



Career Development's Role in the Wave of the Mental Health Movement

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November 13, 2024



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Overview

- Shared Language
- Career Development's Impacts on Mental Health
- The Common Thread: Stress & Coping
- Practice Implications
- Questions



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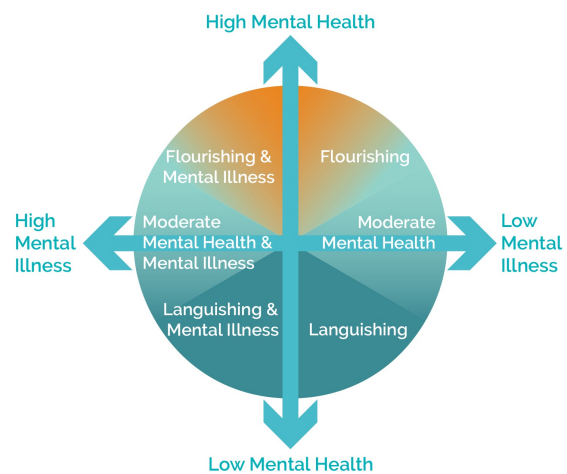


Common Language

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Two-Continua Model – Corey Keyes

- Mental health co-exists with mental illness
- Mental health mitigates frequency, duration and severity of mental illness symptoms



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Try This...

- I am a career development practitioner, not a mental health professional.
- My main focus will be on the career development concerns you want support with.
- We know, however, that other parts of our lives are strongly impacted by our career-related decisions and activities, and that other parts of our lives impact our career decisions. It's difficult to make effective career decisions without considering our whole life.

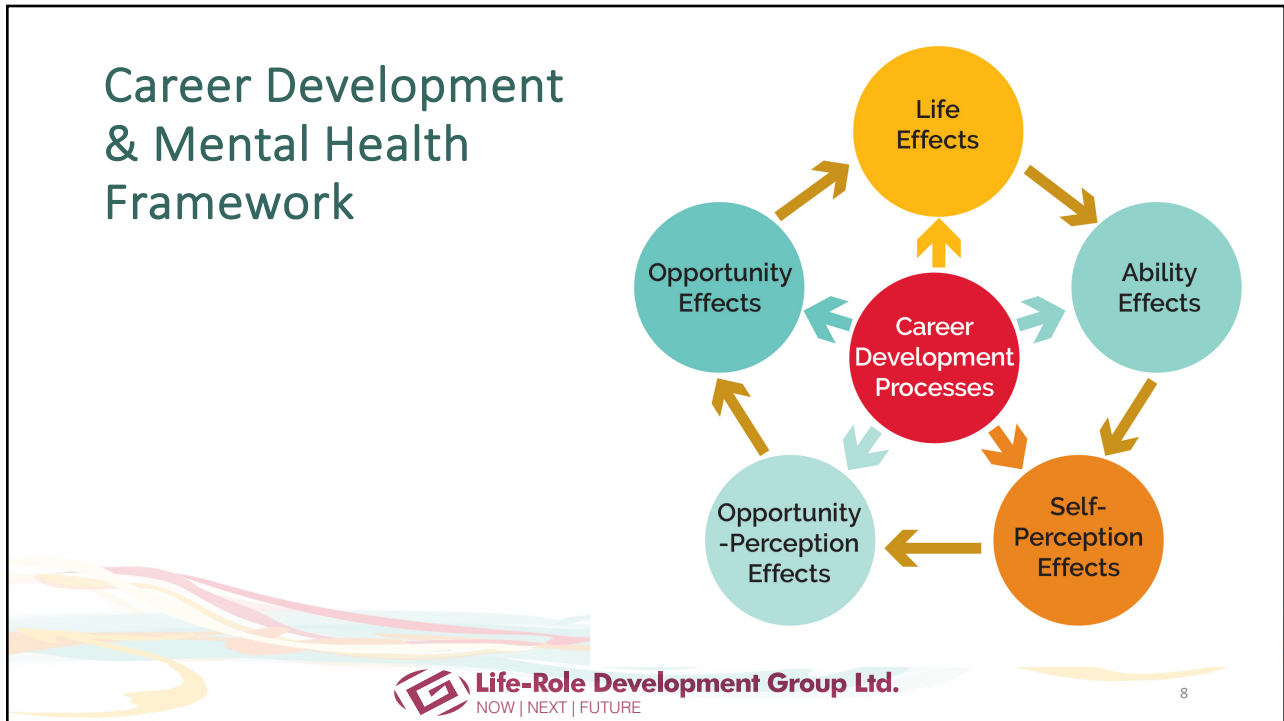
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Career Development

