

# Overcoming Microaggressions in Career Counseling

## : The Role of 'Self as Context'

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### Introduction

#### Background

**Microaggressions** in career counselling can have a negative impact on the **counsellor-client relationship** and reduce the effectiveness of counselling.

This study aims to contribute to improving the effectiveness of counselling by examining whether the '**self as context**' can mitigate the effects of microaggressions.

#### Theoretical bases

The **self as context**, as conceptualized in **Acceptance and Commitment Therapy (ACT)**, refers to one of the senses of self, enabling individuals to view their experiences from an objective standpoint (Foody et al., 2012). This theoretical framework informs our hypothesis.

#### Objectives

The impact of **microaggressions** in career counselling and the role of '**self as context**' as a moderating factor.

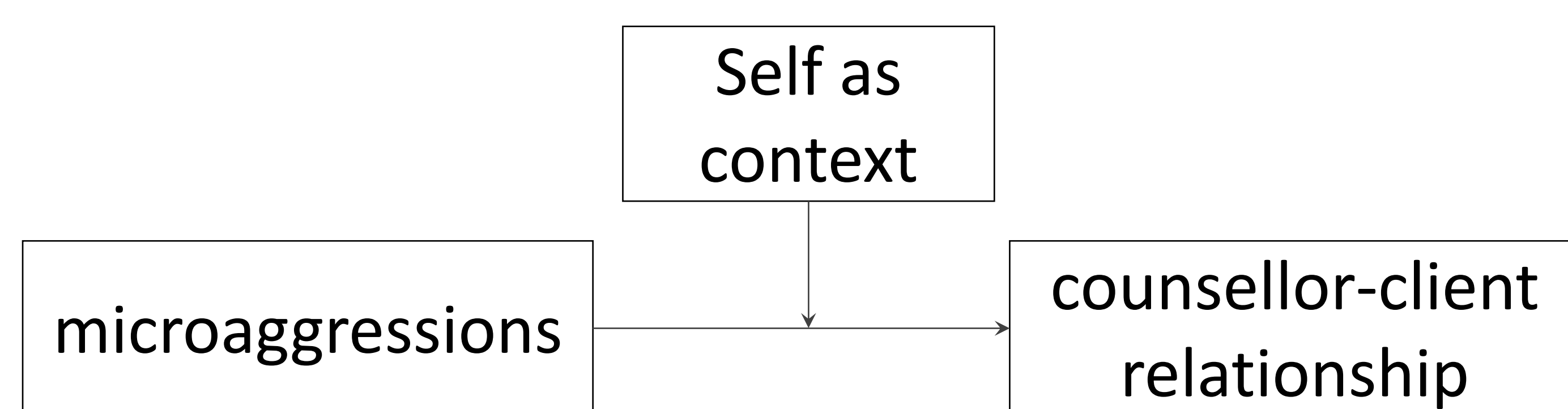


fig 1 Hypothetical Model

### Methodology

#### Period

June 2021

#### Participants

**University students** who had previous experience consulting a counselor at a university career center.

#### Distribution

Surveys were distributed to a total of 6,477 students.

#### Conditions

Participants were required to have consulted **with a single counselor** at least once in a university career center setting.

#### Responses

**1,000** responses were collected.

#### Analyzed data

After removing responses with logical inconsistencies, **901** responses were used for analysis.

### Results

#### Main findings

	Dependent Variable: Counsellor-client relationship	
	Step1 $\beta$	Step2 $\beta$
Major	-.01	-.01
Gender	-.02	-.02
Counselor's gender	.09 **	.09 **
Self as context	.23 ***	.24 ***
Microaggressions	-.29 ***	-.30 ***
Self as context ×Microaggressions		.09 **
$R^2$	.15 ***	.16 ***

