The Psychological Effects of Involuntary Job loss and Unemployment

Navigating the New Normal: Counseling During COVID-19
Virtual Symposium
May 30th, 2020
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CALPCC
Presentation Agenda

- Introduction
- Significance of Work
- Review of the Research
- Themes & Findings
- Counseling Recommendations
- Discussion & Questions
Introduction

• Many people experience the concepts of career, identity, and self-worth as inseparable.

  Becvar & Becvar, 2009; McArdle, Waters, Briscoe, & Hall, 2007; Savickas et al, 2009; Shanahan & Porfeli, 2002; Smelser & Erikson, 1980; Subich, 2001

• A career provides a sense of purpose and significance, a sense of self-determination, a means of social connection, and a source of personal fulfillment.

  Shallcross, 2012
In response to the question of, **What one must do to be happy?**, Sigmund Freud, known as the Father of Psychotherapy, is said to have stated, **“To love and to work”** (Dirkx, 1995).
Significance of Work

- Career and work seem to be a **significant locus of personal identity**. Work remains an important source of **personal identity, meaning** and social affiliation.

Doherty, 2009
Significance

“Work is one of the ways that the mature person cares for self and others. Through work and relationships the individual finds a place in the world, belongs to it, takes responsibility for himself and for others. Work becomes his way of giving of himself. His work…provides him with a way of dedicating himself to life….”

Sinetar, 1987
Career and Family

The career counseling literature acknowledges the central role of family as a major influence on individuals’ career development issues. The family system is molded or sculpted by the demands and constraints of the member’s careers and work life.

Chope, 2005; Herr & Lear, 1984; Whiston & Keller, 2004
The Meaning of Work

• Work is not only an individual experience and reality but employment and one’s career seems to offer workers a secure place, bond and attachments in the community.

Smelser and Erikson, 1980

• Ideas about work and love seem to be understood optimally in the contexts of relationships, family matters and social obligations.

Shallcross, 2012
The Problem

• Therefore it could be understood that for many the loss of a job and career is the same as losing much of what is important about and familiar to oneself at any given time.

Archer & Rhodes, 1993
The Problem

- **Involuntary job loss** as a phenomenon is understood and identified in research literature as sudden, unscheduled or unexpected job loss and unemployment.

  Brewington, Nassar-McMillan, Flowers, & Furr, 2004; Savickas, 2002
The Problem

- Involuntary and unexpected job loss can have a significant impact on the individual and their family.

There are very few research studies that focus on involuntary job loss and unemployment and even fewer that consider the relational effects and importance of family.

Hanisch, 1999
Our Current Status

Since March 15th, 2020;

• the “total number of US jobless claims reaches 41 million persons despite recent reopening”

• “1 out of every 4 American workers has already effected by COVID-19 national health crisis.

• “Additional work layoffs, furloughs and job elimination is predicted to continue with no sign of what the new normal is going to look like.”

Quantitative Studies

• The prevailing quantitative research studies focus on the individual and the negative and pathological outcomes of involuntary job loss.

• Studies are only partly in agreement with each other with regard to the important questions of cause and effect and additional related factors.

• Most of the quantitative studies included no mention of the personal relational effects or the moderating effects of significant relationships or family status.
Quantitative Studies

Most quantitative studies on job loss point out the wide range of negative physical and mental health outcomes (Catalano, 1991). Of these outcomes, the most prominent and consistent are symptoms of psychiatric disorders and distress—depressive symptomatology, in particular (Catalano, 1991; Catalano & Dooley, 1977; Hamilton, Broman, Hoffman, & Brenner, 1990; Kessler, Turner, & House, 1989).

