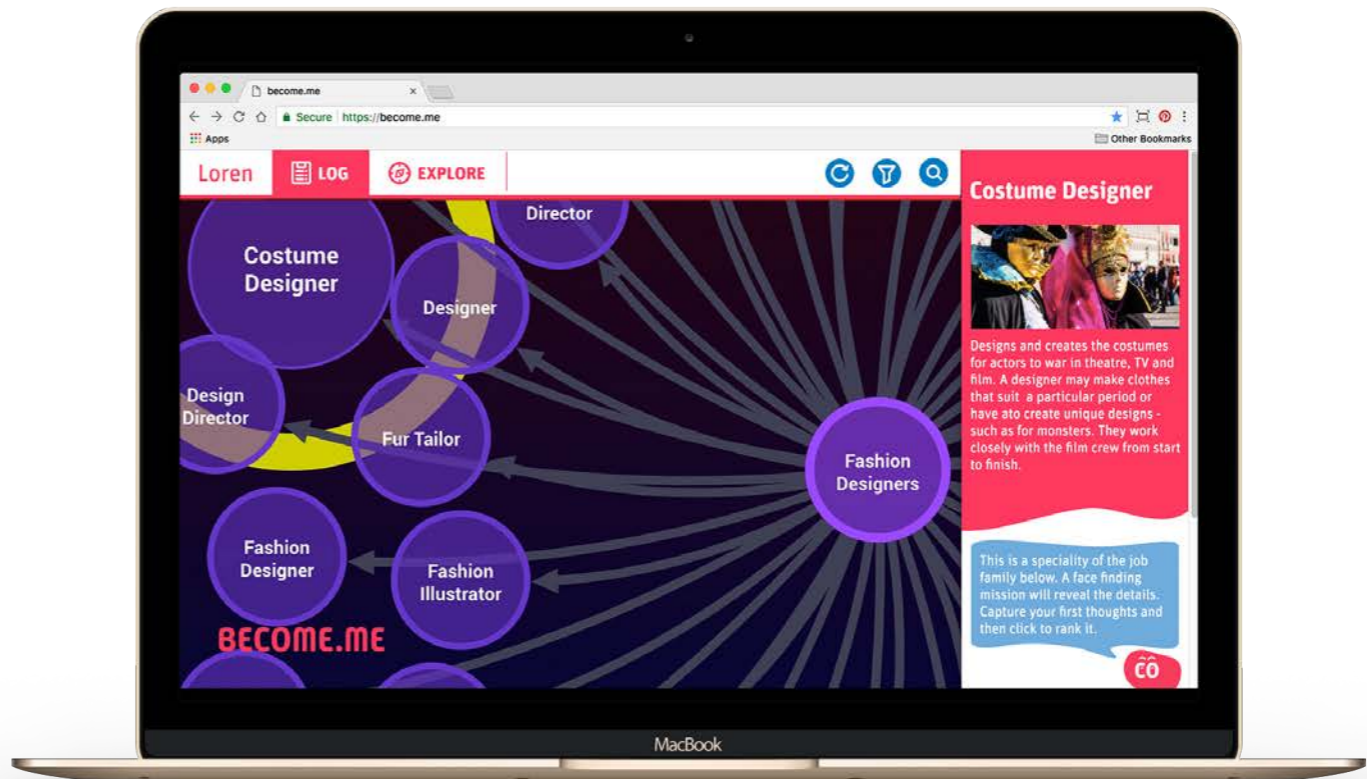
AWARENESS
Of my unique and changing self and the influences that shape me.



ASPIRATION
The skills to put myself together with the world of work to create (not pick!) possibilities for an inspiring future.



**Powerful
Careers
Education.**





Poets, Lyricists and Creative Writers



Create original written work such as scripts, essays, poetry or song lyrics, for publication or performance.

That's it! You've found a career occupation type and now the arrows point to specialities.

CHAOS WORKS!

E.G. BRIGHT & PRYOR (2011), TONY BORG PHD, GERARD TORPY PHD, EVA CHAN, TRENT LOADER, LAUREN PASQUARELLA DALEY , JON SCHLESINGER,

CREDITS

thanks to

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Tony Botelho

Tristram Hooley

Peter McIlveen

Nancy Arthur

Roberta Borgen (Neault)

Mary McMahon

and so many others!



Me, Myself, I

Dr Jim Bright

www.brightandassociates.com.au