

WSG Career Construction Training Day 1

Comments and Feedback

JAN 08, 2018 07:46PM

Day 1

I have learnt the art of withholding judgement or interpretation by merely using the phrase "tell me more". Not only does the phrase "tell me more" buy me time in processing the client's story and in coming up with the next question, the phrase has the power to ignite the flame of previously untold stories. The more stories told, the greater the opportunities for analysis and greater the opportunities for surfacing congruent themes. Not only that, the phrase itself can be cathartic - as the coach shows genuine interest in the client's life with a simple request as "tell me more", it gives the client a conducive environment to pour forth their feelings, hence allowing a release of emotions.

CG

Convinced it works

Was a little skeptical but after seeing 2 life demo, there seems to be something "real" in it. Initially was the sets of questions asked, which looks wired initially.

After thinking deeper about it, there is logic about it. As the Chinese saying "五岁定终身", meaning at the age of 5, your environment and incidents happened around you would mold your life development.

The techniques used looks simple, but required a lot of practices to perform CCI well.

Kevin is encouraging, the pace is great, allowing a lot of interaction which is where we all learned.

Day 1 Reflection

I was amazed by how Kevin reflected the content and linked the information gathered from CC1 question 2, 3 and 4 which helped Ann to have a clear picture of who she is and what she wants to achieve for her next chapter of life. What came to my mind was maybe I could use CC Q2: Role Models to help one of my client who has very low self-

confidence to have a clearer picture of who he is and what he wants to achieve for the next chapter of his life. CCI would allow him to tell his story and hearing someone reflect back to him might help in his career exploration.

Hope to practice when i am back to office.

Thank you Kevin for the insightful workshop. Thank you SH and JW for planning and organising this workshop. Thank you everyone for sharing your stories and feedback.

BL

1st day

It was an experiential learning. An insightful one too. I feel like this is comparable to hypnotism except client is consciously giving away what would have otherwise be concealed. The stories reveals client like an open book but needs a skilfull counsellor to be able to ask the right questions to probe.

PS

Reflection Day

The structured questions used in CCI is different from the type of questions we asked in Coaching session. I am very much intrigued on how we are able to use these questions to elicit stories that client will tell.

BA

Our brains are hard wired to tell and listen to stories, a legacy from the time when there was only the verbal word to pass down traditions until the invention of the written word. CCI is like setting a caged bird free and for many people, the first time to hear their own stories in their own words in their own voice.

CK

I saw a courageous group of individuals take risks and try something completely new. My main take away is that “our work matters”, i.e. you will take some of these ideas, customize them, and use them to help the people of Singapore. It is a privilege for me to be here, and a joy to meet and work alongside you all. I look forward to seeing you for Day 2 of CCI training.

Best wishes, Kevin Glavin

Reflections for Day 1

Happy to learn about CCI and structured questions to help client finds their identity, interest, values, i.e. the how and why. Is amazing to know that role models, favourite TV show or magazine, favourite stories and recollections can pan out an interesting story of 1 person.

SP

Reflection Day 1

The questions for Career Construction Interview (CCI) are well-structured and meaningful. It was my first time witnessing the CCI in action by Kevin. Looking forward to customise the questions base on local context.

Warmest regards,

Andrew

Reflections Day 1

My takeaway..the structure is a good guide. To solicit stories and responses to get client achieve self discovery and affirmed directions.

The key is to let the client see the WHYs so there will be clearer directions and better decisions.

JL

1st Day!

Learnt a lot today. One of the take away today is to really listen intently to our clients and really capture their anchoring words. The Triads/Dyads are helpful. We really get to see each other practice and work through the Qns and structure. Looking forward to my turn to play the Career Coach role!

Jeremiah

WSG Career Construction Training Day 2

Comments and Feedback

JAN 09, 2018 07:10PM

Day 2

I have been using the line “What has been the most useful for you in this session?” for a while already. However, I used to utilize this to endorse my work. Now this line is seen through different lens. I’m amazed that it allows client to recap and to even decide on their course of action.

CG

Day 2 Reflection

More clarity on CCI, its intent and structure of qn. Time is love so need to really give the time for client to think about their role models when they were aged 3 to 8 years, their favourite story, TV show, tagline and recollections and id a theme and help client reflects on their values and career aspirations. Need to start thinking about who and when will this be applicable for client, how to ensure a smooth implementation, capture critical info as part of cases notes, how to determine it's effectiveness, etc.

SP

Day 2 Reflection

It was my first time using CCI as a coach during the role play. It was helpful to practise the part on processing the emotions and thoughts with the client as we go through the questions. I'm truly inspired and touched by the stories that Jeremiah and Kevin shared.

Warmest regards,
Andrew

Applications

A deeper understanding after viewing the 3rd demo, and the 2 mock up interviews. More questions developed.