The experience of involuntary job loss, viewed from a quantitative approach, often presents the client as damaged by the experience, with feelings of withdrawal and decline of self-respect (Fernandez, 2003), loss of identity and affiliation (McArdle, Waters, Briscoe, & Hall, 2007), depression (Gallo et al., 2006), and even suicidal ideation (Stack & Wasserman, 2007).
Some career counseling literature identifies involuntary job loss as “job loss grief” (Archer & Rhodes, 1993; Brewington, Nassar-McMillan, Flowers, & Furr 2004). Grief as a phenomenon is generally associated with the terminal loss of a loved one, some other aspect of physical loss, or the death of a spouse. The impact of job loss often results in significant psychological turmoil similar to the grief response (Archer & Rhodes, 1993; Hayes & Nutman, 1981; Paul & Moser, 2009). Individuals who have lost their job may experience depression, anxiety, a perceived loss of personal significance, and/or a disturbance of identity (Archer & Rhodes, 1993; Blustein, Kozan, & Connors-Kellgren, 2013; Ebberwein, Krieshok, Ulven, & Prosser, 2004).
Quantitative Studies

• In addition to perceiving job loss as grief, historically the experience of unemployment has been viewed as a deficit. According to Cole (2007), one’s status as unemployed is interpreted as a state of deficit in relation to a set of human needs such as valued status at work and identity development. Jahoda (1982) noted that employment provides access to social support, material resources, and a sense of purpose.

• Unexpected job loss and resulting unemployment, therefore, limits access to these valuable and defining experiences. Warr (1987) elaborated on the notion of employment as a deficit by naming nine different categories of experience that the unemployed may find unavailable: physical security, valued social position, availability of money, externally generated goals, variety, environmental predictability, control, interpersonal contact, and opportunity for skill use.

• Given the aforementioned lack of access to these important experiences, it becomes easier to understand the experience of involuntary job loss as a real, tangible loss. Blustein (2006) argued that working fulfills humans’ need for survival, relational connections, and self-determination.

• Without work, where and how are these beneficial needs satisfied or replaced?
Clients may present with…

1. Grief and Loss,
   a. loss of income, livelihood, ability to care for self and others, family
   b. grief over loss of identity/status.
   We lose a part of how we define ourselves
   How do you answer the question, “What do you do?”,
   and “Where do you work?”
   Who am I now?

2. Shame because of filing/receiving unemployment compensation benefits
   Shame because of loss of;
   Sense of self-worth
   Resources, salary, money and financial control
   Ability to contribute
Clients may present with…

3. Feelings of **isolation**
   Where do you go every day or week?
   Experience an abundance of time

4. Loss of **significance**
   How do I matter?
   Why do I matter?
   Where do I fit in?
   Where do I belong?
Clients may present with…

5. Feelings of **anger**
   Betrayed by employer, union, etc.
   Anger at larger systems including; government, society or profession, etc.

6. **Depression**
   Due to the accumulation of and multiple effects of all the above
Qualitative Studies

There are very few qualitative research studies that focus on involuntary job loss and unemployment and even fewer that consider the relational effects and importance of family (Chope, 2005).
Qualitative Studies

• In Buzzanell and Turner (2003), the authors defined the broad research question as; **what is the emotion work involved in job loss?** The goal of their research was to study how individuals and their family members engage in emotion work surrounding the individual family member who is involuntarily unemployed. The researchers **examined the discourse of individuals who have lost their jobs and of their families** who have lived with them during this period of change.

• By taking a **social constructionist approach to job loss**, they displayed **how individuals and their families create or recreate support**, and challenge meanings and social structures through discourse and related practices. The findings suggest a number of possibilities that can enable communication researchers and other **practitioners to better understand and counsel individuals undergoing job loss** and related life changes.
Young-Cunningham (2003) presented qualitative research that examined women’s job loss experiences from a feminist perspective. The participants found that the process of telling their stories helped them to make sense of their experience and feelings and helped them to derive some meaning from them. The research process involved three professional women who engaged in prolonged, audio taped and transcripted interviews plus many additional informal discussions. Also reported in the study was the effect telling those stories had on the participants who reported they accomplished the task of mourning the loss of jobs and then making sense of it’s meaning to them. The researchers stress the importance of narrative construction in helping those who lose their jobs to help them make sense of their experience.
Qualitative Studies

- The Hartung and Borges (2005) study examined the validity of using stories to appraise career dispositions and problems associated with client career adaptability. Data from projective career assessment was examined to determine if it would relate significantly to dispositions identified from client stories. Their findings provided modest initial support for using personal stories with career assessments.
Qualitative Studies

