



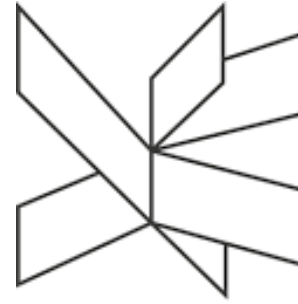
Career guidance and sustainability

A new anthology in Denmark edited
by Rita Buhl and Peter Plant

Your presenters today

- Rita Buhl

 - Recently retired from 50 years of education- and worklife mostly in the field of career guidance, latest as associate professor at VIA University College in Aarhus, DK.
- Miriam Dimsits
 - Self-employed consultant and adviser in career guidance, *Alt om Karriere/Everything about career*
 - External lecturer at Aarhus University, teaching at the masters programme in professional career guidance



VIA University
College



Why an anthology on Career guidance and sustainability?

1. On the agenda everywhere
2. Ideas have been launched in the career guidance field 1996 (Plant)
3. However sustainability has not been explicitly on the agenda in career guidance policy, theory and practice
4. But maybe implicitly – helping the individual in meeting societal challenges?
5. But the field has not so far developed its practice
6. With this anthology we hope to make the implicit more explicit
7. We ask you today - Is it so, that sustainability can be equated with ethics in career guidance?

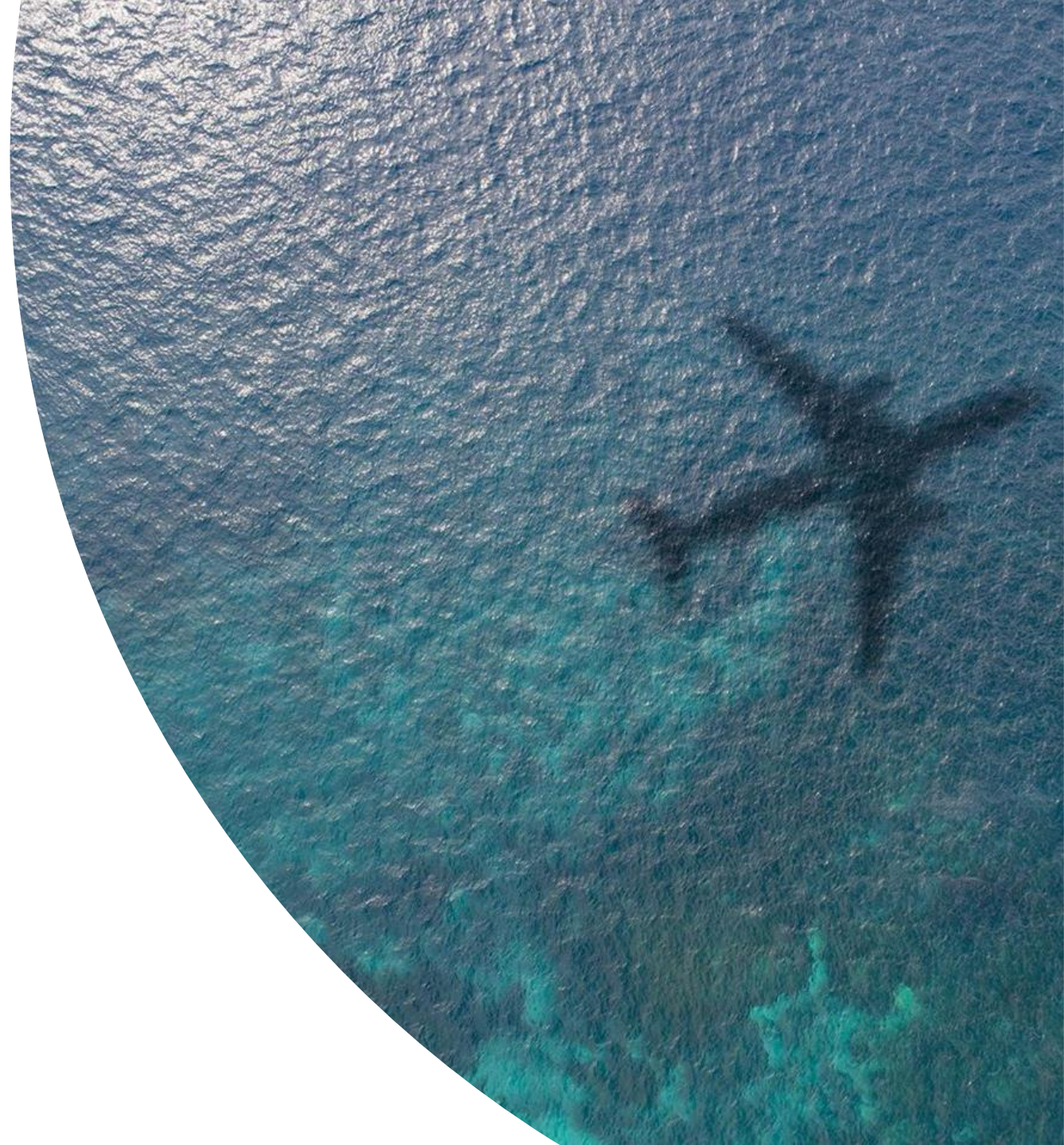


Ritas contribution

Title:

Career guidance and sustainability – between the need for resonance and a compulsion to acceleration

- My preoccupation in the article has been a sociological and in a sense an ontological view on sustainability and career guidance
- According to Hartmut Rosa, the German sociologist, we must understand sustainability in the stream of history
- If we learn and experience that we are connected to generations before and after us we will not think of sustainability as a restriction but as an element in a successful life
- What we can learn from this is to deindividualize structural problems that disconnect us from one another in order to strengthen a 'we'



Main points

- Western societies are based on accelerating growth
- Challenges of the acceleration society
 1. Permanent growth paradigm forces aggression on to all living
 - Aggression against nature
 - Aggression in social relationships
 - Aggression against ourselves as individuals
 2. The constant aggression silences the resonance in the world – you cannot hear the other one call and you stop calling
- The constant warfare on all levels, well, it will be the end of it all



Consequences...and Career guidance potentials

- The concept of resonance
 - a basic need for affection
 - a basic need for emotion
- Loss of resonance leads to alienation
- How can this 'help' us in career guidance?
- Recognition of alienation as a structural and not a personal problem and Resonance is key!

Trapped in acceleration and ways out...

- We must be aware as practitioners of the otherness of resonance – which is alienation – and help people to understand the symptoms, such as anxiety, depression and burnout, not as something wrong with them but with the way we create structures in communities with growth as dominant value