When or who would benefit most from CCI? Would there be an intake assessment to decide suitability? Unlikely to do it for the 1st interview, but when?

A cheat-sheet would be a good for initial implementation.

CCI is a long process, which may takes minimum 4 - 8 weeks (or 3 sessions) to generate impact.

Looking forward to the next 2 days.

HN

Day 2

Today i learnt a lot. The most important one was that it is ok to cry when you tell a story and that I must be prepared for some clients to break down when they tell a story.

PS

Day 2 Reflection

The level of Working Alliance/Therapeutic Alliance (WA/TA) form with the client is crucial. Therefore, the pre-routine leading up to Qns 1 is equally important as well. It reminds me of how it is a good practice to set and manage the context and expectations for our Career Coaching session. With the WA/TA formed, client will naturally be comfortable, safe and open to share his/her colourful and deep story. The result? Strong rapport built. This is evident by Kevin's 2nd Demonstration today with Client. We see him reflecting deeply on some unknown driving factors and relevant contents. Client hadn't realised until he verbalised them with Kevin's supportive reflection and sense-making. Kevin has helped Client re-envision his career story and how role models such as Shaggy and Ash's characteristics was used to motivate him. I would like to improve my techniques and routines leading up further. Not forgetting how I can weave them in to our Career Management and Counselling Programmes (CMCPs) and our capabilities.

Also, having undergone CCI Qns 1 - 5 (minus 6 as this question requires advanced training) in triads today, I have started to internalize and map the questions, questioning dynamics. My confidence level has increased today tremendously. Previously, I was only confident to use up to Qns 3 but with today's lesson, we have covered greater ground.

Jeremiah

Day 2 Reflection

I like to thank Jeremaih for taking the effort and courage to share his case. By visting and listening to his client's story, his perspective changed and hence abled to build trust and lasting working alliance with client and change his life. Good job, Jeremiah!

One 'difficult' client came to my mind which I had created a safe space and listened to his story, and he stated that session was motivating for him. Kevin mentioned allowing unemployed clients to share their stories is giving them hope as they have nothing to hold on at this moment. I am glad that I had given hope to my client :)

I had a better understanding of the 6 CCI Questions after today (2nd) live session.

Being an observer during our practise allowed me to see some potential blindspot that might happen when I use CCI, I would need to be mindful when I conduct CCI with client. Thank you Kevin for the video and emotional sharing. It took great courage to share and I appreciated it. Your sharing drawn me back to my family where there are no hugging from parents and siblings, and nuturally i dont do it too. I think i should start doing it. Thank you everyone for the wanderful day.

BL

I learnt to not interpret too much on what the client is sharing but just to reflect the adjectives and facts like a sounding board. I have realized tears are healthy and beautiful because it shows that we care and I guess that makes us human!

SM

Reflection Day

It was a day full of emotions. Thank you Kevin & Jeremiah for sharing your story with us.

The Q&A session in the morning was very useful to me as it has enlightened me on why we should ask the CCI questions in the suggested sequence - that every question has a meaning to it.

All in all it was a very fruitful day...

BA

What a day.

Reflections Day 2.

Slowly and surely I could see how my learning unfold. And progresses.

First day preview (with Ella) was exposure and appreciation

Second live session on Day 1 was knowing the breath and process steps of CCI, especially useful was the understanding of the intent of the steps and leading questions to unfold client's theme.

Third live session today was getting into the depth, the nuances of each steps, the tweaks and turns when it may not get right, with the client or from the coach, and really making sense of the client for once with this new method.

Next steps. Is to be even more aware of micro skills to be even more effective , honing the skills as we practice. And learning from mistakes and better practice. And each other's sharing. Micro skills like saying "THE most useful learning you gain today" vs "one of the most useful learning you gain today".

There are unexpected discoveries or reminders of what a holistic learning experience is. It is one that invokes meaning, emotions and connectedness. Glad the whole day's experience include two emotionally-laden sessions as shared by Jeremiah and Kevin. Thanks to both of you.

JL

WSG Career Construction Training Day 3

Comments and Feedback

JAN 11, 2018 12:28AM

Day 3 Reflection

Digital Story telling is a great platform to share about our career and life stories. Special thanks to Kevin and my fellow colleagues for their support as I shared about my 2 videos. Digital story telling has helped us to open up our lives and it is truly a privilege to listen to each other's story.

I am thinking of adding into a structured list of questions which will allow the group to process with the person after sharing the 2 videos.

Warmest regards,
Andrew

Day 3

Digital Story-telling is strangely, hauntingly effective in drawing out a person's darkness deep. Sometimes, questions or words were seemingly unnecessary to help clients reconstruct their stories. I have learnt one thing: Telling my story is cathartic. Listening to other people's stories is therapeutic.

