

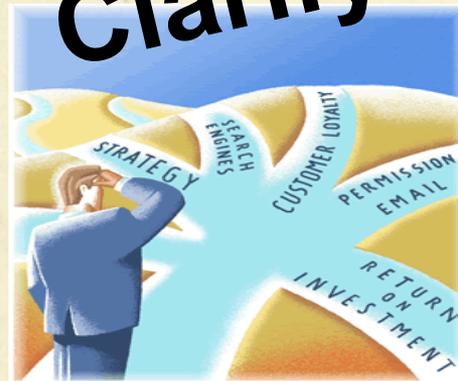
Developing a more integrative career counseling tool – The Career and Values Genokeygram

Uncover, Clarify and Empower students through the Genokey Lens

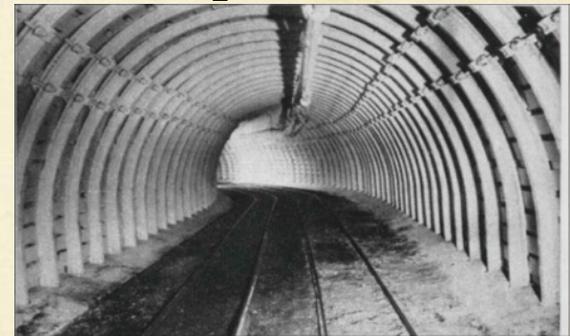
Uncover



Clarify



Empower



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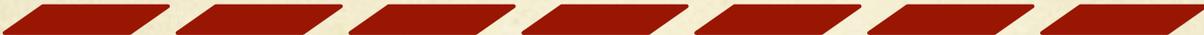
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Overview

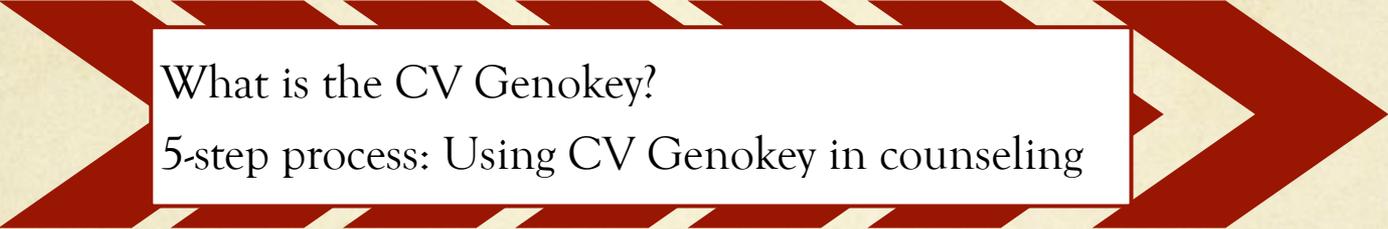
Objectives



Background



Overview of the Career & Values(CV) Genokey:



What is the CV Genokey?

5-step process: Using CV Genokey in counseling

Case studies – individual & group



Research findings, limitations, insights gained



Career is....

- “ A story of one’s life, which encompasses a person’s **hopes and dreams**, one that is **interwoven** with **all** aspects of life.” - Solberg, 2002
- A continual and **life-long process** whereby one seeks to **actualize one’s potential** in continual **self-exploration and development**, pursuing **fulfillment** in one’s life goals.

Background:

Tool was developed
to meet the needs of clients
& counsellors observed

- Career decisions are often **multi-faceted**
- Clients often have **career-life values** that are **hidden**
- **Family influences and significant relationships impact our choices in more ways than we think...**
- Importance of re-examining **key influences** from significant others besides family
- **Efficient** and meaningful way to **organize** client's information -- **past-present-future in one visual**
- Visual and tactile learners

Background:

Tool that integrates
multiple approaches

- **Power of Narratives** – constructing stories
- **Benefits of Career genograms/Family influences**
- Impact of role models and significant others
- Examine **deep Values** – Life and Work*
- Solution-focused approach using the **‘miracle question’**
- Egan’ s Skilled Helper model

Unique aspects of the Career & Values Genokey

- Different from conventional ‘career genogram’ in the following ways:
 - **Includes ‘non-familial key people’**
 - **Includes both ‘positive & negative influences’ in our lives and how they impact career-life trajectory**
 - **Includes Career-Life Values****
- **A combined visual of client’s key influences all in one page**
- Combines multiple effects into one tool
 - Career decisions are often multi-faceted, hence necessary to explore multiple aspects of one’s considerations

Re-examining Values

Expressed and
Implied Values

Implied values:

“originate in early childhood and accumulate throughout people’s lives, but are evolved into introjected valued patterns – a set of rarely examined, fixed concepts by which individuals live.”