The Brewington, Nassar-McMillan, Flowers, and Furr (2004) study investigated relationships among factors hypothesized as related to job loss grief. Participants completed the career assessment, the Self Directed Search. The results indicate that involuntary loss of a job is associated with grief, at least for some individuals. It was noted that length of notice was another factor that negatively correlated with grief. The researchers recommend that counselors collaborate with job loss clients to reconstruct the meaning of the event within the context of their lives, relationships and cultural environments.
Qualitative Studies

Summary findings

• The act of telling one’s story can serve many purposes. It can inform, embrace, or reassess and retell (White, 2000). Each telling and re-telling of the person’s story is a new account, which allows for more purposeful decisions regarding meaning making.

• Narrative counseling is focused on one’s choice of language and words in a recursive nature in relationship with other people. The focus is on the story, the metaphor, and a privileging of both conversations and relationships in context at a given period in time (Clandinin, 2007).

• One’s recounted stories and relived experiences are located in a particular time and place and shape important meanings (Laslett, 1999).
The Great Recession of 2009

“Recession will continue with record levels of unemployment” (Jobless rate at new high, 2009)

• Nation’s most severe recession, 8 million people lost their jobs, average home values fell 30%, households lost one quarter of the family’s net income, families have been lost in foreclosure (Peck, 2011).

• By the middle of 2010, 50% of American workers had experienced a job loss, a reduction in paid hours, and involuntary change to part-time status or pay cuts (Bureau of Labor Statistics, 2011).

• By January 2011 almost 14 million worldwide were unemployed (Peck, 2011).
Review of my Study

• My research was conducted using a qualitative methodology, specifically, narrative analysis. The study examined the narratives of six American workers who lost their source of employment, i.e., jobs, during the Great Recession of 2009.

• purposeful sampling was utilized to meet the established criteria. This researcher audio-recorded the volunteer participants’ experiences and perceptions of the job loss by conducting interviews and transcribing the recorded audio sessions into written transcripts. Analysis of the interview sessions and written transcripts revealed detailed descriptions of common and distinct themes.

• Member Checking and Bracketing were employed to ensure trustworthiness and credible findings. Finally, Portraiture was used to further analysis the data and create a composite representative case study.
Participant Demographics

• 100% of research participants
  – lost their primary job in 2009
  – considered the “head of household”
  – part of a “family”
  – Age 20 yrs. or older (BLS)
### Participant Demographics

#### Table 1: Demographics of Research Participants

<table>
<thead>
<tr>
<th>Assigned ID No.</th>
<th>Age</th>
<th>Gender</th>
<th>Marital Status</th>
<th>Race/Ethnicity</th>
<th>Highest Education Completed</th>
</tr>
</thead>
<tbody>
<tr>
<td>001</td>
<td>26</td>
<td>F</td>
<td>Single</td>
<td>Black</td>
<td>Graduate Degree</td>
</tr>
<tr>
<td>002</td>
<td>35</td>
<td>M</td>
<td>Married</td>
<td>Black/Hispanic</td>
<td>Graduate Degree</td>
</tr>
<tr>
<td>003</td>
<td>25</td>
<td>F</td>
<td>Married</td>
<td>Hispanic</td>
<td>Graduate Education</td>
</tr>
<tr>
<td>004</td>
<td>53</td>
<td>F</td>
<td>Married</td>
<td>White</td>
<td>Graduate Education</td>
</tr>
<tr>
<td>005</td>
<td>53</td>
<td>M</td>
<td>Single</td>
<td>White</td>
<td>Bachelor’s Degree</td>
</tr>
<tr>
<td>006</td>
<td>53</td>
<td>M</td>
<td>Separated</td>
<td>White</td>
<td>Bachelor’s Degree</td>
</tr>
<tr>
<td>Average age = 41</td>
<td>50%</td>
<td>50%</td>
<td>50% Married</td>
<td>50% White</td>
<td>100% college educated</td>
</tr>
</tbody>
</table>

100% of research participants lost their primary job in 2009, considered themselves the “head of household”, and were part of a “family”
Data Analysis

• Data was analyzed using the techniques of **categorical aggregations in order to reveal patterns of narratives from the interview data** where themes and issues-relevant meanings emerged (Creswell, 1998). Once those themes and meanings emerged this researcher organized and presented the narratives into tables to establish patterns between and among the categories. Numerous and repeated readings of the transcribed interview sessions and continued reviewing of the audio-recorded interview sessions immersed this researcher in the participants’ experiences, beliefs, and perceptions.

