The Sorting Hat: Using Career Construction Questions for Advising Scenarios

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Career Construction in Advising

• Career Construction Institute - July 2018
• Career Construction Interview
• Different approach to common advising issues
Career Construction in Advising

- Connect student with their identity and purpose
- Student learning driven approach - builds reflexivity
- Drive action with intention
- Facilitate relationship building
- Flexible & easy to apply
Career Construction in Advising

- Identifying career/major
- Exploring alternative pathways
- Identifying avenues for building a sense of belonging on campus
- Finding motivation, focus & sense of purpose
- Selecting liberal arts or general elective courses
Career Construction Theory

“interpretive and interpersonal process through which individuals construct themselves, impose direction on their vocational behavior, and make meaning of their careers”

(Savickas, 2013, p. 147)
Patronous
A defensive spell that produces a guardian for protection.
Career Counseling Process

1. Inquire about Problem
   - How may I be useful to you today?

2. Construct Narrative
   - Career Construction Interview

3. De-construct & Re-construct
   - Counselor reframes narrative using client’s words

4. Co-construct a new narrative
   - Client takes meaningful action
Career Construction Interview (CCI)

How can I be useful to you? (the need)

- Role Models (self-construct)
- Environments (preferred settings/activities)
- Favorite story (script for potential strategy)
- Favorite saying (self-advice)

Removed: Early Recollections (pre-occupations)
Role Models

Courageous, fun, brings people together, fearless, helps others, thoughtful, learns from mistakes

Unique, smart, courageous, empowering, thoughtful, teacher, bold

Quirky, smart, courageous, unique, unapologetic, patient, fearless, adventurous
Preferred Environments

Name 3 _____ that you regularly _____
Listen for repeated words and phrases
Favorite Story

- Resonates with the student right now
- Listen for action words and identify themes
- Often the story outlines the path or offers solutions
Never doubt that a small group of committed people can change the world - indeed it is the only thing that ever does.

God, grant me the serenity to accept the things I cannot change, the courage to change the things I can, and the wisdom to know the difference.

Be the change you wish to see in the world.
Favorite Saying

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Advisor as a Pensieve

Pensieve
A magical object where memories can be viewed from a non-participant, third-person point of view

What themes have you identified based on what you heard today?
Resources and Next Steps

Connect - http://www.careerconstructionnetwork.org/

Learn - Career Construction Institute - TBD

Resources - http://www.vocopher.com/

More from us!
Contact Us

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