An **in-depth reflection of interests** can facilitate the **extraction of implied values**, which can often relate to a **client’s deep sense of purpose and calling**.

Colozzi E. A.(2003.) *Effective Techniques: Depth-oriented values extraction.*

The Career development quarterly. 52(2)

Objectives

of
Tool &
Research

• To develop a **more integrative** (combines multiple approaches into one process) **career counselling tool**

• To validate the **envisaged effects*** of the tool in career counselling:

- **awareness** of self and key influences
- **clarity** of roadblocks to aspirations
- **empowerment** to move towards goals

***Envisaged effects were drawn from past trials from people in various Asian cultures:**

- **Koreans in South Korea, PRCs living in South Korea, Singaporean students, Asian Americans in USA**

Developing a more integrative career counseling tool – The Career and Values Genokeygram

A Pilot Research Project to measure envisaged effects of tool



*University of
Massachusetts, Amherst*



Harvard University

Principal Investigator: Esther Tan Chuan Loo

**Collaborator: Malar Palaiyan
(Guidance specialists)**

Consultant collaborators:

Dr. Richard Lapan,

Dr. Michael Nakkula, Dr. Esther Tan

Research assistants:

Zhi Hui, Lim Si Huan (interns)

Education Programmes Division, Guidance Branch



*National Institute of Education,
National Technological University,*

So what is the CV
Genokey?

It is a Visual Summary/Pictogram constructed during the counselling process.

The Career and Values Genokeygram (CV Genokey)



Geno-key-gram: -

--diagram of **family (generational)** + other **significant people**

who have impacted **positively or negatively**



Career interests and Values of **'key people'** in one's life



Both a **tool and a process.**

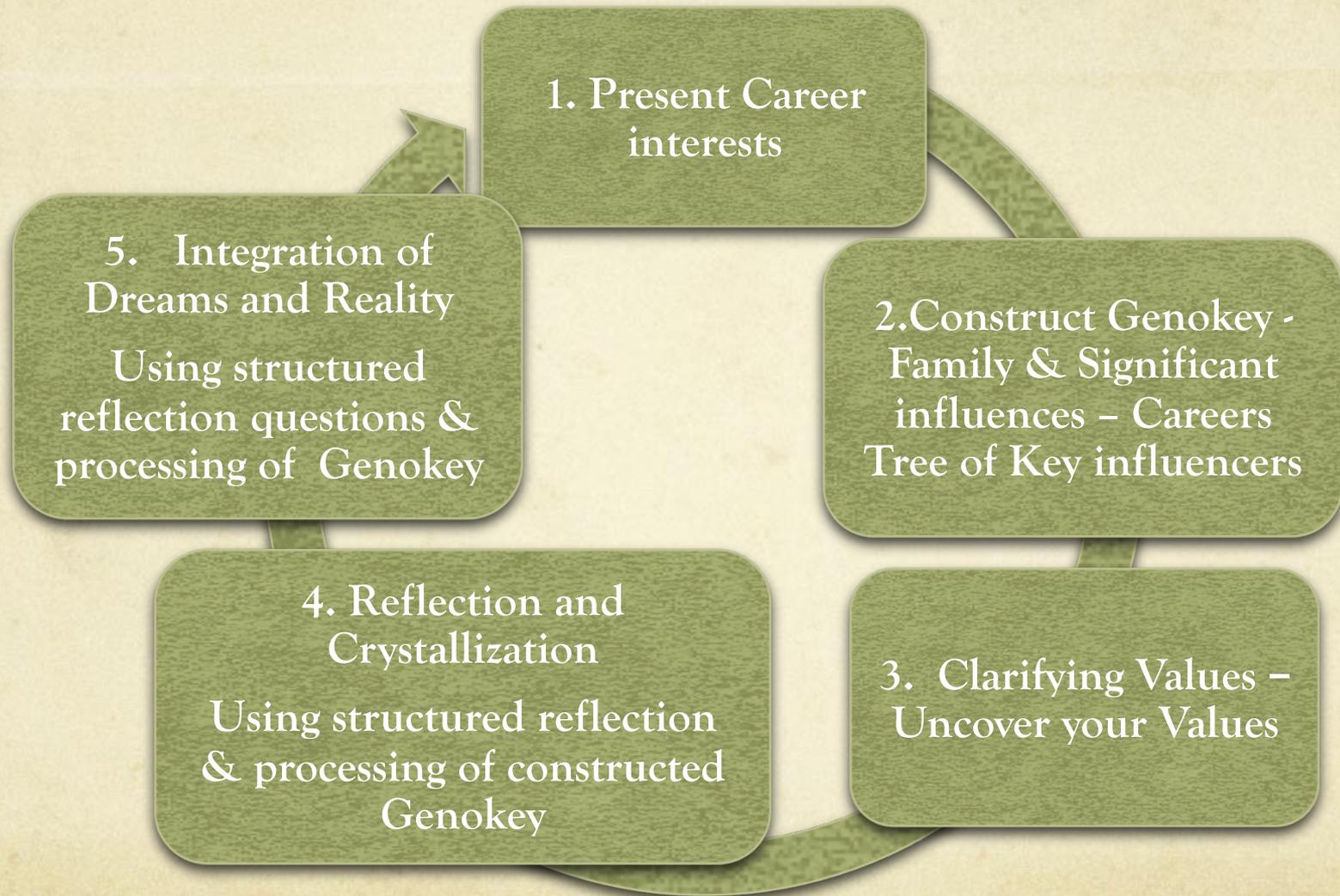
How do I use the CV Genokey in counselling?

