GUIDANCE

GREAT PRODUCT, SHAME ABOUT THE NAME

Liane Hambly

http://creativecareercoaching.org/
Overview

- How does guidance relate to careers advice, coaching, mentoring and counselling?
- How do we explain it to others?
The OECD definition of guidance..

“Services intended to assist people at any age and at any point throughout their lives, to make educational, training and occupational decisions and to manage their careers”

From career planning to Career management’

‘Career management is not about making the *right* occupational choice … its about equipping people with the competencies (KSA) to make the *myriad* choices with which adults are confronted continuously, lifelong’

Jarvis, P. Talent … Opportunity. Prosperity requires connecting the Dots. *Canadian Blueprint for Life/ work Design*
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**Advice and information**

**Coaching**

**Counselling**
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  - Ask questions to raise awareness
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**Advice and information**
- Guidance
- Coaching
- Counselling
Metaphor of Career as a road
The road is rarely straight any more, and if so, not for long.
Metaphor of Career as a road
The road is rarely straight any more, and if so, not for long.

What do you need for the journey?

Hambly 2015 Career Navigator
Research skills
Curiosity/ open mind / flexibility
Networking, accessing support
Motivation/ drive
Awareness of transferable skills, values, interests
Resilience/ problem solving
Decision making
Job/ opportunity search
Confidence
Bimrose and Hearne (2012)

- Resilience (ability to overcome barriers)
- Adaptability resources... concern, control, curiosity, confidence

BLUEPRINTS
- The Canadian Blueprint for life/ work design
- The Australian Blueprint for Career Development
- The Scottish Career Management Framework
- The Welsh Career Management Framework
- The English Blueprint for Career Development
So what is guidance?

- CVs/ information are usually not enough to navigate the modern career landscape
- People often need more than what they realise
- Taking a step before responding to presenting needs
- Asking questions
- Reflecting back career management strengths and needs
- Drawing up an action to meet needs
- Addressing immediate needs
Explaining it to clients

A – where you are now

B. Future vision – broad, positive goals

Find out what’s already in place…. And what you need to get you from A to B
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