• The narrative analysis included the **short-term, more immediate as well as the longer-term experiences and realizations that occurred over time**. Thematic coding and content analysis were employed until saturation occurred while carefully attending to the sequences of the experiences as they unfolded in the participants’ stories. Content analysis also occurred across the interview transcripts and included the frequency of words, phrases used, and expressions summarized as well as direct quotes to further define the themes.
Three Themes

Theme One:
First Come Tears then Catharsis

• Theme Two:
Who am I if I don’t Have this Job?

• Theme Three:
Job Loss as a Blessing in Disguise
First Come Tears then Catharsis

• Crying, shock, strong negative emotional expressions, and job loss grief

• Catharsis, change, opportunity and something to survive
**First Come Tears…**

<table>
<thead>
<tr>
<th>Narratives reflecting the initial responses to job loss</th>
<th>ID, page, and line numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>Starting crying</td>
<td>#1, 3, 52</td>
</tr>
<tr>
<td>Wanted to cry</td>
<td>#2, 4, 45</td>
</tr>
<tr>
<td>Cried</td>
<td>#3, 4, 68</td>
</tr>
<tr>
<td>Couldn’t stop crying</td>
<td>#4 41, 30</td>
</tr>
<tr>
<td>Probably cried</td>
<td>#5, 10, 209</td>
</tr>
<tr>
<td>I just cried/sobbed</td>
<td>#6, 13, 287; 1, 930–1</td>
</tr>
</tbody>
</table>
### Narratives reflecting the longer-term experiences of job loss

<table>
<thead>
<tr>
<th>Narratives</th>
<th>ID, page, and line numbers</th>
</tr>
</thead>
<tbody>
<tr>
<td>I know what I need to do now/What’s ahead of me?</td>
<td>#6, 8, 167 and 172</td>
</tr>
<tr>
<td>I knew what I was going to do next</td>
<td>#2, 6, 166</td>
</tr>
<tr>
<td>I remembered I always had a plan B</td>
<td>#4, 6, 119</td>
</tr>
<tr>
<td>I went into survival mode</td>
<td>#6, 5, 99</td>
</tr>
<tr>
<td>I had so many new questions</td>
<td>#4, 6, 121–123</td>
</tr>
<tr>
<td>Issues I hadn’t thought of before</td>
<td>#4, 6, 159–160</td>
</tr>
<tr>
<td>Vast changes</td>
<td>#5, 3, 280</td>
</tr>
</tbody>
</table>
Who am I if I don’t Have this Job?

- Lost relationships, disconnection, socialization and relational matters

- Struggle to find meanings and new sense of self.

- Re-focus and re-direction onto family and significant others for relational support and replacement activities
Who am I if I don’t Have this Job?

<table>
<thead>
<tr>
<th>Narratives reflecting the initial responses to job loss</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Why me?</td>
<td>#1, 3, 153</td>
</tr>
<tr>
<td>For a while I was lost</td>
<td>#2, 7, 149</td>
</tr>
<tr>
<td>I was not myself, felt off, not myself</td>
<td>#5, 7, 154</td>
</tr>
<tr>
<td>I lost myself for a while</td>
<td>#4, 5, 146</td>
</tr>
<tr>
<td>I didn’t know who I was anymore</td>
<td>#2, 4, 124</td>
</tr>
<tr>
<td>This can’t be happening to me</td>
<td>#3, 6, 112</td>
</tr>
<tr>
<td>Loss of self</td>
<td>#6, 13, 176</td>
</tr>
</tbody>
</table>
Who am I if I don’t Have this Job?