The Genokey process consists of two parts:

I. Constructing the Genokey

II. Structured Reflection process based on Genokey

It can be summarised via a 5 step-process:



Work and Life Values List

(compiled by Esther Tan from work with clients)

- Money
- Financial security
- Stability
- Flexibility in working hours Vs regular
- Social Status & prestige
- Intellectual challenge
- Good working relationships
- Opportunities for exposure
- Convenient location
- Working with people or things/ideas
- Safety
- Outdoors
- Spirituality
- Freedom
- Helping people
- Responsibility
- Creativity
- Sense of Belonging
- Achievement
- Concern for environment
- Being Challenged
- Fun
- Work life balance
- Dignity and honesty

Sharing is Empowering & follow-up

Follow-up activity for clients:

- ❖ Ask/email your “Key people” or those whom you look up to:
- ❖ *What are my strengths?*
- ❖ *What is one unique aspect about me that stands out?*
- ❖ *What important life decisions did you make that made them who you are today?*
- ❖ *What can I do to you are today?*

Case study A

Angeline

- Thought about pursuing a PhD for the 1st time in her life. Why?
- Realized all her female role models (*‘star-ed’ circles in Genokey*) are all home-makers – influenced her life goal as a home-maker.
- Gains *new awareness of patterns of influences - how it had limited her options subconsciously.*
- *Empowered* to ‘see’ and believe in her potential to explore other options besides being a homemaker

Case study B

Ben

- This tool is “a lens to see the underlying forces at work in your life.”
- “ a pictorial representation of the influencing forces in my life. It helps one gain clarity and awareness, potentially directing one to make changes in life, which one would otherwise not be aware of.”
- ***It Uncovers, Clarifies, Empowers***

'Case Study' C: A Group Process

Effects of Tool

- **Stronger self-understanding:** Clients had new or deeper understanding about themselves and what they bring with.
“I realised new things about myself.”
- **Clarity of obstacles:** Clients could see more clearly the obstacles that may prevent them from their career dreams
“Understanding the obstacles I might face that deter me from my dream”
- **Opening up possibilities; seeing alternatives:**
“Opened up my mind for other possible careers rather than just engineering.”
“I know and identify new career options I can explore.”
- **Inspiration/motivation:** Students gained confidence to try, without being defeated by perceived challenges; they are motivated to explore possibilities.
“I am inspired to find a career I love.”

Implications gathered from pilot research study

- Need to create **time and space** to think about one's future
- **Power of Group and Peer** interventions
- **Power of key influences** in our career decision-making (conscious or unconscious)
- Need for **adult figures** to **help process** thoughts and information gathered, for younger ones
- Need for **trained personnel** to facilitate thinking on career decisions eg. Education and Career Guidance Counsellors, Career Coaches

- Genokey gives a more **composite picture & additional dimensions** about the person, which facilitates Career Counsellor's understanding of a person's overall needs
- Informs the larger ecosystem for forward-planning of programmes to meet targeted needs
- Informs need for career counselling tools

Limitations of tool

- Sensitive nature of genograms, therefore needs some training by facilitator
- Needs time to process
- Smaller groups provide more safety and will be more effective than large groups

Purpose of Tool



To Enhance awareness &
UNCOVER:

- Interplay of family, social, cultural expectations in decision-making
- Origin of our interests and values
- Deepen understanding of 'implicit values'



To identify life patterns and key positive & negative influences from CV genokey and how they have impacted us



To Re-examine our lives - past, present and future



To Clarify hidden road blocks



EMPOWER to think beyond constraints and move towards fulfilling dreams

For any queries or use of the CV genokey tool, please contact Esther for permission and/or collaboration at:

- Esther_CL_Tan@moe.gov.sg
- *She will be happy to share and collaborate when you contact her!*

~Thank you! ~