
Career Work is Justice Work

We do not learn from
experience... we learn
from reflecting on
experience.

- John Dewey

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Let us focus on just taking one step
towards better



All Career Justice Matters



Idea 1:
Our Thoughts are
Powerful;
Our Perspectives
are Suspect

We do not learn from
experience... we learn
from reflecting on
experience.

- John Dewey

Pick any card from the display



I have removed your



Are We Too Blind to the See?



Penny Exercise

(From Nickerson & Adams, 1979)



(a)



(b)



(c)



(d)



(e)



(f)



(g)



(h)



(i)



(j)



(k)



(l)



(m)



(n)



(o)

Take-Aways



1. Social justice is not binary, it is a continua of awareness, knowledge, and understanding that you will travel the remainder of your career.
2. We share a sense of home, place, and space in our desire to belong. Some have it more than others and those who do not are inhibited at work and suffer at home due to unjust conditions.
3. Our minds are powerful yet our perspectives are suspect because our brains are wired to process information for survival that are disruptive to modern learning and living.

Idea 2: What to make of the work value system



What does this value system of work look like?



What does this value system of work look like?



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What can this value system of work look like?



Idea 3: Why be critical? (Hutchison, 2015)



Critique 1: Career Work is WEIRD

- ▶ Western
- ▶ Educated
- ▶ Industrialized
- ▶ Rich
- ▶ Democratic



How might a dominant WEIRD paradigm unjustly impact career interventions?

Critique 2: Career Work is Dehumanizing

A thought experiment ...

Think of a small to mid sized community. Think about the overall public health of this community. Which job is more important to public health, the town trash collector or physician/ healer?

Which job could go unfilled in the community the longest without adversely impacting public health?

Why is the physician/ healer more dignified in most every community compared to that of trash collector?



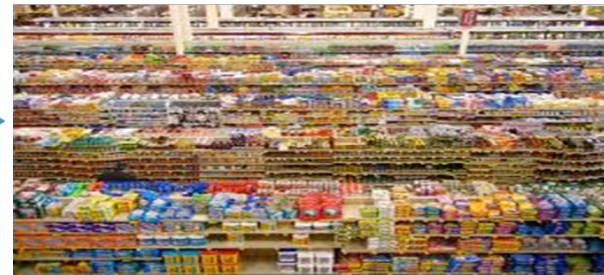
Essential Dehumanizing Questions in Today's World-of-Work

Can someone else do it cheaper?




Can automation do it faster?

How do I respond to a world full of great abundance and little direction?



Critique 3: Career Work is Colonizing

Counselors working with career concerns must ask, how does my approach perpetuate a system of work that asks nothing of the colonizer (dominant majority) and everything of the colonized?



One more idea... Alterity

The postcolonial theory concept of alterity, or *otherness*, describes the mechanisms by which some individuals are pushed to the social margins and kept there on the outside looking in (Bauman & Gingrich, 2006).

Migration and Immigration is one area of common experience where we see this phenomena:

- “If our goal is social justice, do we wish only to understand the cultural beliefs of an undocumented Mexican immigrant mother, or should we also wonder, with equal curiosity, about who benefits from the policies that prompted her decision to migrate, her vulnerability to wage discrimination, and other structural matters that inform her experience?” (Goodman & Gorski, 2016, p. 5)