<table>
<thead>
<tr>
<th>Narratives reflecting the longer-term experiences of job loss</th>
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</tr>
</thead>
<tbody>
<tr>
<td>The thing I missed the most was my friends at work</td>
<td>#2, 4, 122</td>
</tr>
<tr>
<td>We were just like a family at work</td>
<td>#6, 11, 204</td>
</tr>
<tr>
<td>We argued/disagreed like a family/like an old married couple</td>
<td>#6, 5, 106–113</td>
</tr>
<tr>
<td>We supported each other</td>
<td>#6, 8, 173–175</td>
</tr>
<tr>
<td>Missed the “work husband”/wife/boy-girlfriend/best friend/</td>
<td>#2, 8, 174–176</td>
</tr>
<tr>
<td>supervisor/mentor/supervisees/”close knit” relationships</td>
<td>#3, 10, 209–210</td>
</tr>
<tr>
<td>Why are they destroying our (work) family’?</td>
<td>#6, 5, 106–113</td>
</tr>
<tr>
<td>What was going to happen to my “work family?”</td>
<td>#6, 33, 751–753</td>
</tr>
<tr>
<td>Wondered/cared/worried about co-workers</td>
<td>#6, 33, 757</td>
</tr>
<tr>
<td>No problem leaving agency, problem leaving clients behind</td>
<td>#1, 3, 60–63</td>
</tr>
<tr>
<td>Don’t miss the work, miss the camaraderie, relationships with co-workers, clients, and customers</td>
<td>#2, 7, 158–169</td>
</tr>
</tbody>
</table>
Job Loss as a Blessing in Disguise

• Nothing more to lose, no more fear
• Opportunity to get it right, Second chances
• Learning experience, training & education
• Godsend, Blessing, Best thing that **had** to happen in my life.
**Job Loss as a Blessing in Disguise**

<table>
<thead>
<tr>
<th>Narratives reflecting the initial responses to job loss</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Allowed me to think about new job opportunities</td>
<td>#4, 11, 234–237</td>
</tr>
<tr>
<td>No excuse why I couldn't do what I always wanted to do</td>
<td>#5, 22, 503</td>
</tr>
<tr>
<td>I was no longer tied to work</td>
<td>#6, 26, 587</td>
</tr>
<tr>
<td>I was already afraid so why not take a risk?</td>
<td>#4, 16, 354</td>
</tr>
<tr>
<td>Without this job I had no reason to hold back anymore</td>
<td>#3, 9, 197</td>
</tr>
<tr>
<td>My job in some ways really held me back in my life outside work</td>
<td>#6, 25, 570</td>
</tr>
<tr>
<td>I wasn't tied to work anymore so I traveled more often</td>
<td>#5, 16, 349–351</td>
</tr>
<tr>
<td>I experienced increased contacts with friends/family/others</td>
<td>#1, p. 9, 191</td>
</tr>
<tr>
<td>Spent more time with others</td>
<td>#2, p. 6, 115</td>
</tr>
<tr>
<td>Traveled more often</td>
<td>#5, 16, 349-350</td>
</tr>
<tr>
<td>Increased social activities/hobbies</td>
<td>#6, 42, 947</td>
</tr>
<tr>
<td>Narratives reflecting the longer-term experiences of job loss</td>
<td>ID, page, and line numbers</td>
</tr>
<tr>
<td>----------------------------------------------------------------------------------------------------------------------------</td>
<td>------------------------------------------------</td>
</tr>
<tr>
<td>Opened up new possibilities</td>
<td>#1, 9, 196</td>
</tr>
<tr>
<td>Allowed increased opportunities</td>
<td>#4, 16, 353</td>
</tr>
<tr>
<td>In some ways it was exactly what I needed/wanted/had to happen</td>
<td>#5, 19, 435</td>
</tr>
<tr>
<td>I become more purposeful</td>
<td>#4, 9, 203–205</td>
</tr>
<tr>
<td>Found goals and gained self-confidence</td>
<td>#4, 11, 242</td>
</tr>
<tr>
<td>I had no place to go but forward, so I did all these different things I always wanted to do</td>
<td>#3, 9, 196-197</td>
</tr>
<tr>
<td>Vast changes in my thoughts</td>
<td>#5, 14, 335</td>
</tr>
<tr>
<td>Vast changes in my thoughts</td>
<td>#4, 7, 159</td>
</tr>
<tr>
<td>I learned how to handle my life instead of being controlled by work</td>
<td>#3, 12, 254</td>
</tr>
<tr>
<td>I believed I would come through it</td>
<td>#4, 11, 242</td>
</tr>
<tr>
<td>I am not afraid if I lose my job (in the future)</td>
<td>#2, 8, 179</td>
</tr>
<tr>
<td>I now have a better understanding of how the world works/ changed attitude/expectations about jobs and work</td>
<td>#3, 11, 250</td>
</tr>
<tr>
<td></td>
<td>#5, 18, 412–424</td>
</tr>
<tr>
<td></td>
<td>#6, 42-43, 966-968</td>
</tr>
</tbody>
</table>
# Job Loss as a Blessing in Disguise

