

Careers education and guidance: supporting mental health and wellbeing

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London
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Aims & Objectives

Aim: To focus on Career Guidance to Support Mental Health and Wellbeing

By the end...

1. increased awareness and greater confidence in career development and wellbeing research findings that can be applied into practice to strengthen work with young people and/or adults
2. improved understanding of knowing the right questions to ask when exploring mental health and wellbeing issues in the context of career development
3. identified enablers and barriers to effective career development and wellbeing support activities, including an approach to interviewing.
4. considered practical approaches to measuring impact building on best practice.





Insight to our work

- Young people and adults' access to local career guidance – **spaces and places online and offline** – using career guidance to support mental health and well being.
- This must be a **golden thread** woven into government department and officials' citizen consultations and delivery plans.
- Viewed not only as a **solution that enables the continuance of services during/after the pandemic, but also, e.g., for the personalisation of more tailored and targeted careers support.**





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This toolkit is co-sponsored by Careers Wales, Skills Development Scotland and dmh associates

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List of practitioner, manager, and senior leader contributors -

- Appendix 1

Building Brighter Futures: Career Development and Wellbeing - A Practical Toolkit 2

Different ways to think about wellbeing

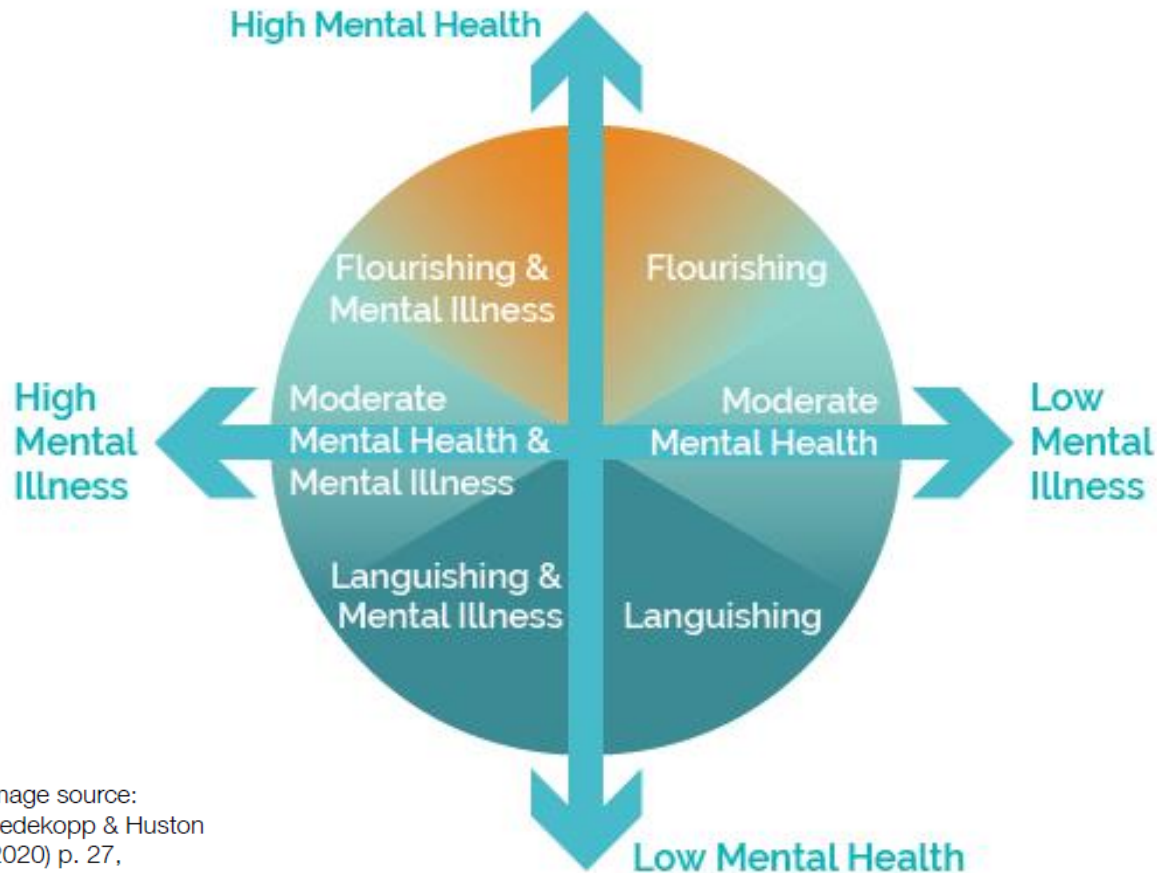


Image source:
Redekopp & Huston
(2020) p. 27,
adapted from Keyes
(2014, p. 182)

- **Hedonic:** e.g. pleasure and happiness
- **Eudaimonic:** e.g. psychological health achieved by fulfilling one's potential or functioning highly
- **Evaluative:** e.g. satisfaction level (e.g., are you satisfied overall with your life?)
- **Affective:** "in-the-moment" measure (e.g., recent positive feelings, how happy or anxious you feel etc.)