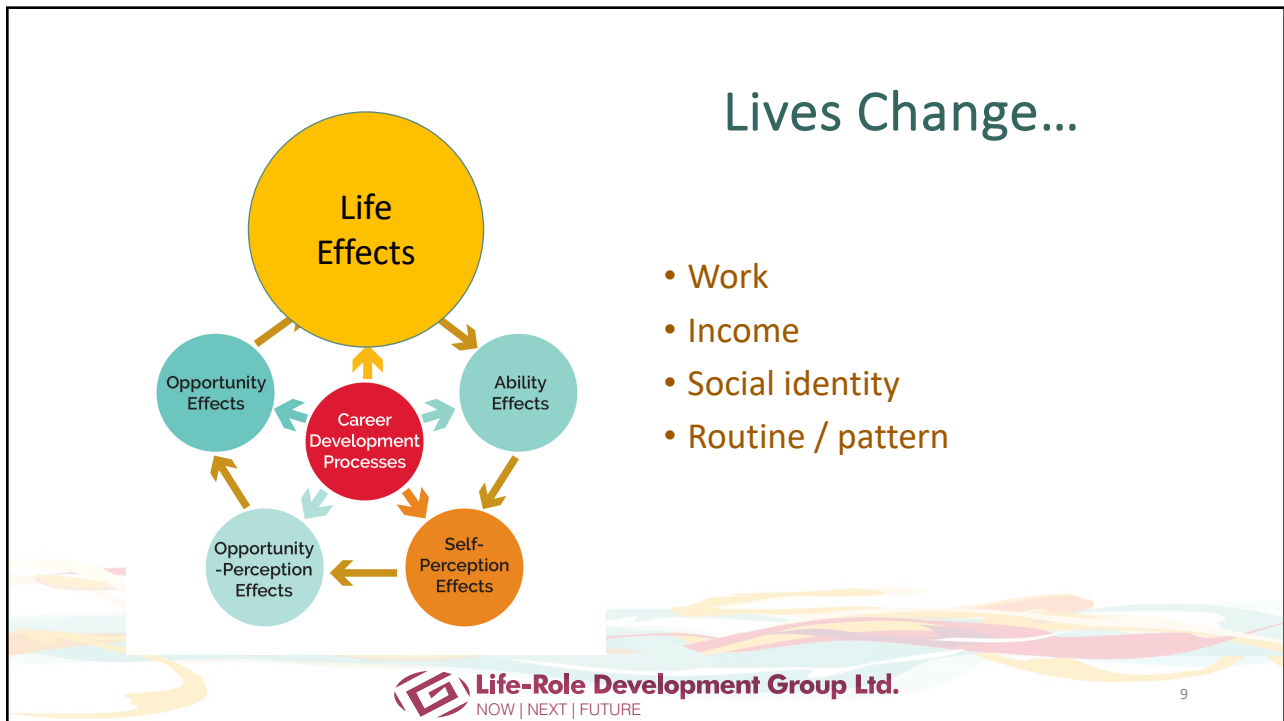
Career development is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future. (Cdn S&Gs)

“Work” is only a part of this; “managing” may be the far more important part.

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Competencies are Acquired...

The diagram illustrates a cyclical process. At the center is a red circle labeled 'Career Development Processes'. Arrows point from this central circle to five surrounding circles: 'Life Effects' (yellow, top), 'Ability Effects' (teal, right), 'Self-Perception Effects' (orange, bottom), 'Opportunity-Perception Effects' (light blue, bottom-left), and 'Opportunity Effects' (teal, left). Additionally, arrows connect these outer circles in a clockwise cycle: Life Effects to Ability Effects, Ability Effects to Self-Perception Effects, Self-Perception Effects to Opportunity-Perception Effects, Opportunity-Perception Effects to Opportunity Effects, and Opportunity Effects back to Life Effects.

- Career management skills
- Self management / life skills
- Employability / workability skills
- Transferable skills

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Perceptions of Self Change...