<table>
<thead>
<tr>
<th>Statement</th>
<th>References</th>
</tr>
</thead>
<tbody>
<tr>
<td>I am a completely different person now (after job loss)</td>
<td>#2, 8, 167–168</td>
</tr>
<tr>
<td>Happy with my new life</td>
<td>#4, 16, 154</td>
</tr>
<tr>
<td>Never would have considered doing what I do now</td>
<td>#5, 25, 566</td>
</tr>
<tr>
<td>I started to care for myself for the first time in my life</td>
<td>#5, 15, 335</td>
</tr>
<tr>
<td>I am 100% self-sufficient now/after job loss</td>
<td>#2, 8, 178–181</td>
</tr>
<tr>
<td>I realize now I can make it/get through anything/any loss</td>
<td>#4, 16, 350–353</td>
</tr>
<tr>
<td>I am grateful for what happened (job loss)</td>
<td>#2, 8, 170</td>
</tr>
<tr>
<td>At first it (job loss) was very negative but now I have completely changed everything around in my life in the best/positive/unimagined way/I feel blessed</td>
<td>#3, 11, 251-252 #4, 5, 100–101</td>
</tr>
<tr>
<td>It was a Godsend!</td>
<td>#5, 26, 590–598 #6, 42, 953–954</td>
</tr>
</tbody>
</table>
Job Loss as a Blessing in Disguise

Many of the participants’ stories uncovered in this study, the lost job serves as an important watershed event, a shift in direction not otherwise considered or known, and perhaps the change that mattered.
Implications for Counseling

Recovery from involuntary job loss;

- approach the problems logically and practically first

- deal with identity issues and identification of strengths

- how past problems and issues were successfully dealt with to help inform present recovery

- create pathways to re-connect with the family system
Goals when working with clients experiencing IJL

**Short term** = Provide an assessment or appraisal of the situation and help to put out any “fires”. Identification of issues and referrals to other resources.

- Mental health issues may come to the surface which may have already been there.
- Family conflict and painful adjustment issues.
- Stop gap jobs? Part time, temporary, short-term employment.
- Unemployment and financial planning.
- Foreclosure, eviction, health care, food and other basic resources.
Treatment planning & Diagnostic suggestions related to IJL

**Treatments plans:**
- Grief/Loss Unresolved
- Financial Stress
- Educational Deficits
- Family Relationship Conflicts

**Diagnostic suggestions:**
- Major Depressive disorders
- Bereavement
- Anxiety disorder
- Adjustment disorders
- Problems related to Employment
Goals when working with clients experiencing IJL

**Longer term** (once past the shock and acute grief/loss)

What do you want to work on next?  
May depend on the client’s life situations.

- Traditional Career Counseling and Career Exploration
- Assess the clients;
  - Interest
  - Values
  - Abilities
  - Experiences
- Training, Education, and Major life decisions and changes
Goals when working with clients experiencing IJL

**Longer term** (once past the shock and acute grief/loss)

Refer clients to help

- choosing and confirming new career options
- writing resumes, cover letters and job correspondence
- learning job search skills, finding new employment
- learning interview skills and employment negotiation skills
Goals when working with clients experiencing IJL

Refer clients to help with free online sites:

**O*NET Online.**
- **Free national** tool for career exploration and job analysis!
  detailed descriptions of the world of work for use by job seekers, workforce development and HR professionals, students, researchers, and more!
  https://www.onetonline.org/

California Career Center:
To help people career plan for college, or the world of work
https://www.calecareercenter.org/

California Regional Workforce Connection / One Stop Centers
access to education, training and employment services, as well as referrals (when deemed appropriate) to other services available through our network of the following partner agencies.
https://www.workforce-connection.com/
Implications for Counseling

• Story telling in career counseling to assist the client to re-author parts of their life story and regain a sense of control in their lives.