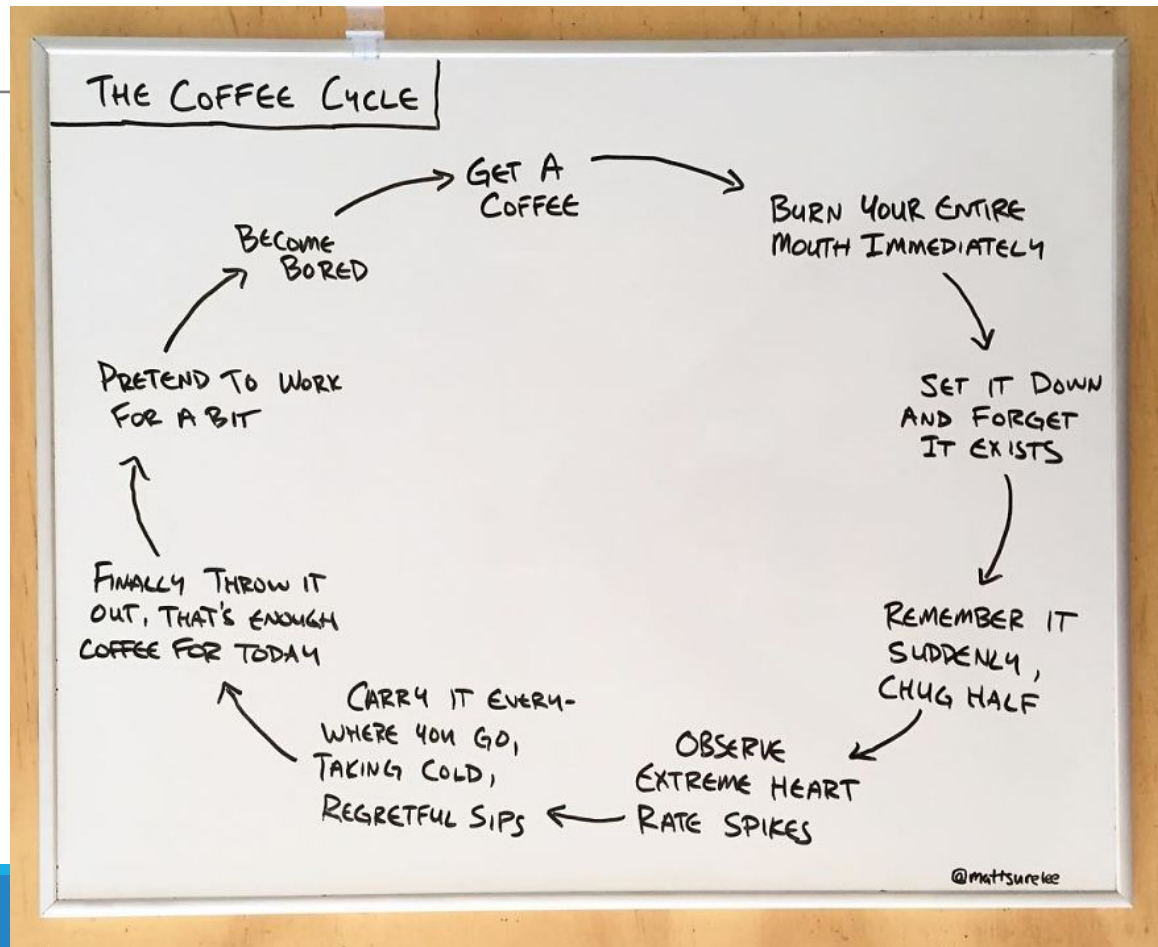
Idea(s) 4: Work as means of survival/ power



Work as means for social connection



Work as means for self-determination



Idea/ Take 5: Two of Five practices for working with client

Career Work is Justice Work



Take 5: key concept

Creative uncertainty: Leong (1993) concept for being knowledgeable and sensitive to individual lived experiences and cultural values without stereotyping the client.

This is a career services specific concept.

We maintain a stance of uncertainty about the client so that they may guide us to the areas of identity that are salient and they are willing to share.

How would our work change if we thought about the results as findings versus goals?

Let's think about intake in this regard...