Career development and wellbeing



Image source: Redekopp & Huston (2020)

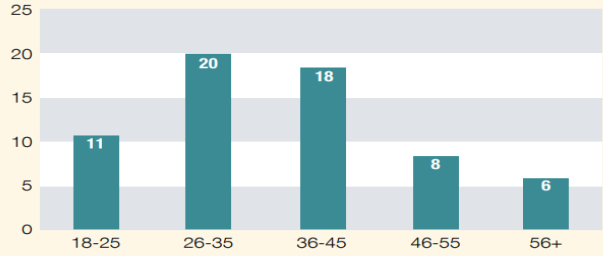


Image source: Redekopp & Huston (2020)

See also: Keyes, C.L.M. (2014). Mental health as a complete state: How the salutogenic perspective completes the picture. In G.F. Bauer & O. Hammig (Eds.), *Bridging occupational, organizational and public health: A transdisciplinary approach*. New York: Springer.

Responses from 63 people interviewed in Scotland and Wales

Numbers of customers interviewed by age range (63)



Identified Customer Needs

Looking to get back into education

1

Presenting needs - what they may ask for but ...

Returning to work

2

How and when do people present issues relating to well-being (anxiety, pessimism, lack of confidence, self belief etc)?

Health impacting on ability to work

3

Verbal indicators (what's said), Non-verbal indicators (expression, tone, body language) behaviour (what they do/don't do)

Help with CV

3

Careers Advice - help with options

7

Seeking course/training information

7

Help find a job

13

Support with Funding

18

Help with job changing - work/life balance or job satisfaction

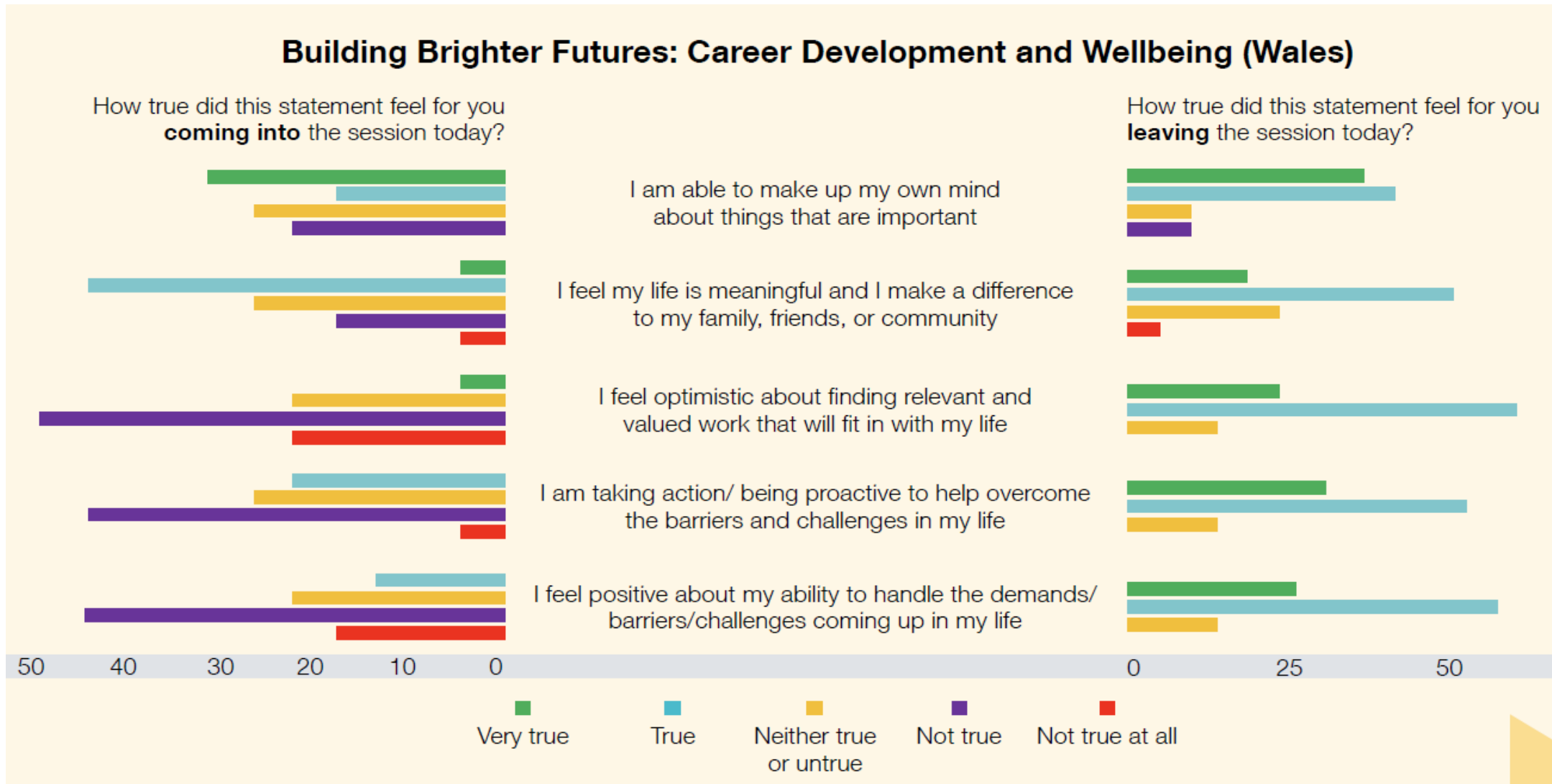
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Responses from 63 adults interviewed in Scotland and Wales