Table 1 Multiple Regression Analysis Results

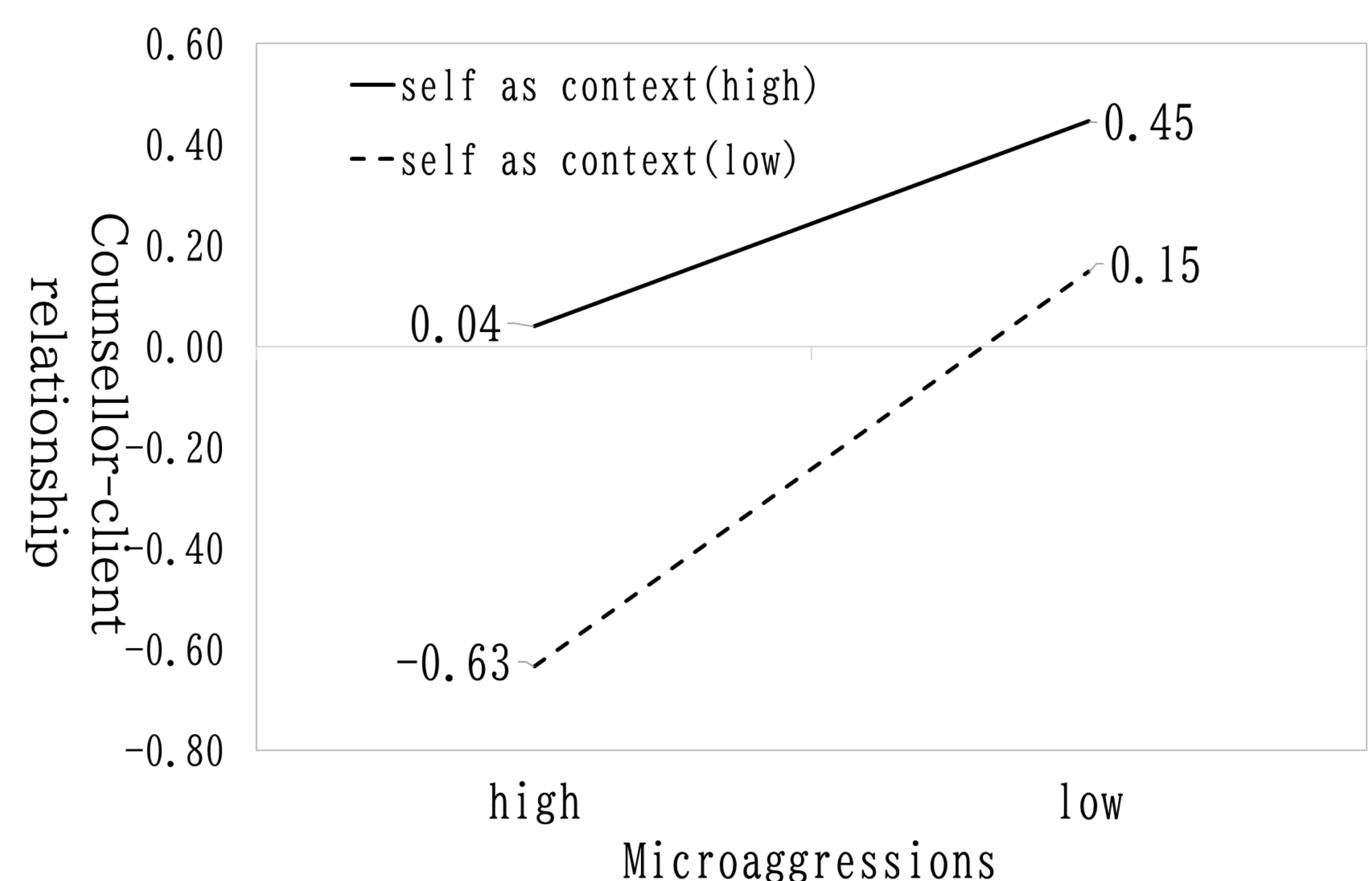


Table 2 Interaction between Microaggressions and Self as Context

### Discussion

#### Theoretical contributions to relational frame theory (RFT)

'self as perspective' can function as one of the coping strategies against microaggressions in career counselling situations.

#### Practical contributions to career education.

Cultivating students' 'self as perspective' can be a psychological resource in career development.

### References

- Foody, M., Barnes-Homes, Y., & Barnes-Homes, D. (2012). The role of self in acceptance and commitment therapy. In L. McHugh & I. Stewart (Eds.), *The self and perspective taking: Contributions and applications from modern behavioral science* (pp. 125-142). New Harbinger.
- Sue, D. W., Capodilupo, C. M., Torino, G. C., Bucceri, J. M., Holder, A. M., Nadal, K. L., & Esquilin, M. (2007). Racial microaggressions in everyday life: Implications for clinical practice. *American Psychologist*, 62(4), 271-286.



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