The diagram illustrates a cyclical process. At the center is a red circle labeled 'Career Development Processes'. Arrows point from this central circle to five surrounding circles: 'Life Effects' (yellow, top), 'Ability Effects' (teal, right), 'Self-Perception Effects' (orange, bottom), 'Opportunity-Perception Effects' (light blue, bottom-left), and 'Opportunity Effects' (teal, left). Additionally, arrows connect these outer circles in a clockwise cycle: Life Effects to Ability Effects, Ability Effects to Self-Perception Effects, Self-Perception Effects to Opportunity-Perception Effects, Opportunity-Perception Effects to Opportunity Effects, and Opportunity Effects back to Life Effects.

- Self-efficacy
- Identity (internal)
- Hope (perceptions of coping)
- Meaning / purpose
- Agency / locus of control

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Perception of Opportunities Shift...

- Attention aligns with intention
- Uncertainty tolerance
- Cognitive bandwidth
- Optimism

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Opportunities Shift...

- Work / employment roles
- Work projects / activities
- Access to influencers
- Exposure to networks
- Learning events

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Where's Your Impact?

Go to [menti.com](https://www.menti.com)
Enter code 1865 7017

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Common Components of Mental Health Definitions

Contribution

Relationships

Happiness / satisfaction

Meaning / purpose

Mastery / coping

Agency

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Career Development Effects

Key Ideas Career development produces effects

Career development effects strengthen mental health

Career development inevitably affects your mental health – let’s be intentional about the impact



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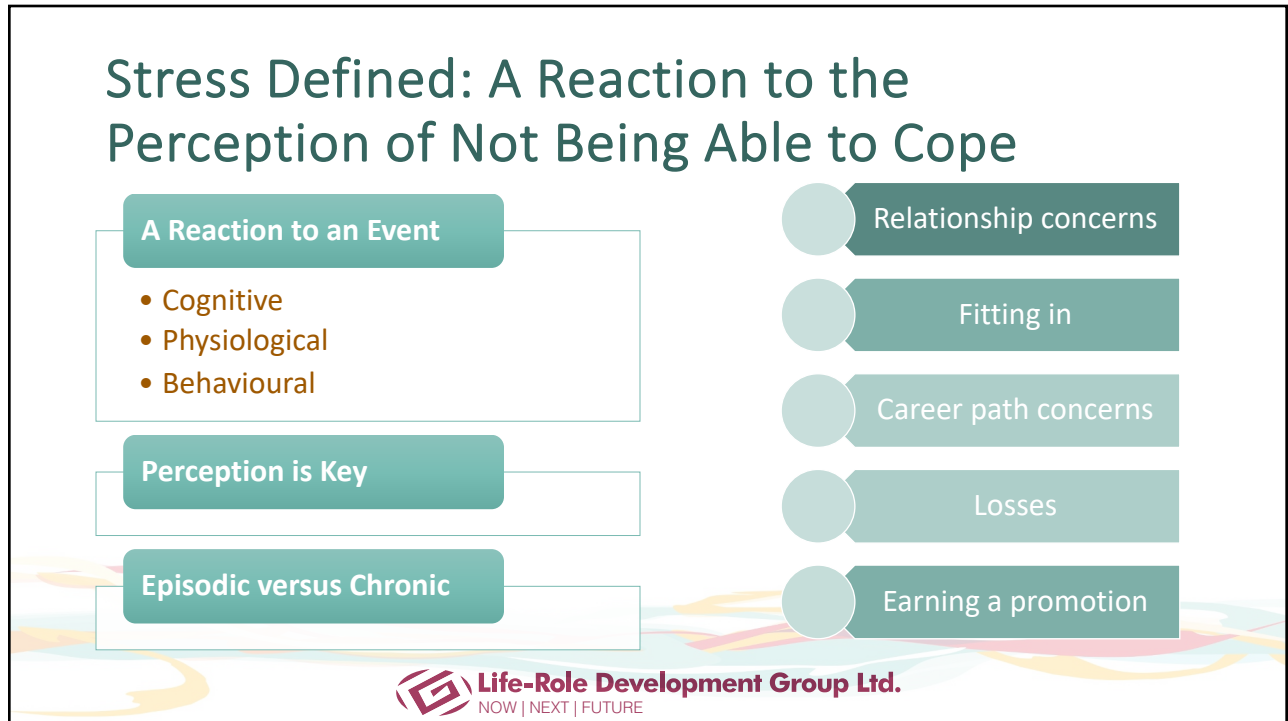
Career Development Intervention & Stress: How Coping Supports Mental Health