Typical words expressed

Lack of motivation	Feeling lost
Feeling of worthlessness	Family concerns (relationships)
Embarrassed	Anger
Shock of redundancy	Low confidence
Isolation	Lack of self esteem
Fear of change	General health concerns
Worried about finances and supporting family	Mental health issues
Boredom	Drug abuse

Example evidence of progress in interviews



A ten-stage career development and wellbeing interview process




Step 1: A reminder to consider the environment, emotional steadiness, exercises available and evaluation approach in advance of beginning a career development conversation.

Steps 2–4: Key steps for supporting brief career information and advice requests or in the early part of triage assessment to determine good signposting and referral, where necessary.

Steps 5–9: Steps that are most relevant for the more in-depth stages of professional career development, action planning, career guidance and employability conversations.

Step 10: Another optional step for measuring progress to inform the evidence-base underpinning practitioners' skillful practice.

Applying the findings – Skilful Practice

- 
1. Getting ready – environment and emotional steadiness
 2. Preliminary discussion – assess customer situation
 3. Identify presenting needs
 4. Spot any well-being indicators
 5. Discussion and contracting – agreeing the purpose
 6. Reflecting back – empathy, clarifying
 7. Understanding Well-being – questions, activities
 8. Explore possibilities
 9. Overcoming barriers and action planning
 10. Optional step – measuring progress/distance travelled