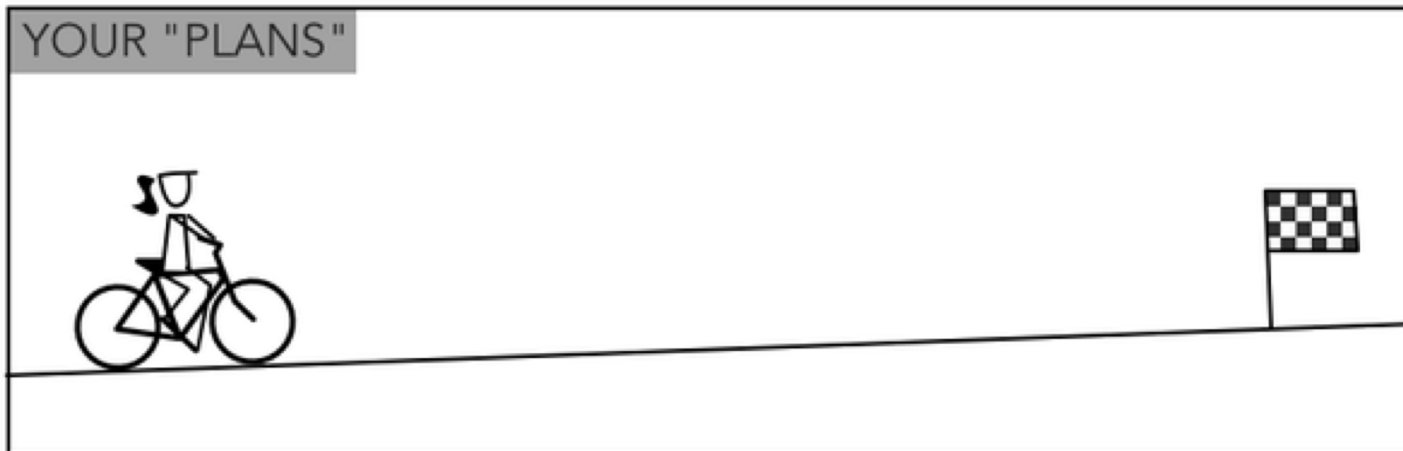


Expectation management during intake/ early sessions

Technique 1



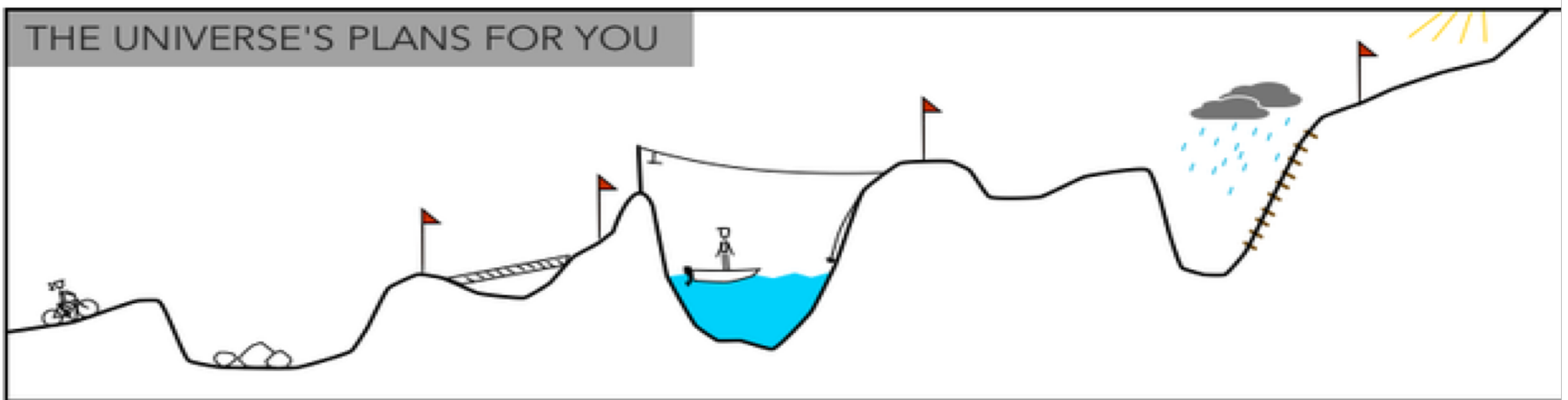
Problem Posing as a Technique



YOUR "PLANS"



THE UNIVERSE'S PLANS FOR YOU



DOGHOUSE DIARIES

Added a Splash of Color to Your Story during intake/ early sessions

Technique 2




Set-up

Supplies:

- 3-4 pieces of 8 1/2 x 11 paper folded in half to look like a small book.
- Colored pencils, markers, and crayons.

Instructions: A good story has a beginning, middle, and end. Your life and career development are a story in that there was a beginning (what has happened up until this time in your life), a middle (the stage you are in right now), and an end (points you will reach in the future). A story also always has an author and for this exercise you will be the author of your career story. As the author, you will have to make choices about how you view the story that has been written thus far, how it will impact future stories, and what your future will be.

HINT: I always do experiential activities at the same time as my clients to equalize the relationship, so please do make your own book too (although you don't share it with the client).




Implementation

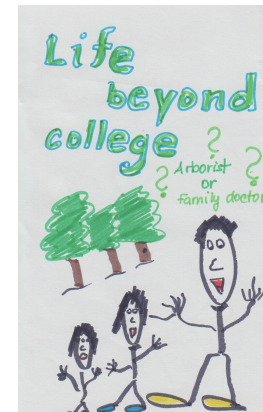
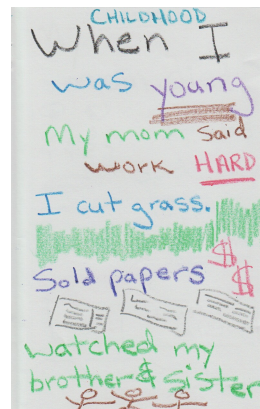
Instructions: I would like for you to think about your life as if it were a book. Using the materials provided, you are going to create your own book. Your book may include titles, words, pictures, symbols, poems, songs, or anything else that appeals to you. Every book has a cover that includes a title and some art work that captures the reader's attention while describing the content of the book in some interesting way. Please take a few minutes to create a cover that describes your life as you have lived it thus far.

Instructions: Now every book has chapters to organize the content. Take a minute and think of the important chapters in your life up until now. What name would you give each important chapter? Give each chapter (approximately 2-4) one page and include a title that describes that time in your life. Also, use words, pictures, symbols, poems, songs, or anything else that appeals to you to depict that chapter of your life.

Instructions: Finally, consider 1-3 future chapters you would like to write for your life. Give each a title and use words, pictures, symbols, poems, songs, or anything else that appeals to you to depict that chapter of your life.



I have done this activity with ages 6-66 but only have permission to use an example from elementary school age.



My Life as a Book constructed with parental permission by Sylvia, Marie, and Jack Simons

Gratitude (for sure) and Questions (time permitting)

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is available on CEUOneStop.com
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