Stress and Coping: The Golden Thread

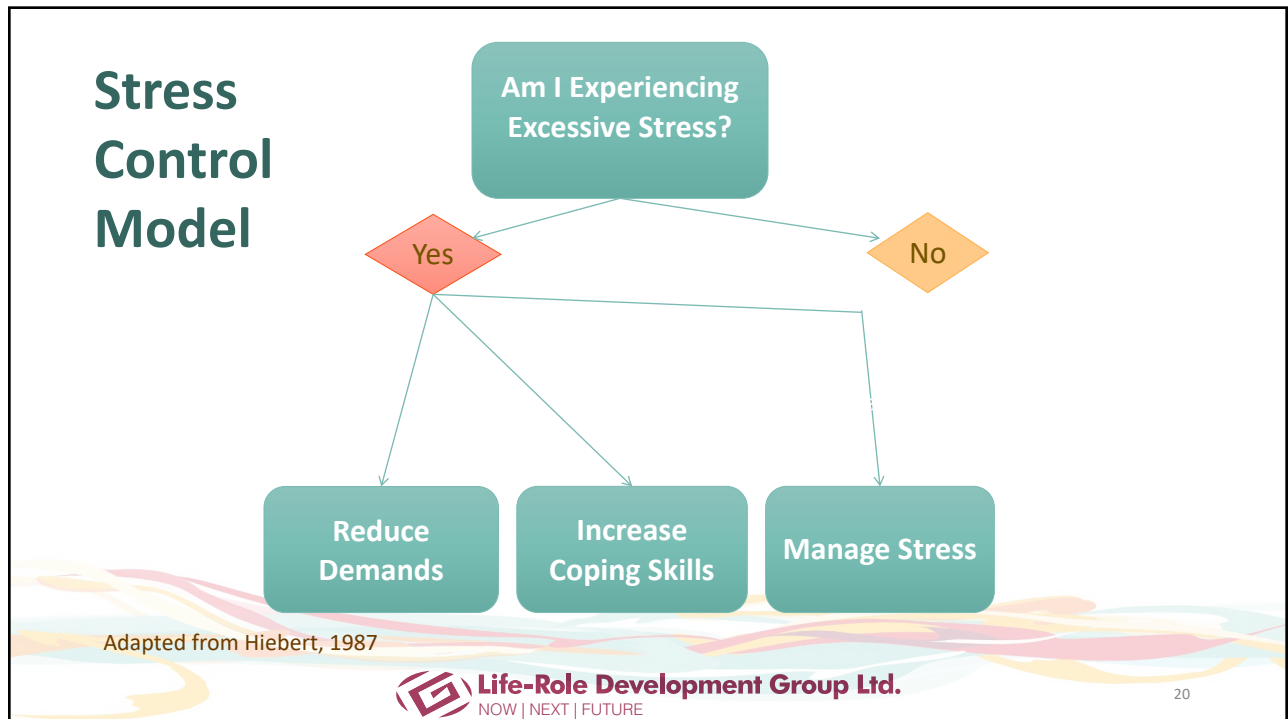
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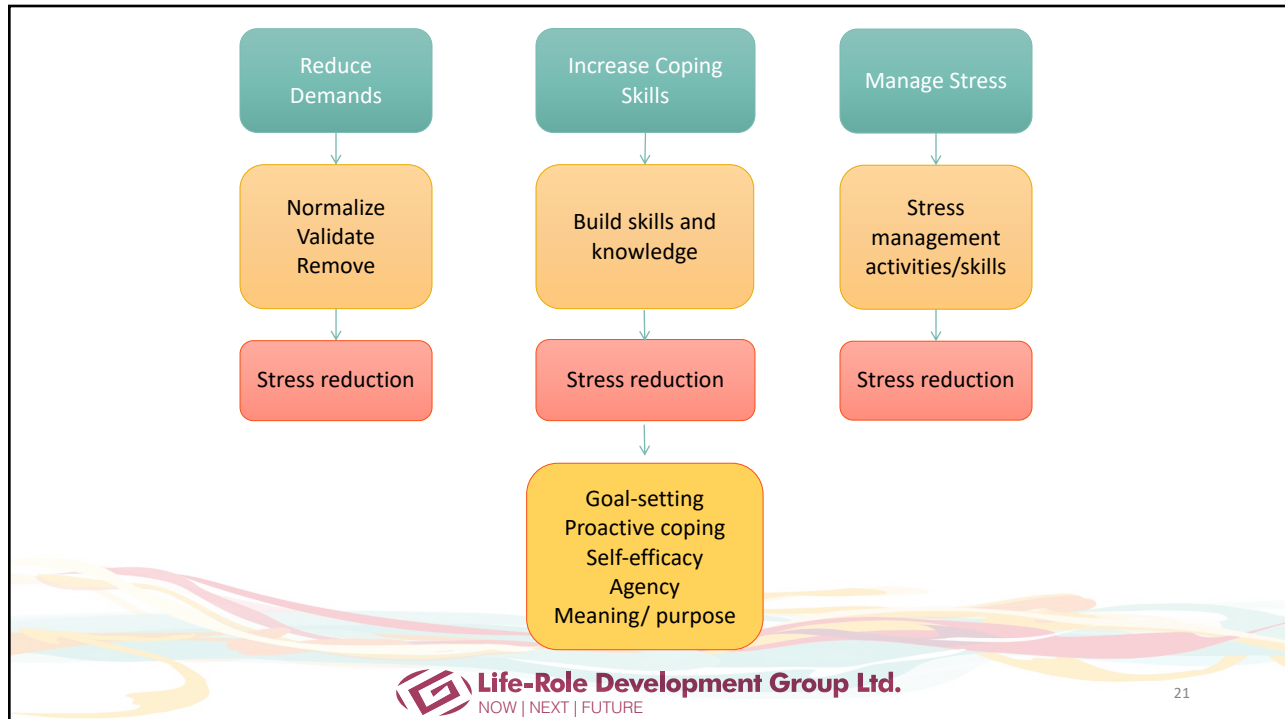
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Stress and Coping: Key Ideas