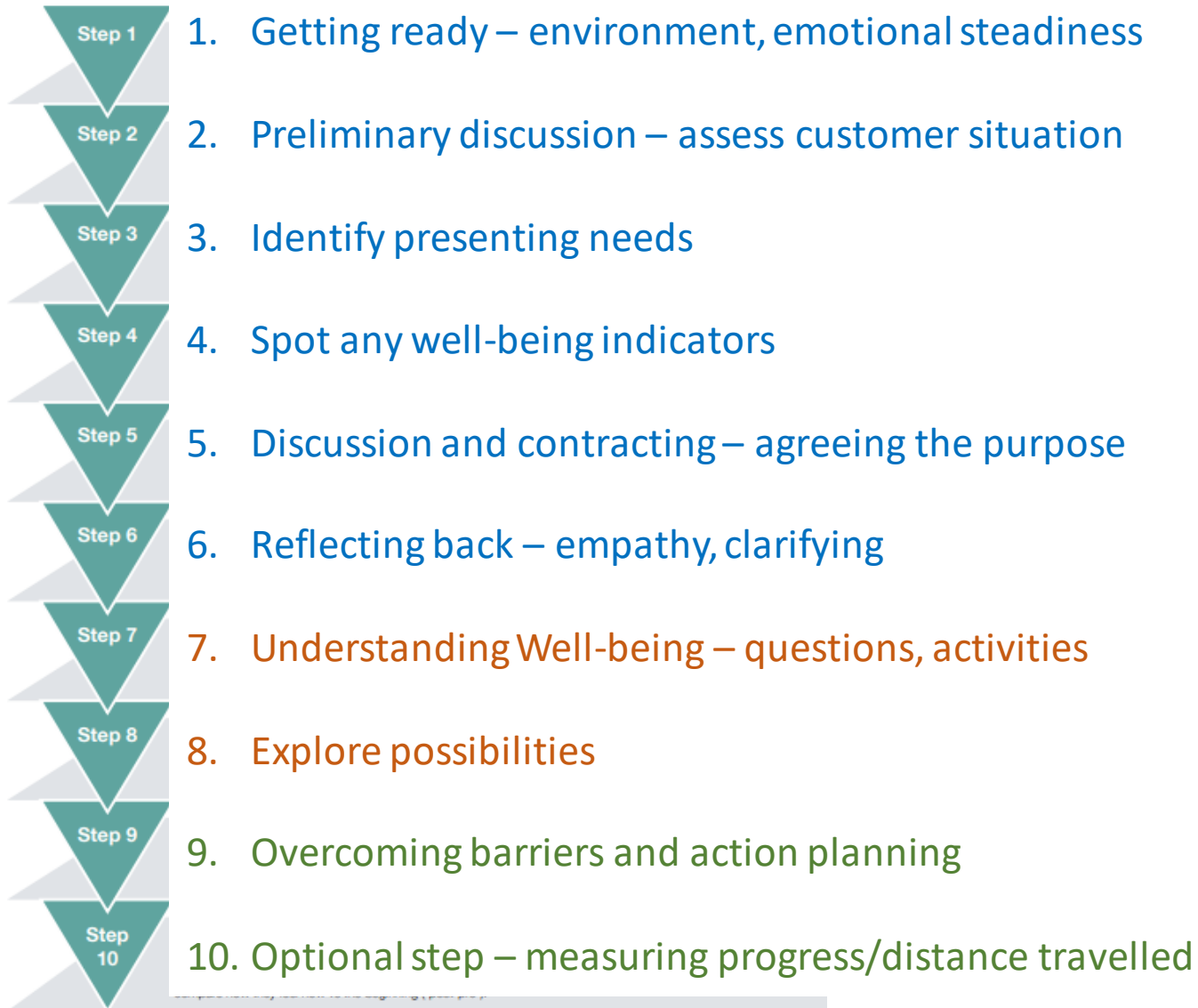
Stage 1 – Preparing the Foundations for Guidance

Stage 2 – Exploring and Identifying Needs

Stage 3 – Resolving Needs and Moving Forward



Applying the findings – Skilful Practice



Questions used by the practitioners e.g.