- We are trapped in structures in western societies, which Rosa define as ‘dynamic stability’ – conditions that are not sustainable but pure aggression toward the nature, each other and oneself
- Ways out of this trap is practical solutions on abstract problems
- A possible way is according to Rosa ‘mediumpassive Weltverhältnisse’



Miriam's contribution



- Two articles – two concepts – The calling and the hope



Title: A calling to save the world.
Potentials and challenges in relation to the calling, career and sustainability

- Church historical account
- A calling in work/to work - has been there all along.. (The protestant work ethic - Weber)
- Just look at the concept vocation (voice/calling)
- A calling is usually valued as a positive “A transcendent summoning” calling the individual to perform meaningful tasks in their careers (Dik and Duffy)
- Experiencing/feeling a calling: Adds a higher quality of life/ provides more meaningful lives according to their respondents





A calling to save the world....

- But “whose voice you’re” hearing?
- Who is in fact calling - and how can we help people in career guidance to reflect on the “voice” you’re hearing?
- Is it resonance – or is it in fact alienation, abuse, stress, exceedance of individual boundaries, transgression/loss of autonomy, submission to (an evil) ideology?
- A practical ethics in CG: Sustainability is an ideology/a transcendent summoning! Be aware that we are not exploited or are contributing to unwanted scenarios– in the name of an ideology? E.g in regard to SDG 8 Decent Work
- An ideological ethics CG: Always be questioning ideology! What are we not seeing? Whose voice is calling?



Hope for the hopeless. Sustainable career guidance and vocational hope

- Young people are at risk of losing hope for a sustainable future
- Professional and ethical obligation for the profession!
- Vocational hope (Steven D. Brown, one of the SCCT people)
- "A positive emotional and motivational state associated with envisioning a future in which satisfying and meaningful work is attainable."
- Door-opener for sustainable career guidance practice.....
- We need to work with developing hope in career guidance
- The connection between sustainability and career guidance!



Hope for the hopeless. Sustainable career guidance and vocational hope

- From anxiety to hope.....
- Framework for development of vocational hope
 1. **Imagining the world** – practice working with creative inventions, using Positive Uncertainty framework (Gelatt)
 2. **Learning about the world** – practice working with career learning, using a practice inspired by Bill Law
 3. **Changing the world** – practice working with connecting individual career paths and the world through collective action/projects that improve, contribute to changing the world (practice inspired by Tristram Hooley, Rie Thomsen)