

Personal Guidance and Group Careers Guidance

The provision of personal guidance by a qualified careers adviser enables young people to think through three inter-related components of 'self': self-awareness; self-determination and self-improvement.

- Self-awareness - Personal guidance ensures that individuals have opportunity to realistically appraise their qualities and skills, roles and responsibilities, values, attitudes, needs, interests, aptitudes and achievements. In short, it enables the young person to better understand themselves and make informed choices.
- Self-determination - Personal guidance serves to promote personal autonomy, self-efficacy and personal agency. It boosts hope, and supports the young person in becoming adaptable and resilient. In short it is empowering.
- Self-improvement - Personal guidance fosters the skills of planning, review and reflection enabling the young person to sustain a positive attitude to learning throughout life.

The provision of personal guidance should meet Gatsby Benchmark 8; that is a one-to-one interaction which takes place between a careers adviser and a young person. It should also meet Gatsby benchmark 3; that is addressing the requirements of a student as an individual.

Sometimes careers advisers work with young people in small groups. Small group sessions can work well where aspects of careers learning are being examined. It is much more difficult to carry out group personal guidance since young people rarely have exactly the same needs.

Where group work is carried out as part of personal guidance, the CDI strongly recommends that it meets all of the following criteria:

- The group size should typically be no more than three or four students;
- It should be confirmed as appropriate to meet each of the individual participating student's needs;
- There should be a clear rationale for choosing this approach, with the impact evaluated and recorded;
- It should be delivered by a qualified careers adviser;
- Participation in group personal guidance should not preclude students from opportunities for a 1:1 guidance interview with a qualified careers adviser, should they feel that this is necessary.

Jan Ellis
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