Templates for checking the environment, reflecting neurodiversity

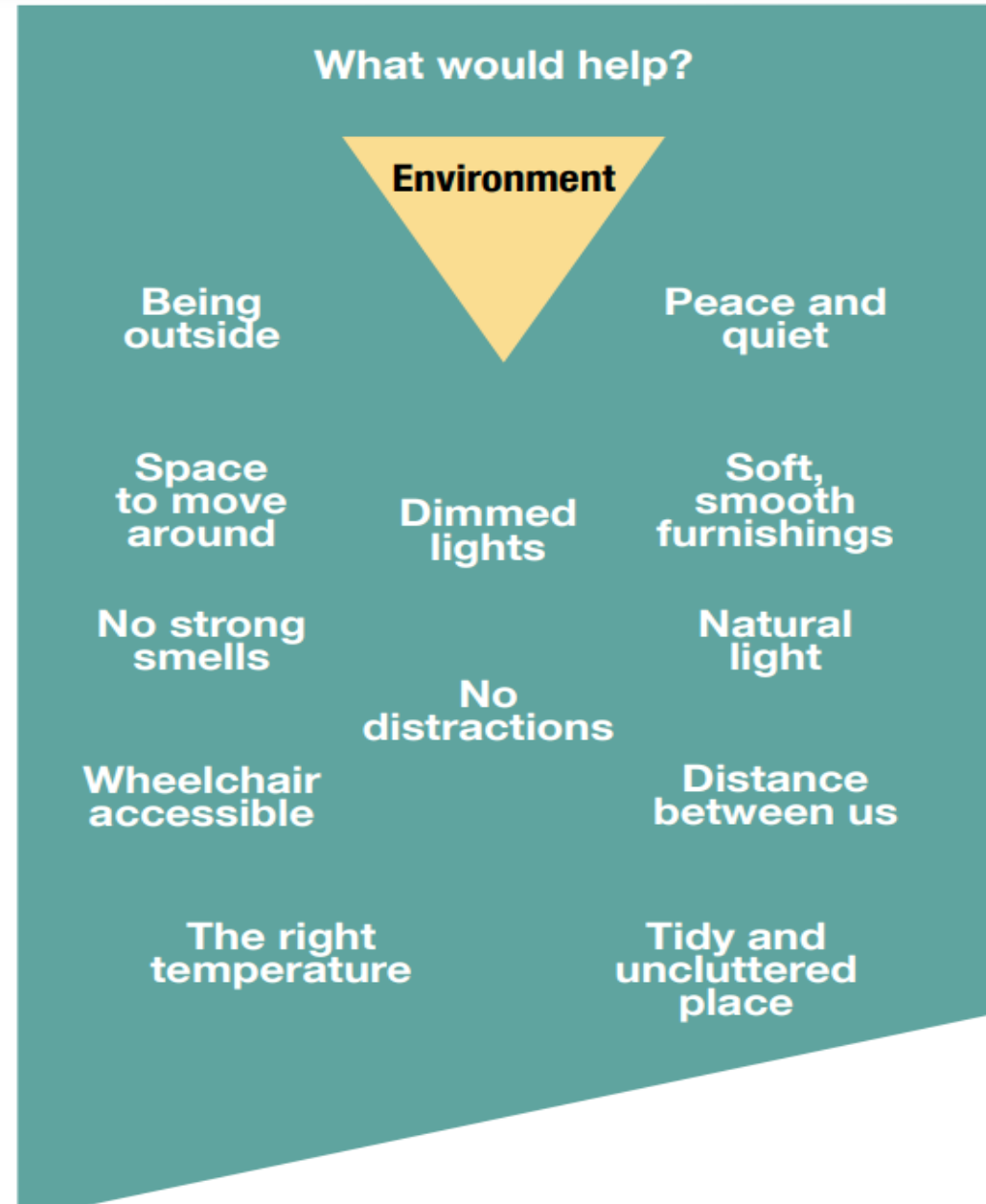
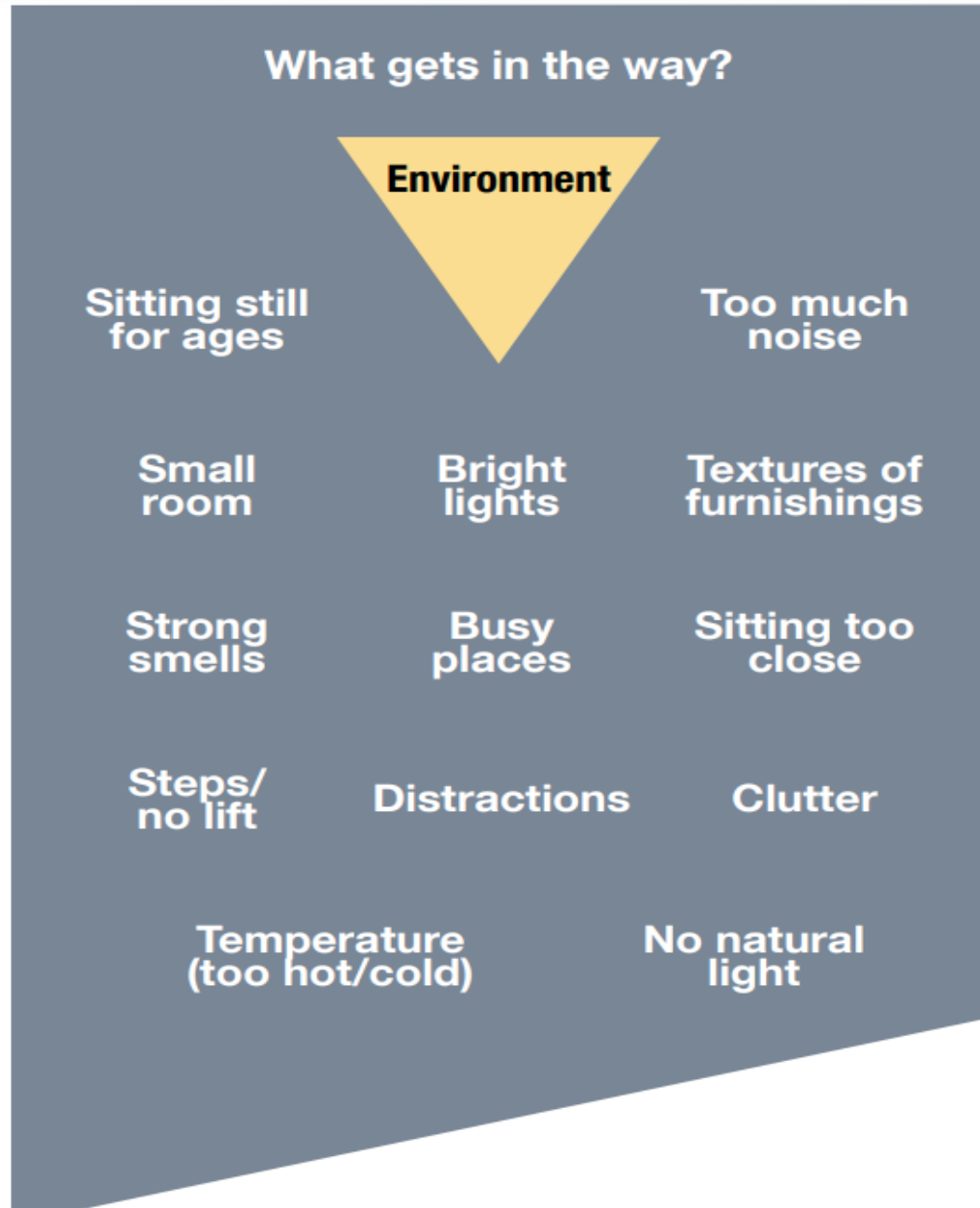
Models for increasing own emotional steadiness