• The narrative approach as an assessment and a therapeutic intervention can help clients make decisions and take action.
Savickas (2007)

- Encourages clients to pick starting points but to adapt them over time as people and their environments change.

- Defined career adaptability as the readiness to cope with the predictable tasks of preparing for and participating in the work role and with the unpredictable adjustments prompted by changes in work and working conditions.
Career Styles Interview

• Help clients tap into constructing languages to help client see their life experiences differently.

• Help clients understand who they are first and then in relation to careers and work settings.
Career Styles Interview

1. Who did you admire when growing up?
2. What magazines do you enjoy reading?
3. What are your favorite books or movies?
4. Tell me your favorite saying or motto by which you live?
5. What were favorite academic & school Subjects?
6. What activities do you like doing when you have free time?
Career Styles Interview

1. How may I be useful to you?
   May require some negotiation.
   The purpose is to determine what is likely to lead to change or solution formations.

2. Who did you admire when growing up?
   Heroes = what did they or would they have done if they were you now?
   What qualities did your role models possess and do you still value qualities?
Career Styles Interview

3. What magazines do you enjoy reading?
   Link topics to John Holland’s RIASEC codes to inform possible occupations and work settings
   Identify possible environments and activities that inform their overall narrative or story.
   Helps provide content and context for the client’s new story construction

4. What are your favorite books or movies?
   Who were the major characters that you identified with?
   What qualities or values did they possess?
   How did they cope with or solve life problems and issues?
   Does this story suggest possible life script to consider?
Career Styles Interview

5. Tell me your favorite saying or motto by which you live?
   How does it inform your self talk and self advice?
   How does it inform your life story, past, present & future?

6. What were favorite academic & school Subjects?
   How does this reflect your possible talents and abilities?

7. What activities do you like doing when you have free time?
   How does this inform your self expression and creativity?
Recommendations

- Use of **Narrative** Career Counseling

- Except **Short and Long term** client experiences

- Encourage working an existing and new **Relationships** & assessing relational strengths
Recommendations

- Clients often present job loss telling **depressing and painful stories** of this phenomenon. This is a common **short-term reaction**.

- This research confirms that this pain of job loss grief is often a very real part of the experience of sudden and unexpected job loss.

- However, this depressing and painful story is only part of the story.

- With time people who experience unexpected job loss can and do survive and, in some cases, come to see the experience as a **blessing, a gift, and an unrealized life-saver and anchor**. This is a common **longer-term reaction**.

- Each client’s **story of their job loss is unique** and there is often more to the story of involuntary job loss than just job loss grief.
Recommendations

• One key finding regarding the important role of social support and work-related relationships,
• These significant work relationships affirm the critical role of relationships in developing and sustaining a satisfying work life and career development.
• The nature of the relational support includes emotional and psychological nurturance as well as assistance in balancing both work and family life.
• Consistent with this theme of relationship and its effect on identity is the crucial role of social support throughout the experience of initial job loss and unemployment.
• Other research studies have found that secure social support was linked to lower levels of psychological distress (Fryer & Payne, 1984; McKee-Ryan et al., 2005).
Recommendations

• The sequencing of these events tend to turn one off our autopilot and force job losers to take the steering wheel in their own hands.

• Losing a job and experiencing the social embarrassment associated with that event remind those affected of who they are rather than what they are.

• It can remind those affected of their true composure and their real character, whatever those may be.

• It allows a reexamination and redefinition of people and who they want to be rather than what they have become.
Significance

The timeliness of large numbers of unemployed and underemployed workers and lingering economic effects combined with the gaps revealed in the literature review for this study provides opportunities for new understandings in the professional counseling literature to address and propose interventions for clients and their families who face job loss.
Questions??

Thank you!
References


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