- **Concern about coping with demands is amplified if:**
 - the demand is considered important (e.g., future is contingent on coping)
 - coping is overly challenging (e.g., competitive market)
 - coping is ambiguous (i.e., there is uncertainty about coping)
- **Demands are additive**
- **Stress is reduced or eliminated when there is a perception about being able to cope**
- **Reducing excessive stress improves problem-solving & cognitive function**
- **Stress reduction supports mental health**

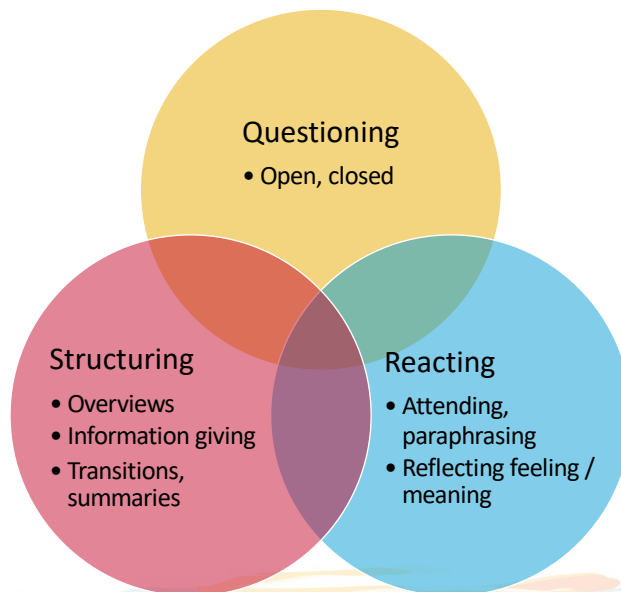
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Intentional Skill Use for Mental Health Outcomes

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Interpersonal Skills Summary



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Examples of Structuring Skills: Information Giving

“We’ve discussed confidentiality and I’ll just mention that I’m a career practitioner and my main focus will be on the career concerns you want support with. We know, however, that other parts of our lives are strongly impacted by our career-related decisions and activities and that our career decisions also impact other parts of our lives. It’s difficult to make effective career decisions without considering our whole life.”

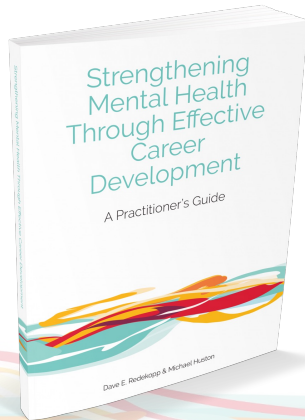
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Try This...in Your Own Words

- I am a career development practitioner, not a mental health professional.
- My main focus will be on the career development concerns you want support with.
- We know, however, that other parts of our lives are strongly impacted by our career-related decisions and activities, and that other parts of our lives impact our career decisions. It’s difficult to make effective career decisions without considering our whole life.

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Thank You!



- Questions?
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 - Michael at mwhuston@gmail.com
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