Prompt cards for agreeing the purpose

‘I am working from home and might be interrupted by my children coming in from school any minute, but I will let you know if that happens, what about you?’

How do you feel about how everything is going at the moment?

Templates for use to inform the design of the interview environment



The Foundations (settling in and agreeing the purpose and process) – prompt cards as a tool



Be happier in what I'm doing

Stay out of Trouble

Have more support

Make a decision that's
right for me

Find things I enjoy
doing

Be more in control

Feel more positive

Be less anxious

Know what my ambition is

Get the help I need to make
the plan work

A fresh start

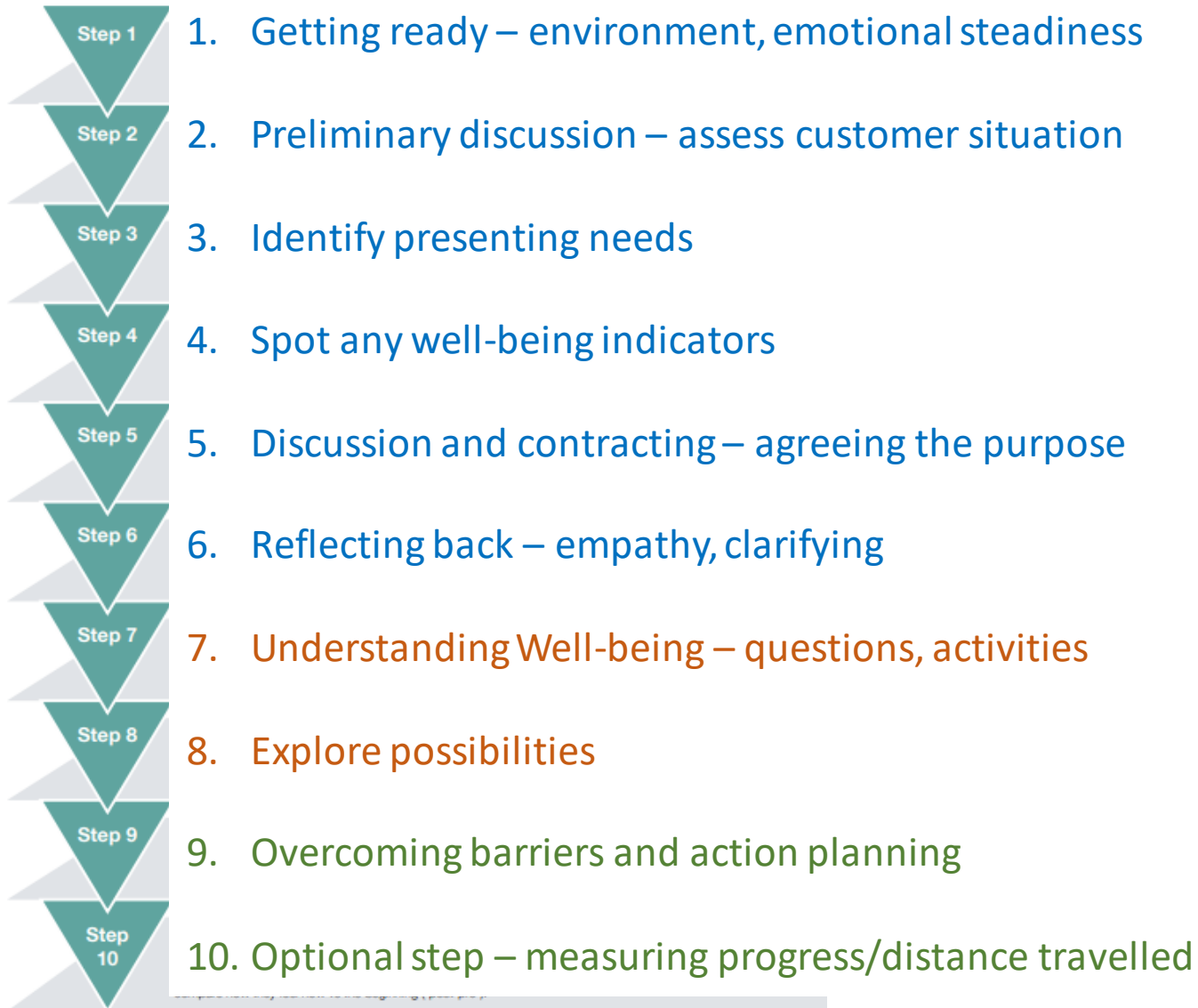
Solve this problem

Have something to aim for

Feel more confident

Get a plan in place

Applying the findings – Skilful Practice



Questions used by the practitioners e.g.

Templates for checking the environment, reflecting neurodiversity

Models for increasing own emotional steadiness

Prompt cards for agreeing the purpose

Probing questions
Visioning,
CBC, SFC questions
Scaling, circle of support

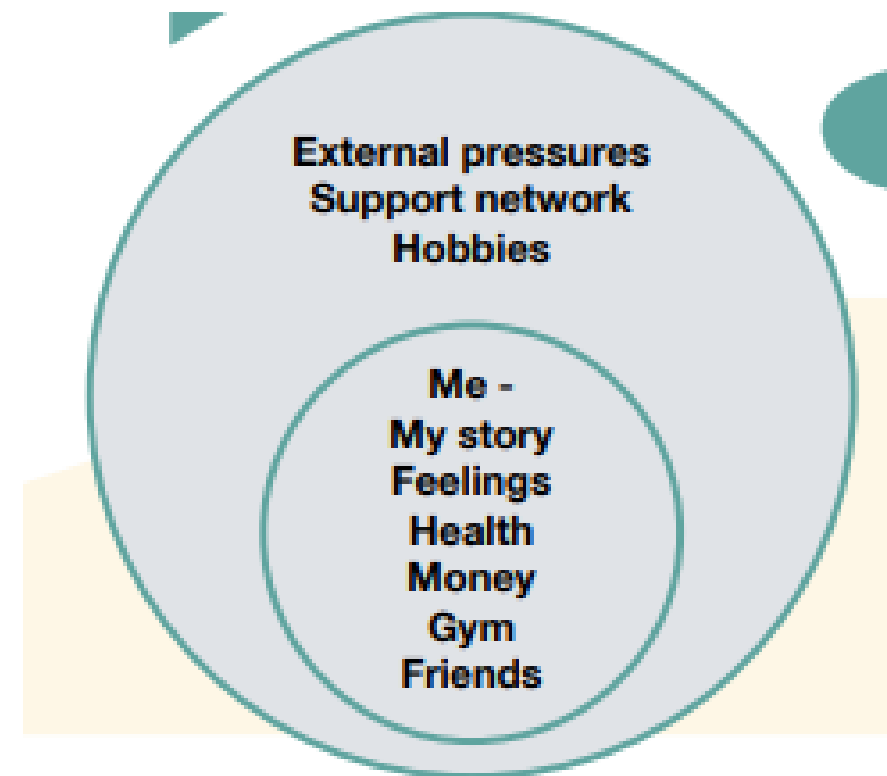
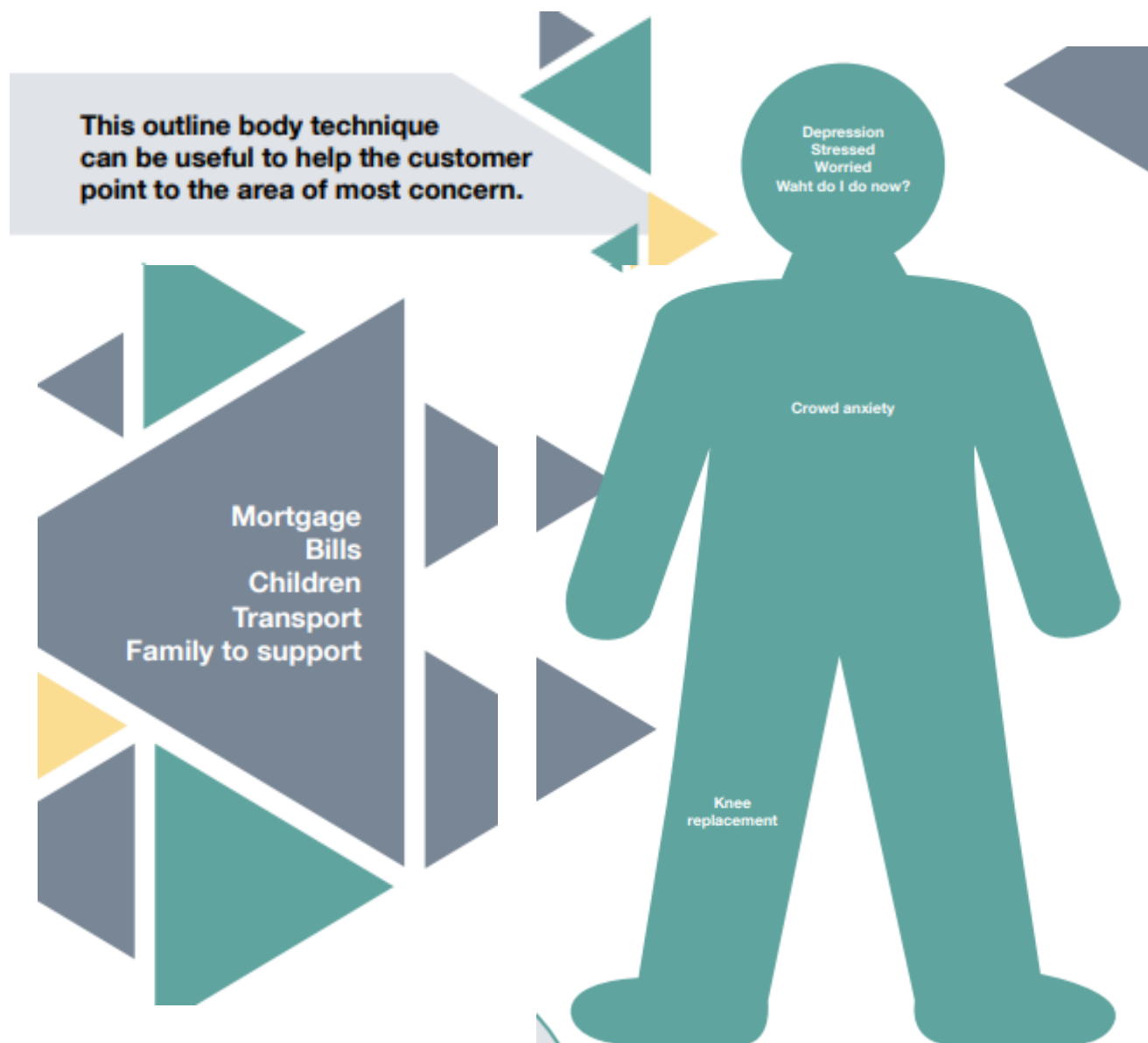
Visioning and backwards action planning

