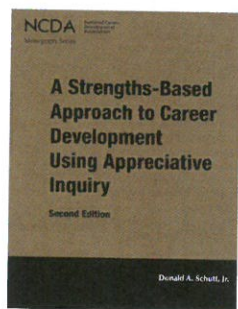




CAREER DEVELOPMENT



A Strengths-Based Approach to Career Development Using Appreciative Inquiry, 2nd edition.
 Donald A. Schutt, Jr.
 National Career Development Association, Monograph Series. 2018.
 102 pages. \$35.

Appreciative inquiry (AI), typically an approach applied in systems thinking to address organizational issues, is handily adopted by Schutt to provide a broad framework in which he integrates and broadens career development concepts (e.g., Hansen, Super), along with his own definition and understanding of strengths traits.

Glancing at the title, one might conclude that this monograph is applying CliftonStrengths™ for Students (used at more than 600 colleges and universities) to career development, but the author effectively frames his own strengths framework (“strengths-based approach”), comparing it to four other established or recognized approaches, i.e., Seligman’s Character Strengths, Developmental Assets, Solution-Focused

Brief Therapy, and CliftonStrengths.™ The core of the author’s strengths-based approach is “seeing the world that is positive and focuses on building upon strengths ...[not] repairing deficits.” Similarly, AI in this context seeks to “recognize the best in people and utilize those strengths to discover new possibilities.”

Schutt’s integrative model adapts the traditional career development processes of assessment, exploration, and action with the AI “5-D Cycle” model, resulting in a career development paradigm with the following processes: discovery (appreciating), dream (envisioning), and design/delivery (co-constructing/sustaining). Innovative!

The author provides his audience with strong research foundations, with copious references tied to strengths research, career development theory, and relevant AI material. Additionally provided are three appendixes and workshop slides covering the core tenets of his approach as well as a portfolio of leader exercises, clearly delineated for the career development professional to implement.

The monograph’s primary benefit for the career development professional is to add further to one’s coaching repertoire, if not in its entirety, certainly in the range of insights and accompanying practical exploratory applications that the author provides.

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