'I am working from home and might be interrupted by my children coming in from school any minute, but I will let you know if that happens, what about you?'

How do you feel about how everything is going at the moment?

You mentioned....(stress, anxiety, hospital etc) would you like to say a bit more about that?

Stage two – Deeper exploration – alternative approaches



This 'circle of support' is a technique that can be used with adults in two-stages - let the customer choose the direction of conversation e.g., self-disclosure and external factors

Measuring wellbeing? Better fit to interviews?

Statement to use during guidance interviews (or afterwards)	How true did this statement feel for you <u>coming into the session today?</u>	How true does this statement feel for you <u>now, leaving the session?</u>
I feel positive about my ability to handle the demands / barriers / challenges coming up in my life		
I am taking action / being proactive to help overcome the barriers and challenges in my life		
I feel optimistic about finding relevant and valued work that will fit in with my life		
I feel my life is meaningful and I make a difference to my family, friends, or community		
I am able to make up my own mind about things that are important		

Please score from 1-5

* where "1" means the statement is "**not true of me at all**" through to "5" which means it feels "**very true of me**"

Action Plan e.g.

- Read the toolkit
- Use more visuals
- Use prompt cards when agreeing the purpose
- Pay more attention to environment
- Look out for indicators (verbal, non-verbal, behavioral)
- Other?



Importance of motivation and mindset in careers policies and practices

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- International Conference 2022 – **Digital Resources Toolkit** - <https://dmhassociates.org/digital-delegate-toolkit-2022>
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THANK YOU😊