Unquie stories

I like to thank Jason, Andrew, Christine and Chee Keong for sharing stories so personal to them. Andrew's video about unconditional father love and Christine sharing about her dad had touched me and allow me to re-construct relationship with my dad. CK's story reminded me to build better relationship with my family.

BB

Reflection Day 3

Today we were privileged & really honoured for being given the opportunity to hear & witness brave individuals sharing on their videos of choice & how those videos contained meaning to them. It was not an easy process for many but they braved through the session stealthily.

I was quite amazed to realise during the session that the character/s & stories in the videos that we enjoy watching

might actually be a reflection of us or what we want to become. Nevertheless asking questions on the videos might be a challenge for me as I felt that the videos that was shared might be full of meaning to an individuals without them realising & pain might emerge during session.

Was also thinking that if WSG were to incorporate CCI as one of the services for our clients it will be a cut edge approach as the potential of WSG being able to shape quality individuals will be achieved & this might set us differently from other agencies. No doubt that it will be a tricky process but worth looking into.

BA

Digital Storyingtelling

The use of DS is an apt way of allowing individuals to share the contents and structure of their career and life perspective with some healthy distance. In some sense, I observe the strong use of narrative themes, metaphors and examples in videos/select scenes to paint their stories. I am personally very touched by Andrew, Jason and Christine's stories. It's a privilege to hold their story as it unfold, it is personal and it reflects deeply on their journey in life and lessons to be learnt - I've come also to know them on a new level and perspective :) Such is the same and important for our jobseekers(clients) especially when we know they're hurting and affecting their jobsearch or career management. I wish to adapt more of these in my practice so that I will be of use to my clients - one way is to think of archetypes/category of clients I can hone my application and confidence in.

Jeremiah

Thanks Jason, Andrew, Christine and Chee Keong for sharing! Learnt wonderful things from Time is Love to veggie soup to Grit to Carpe Diem! Amazed by how videos can present not only lots of insights but what kind emotional connections do the person values

SM

Reflections Day 3

Learnt Always to ask, "I am wondering ... "instead of "why?..."

Powerful stories that are apt reminders about

The secret of life is just One Thing - the one important thing in our life.

And it is for one to figure out what that is !

Time is love

Relationship with people around, and extending to community, and care for them

Grit, passion and perseverance and role modeling

Carpe Diem - second chance in life, making someone's life extraordinary

Most important, as coaches who primarily seek to assist clients in understanding themselves as they tell their stories , we learnt to encourage client by saying "we are curious" and "we wonder" and I find that these are very safe ways to approach and "probe".

"What is it like to share your story". Can see that it brings about a deeper reflection to deepens one's self discovery.

JL

Insightful

Learnt how to ask questions when clients tell their story based on favourite youtube videos. In the process, i learnt that we must make time for friends and close ones before we regret it. I must also be conscious of the questions we ask as clients may be sensitive and may react to it. It would be good to have a list of questions that may make clients reveal more about themselves as some may be reserved

PS

WSG Career Construction Training Day 4

Comments and Feedback

I AN 11, 2018 02:25PM

Reflection of a CC Trainee

I had kept this post in my post for awhile as I wanted to rethink and reflect before posted :)

Today is the last day of Career Construction Training. As I am listening to the amazing stories of my colleagues who has so graciously open up and share - I thought to myself that this is the kind of environment and people we want to be. The Digital Storytelling proved useful in showcasing individual's career choice, life values and past and current challenges. We will need to figure out how we can use it.

The most useful and important I've learn and seek to master further would be the processing and sense-making process where reflexivity also plays a part of taking client's story frame and coding cues to spark hope.

JW - AM of Day 4

Reflection Day 4

Thank you Kevin for this amazing training on Career Construction Interview, Digital Story Telling and Career Portrait.

I have learnt about drawing out the career life themes as people share about their career life stories. Kevin has also been a great role model for counselling micro-skills for us when we engage our clients.

I am truly grateful and appreciative to the group for the conducive learning environment and group dynamic.
Cheers!

Warmest regards,
Andrew

Revelation

Thank you all for the selfless sharing. Thank you Kevin for your efforts. When I reflected about the whole course, I thought we missed out on how to help others come up with their mission statement but it was all there. A true

revelation. Thanks for your dedication, Kevin.

PS

Reflection Day 4

Really felt thankful to the group for sharing on their stories. After going through the digital storytelling process myself, I realised on how powerful the process can be and the effect it will have on an individual.

Today marks the last day of training and I am excited on trying out this new intervention on my clients. However need to figure out on the best opportunity to do so though.

But most importantly I know that all of us whom went through the CCI training had "actively master what they have passively suffer" hence that might be the reason that we want to pay it forward to others & do what we do.

Thank you all for the stories shared & BIG THANK YOU to Dr Mark Savickas & Kevin for sharing this theory with us.

BA

Magical day

As we watch and listen to stories after stories from each other, we also took the time to engage, question, probe and reflect contents and feelings of each other. The last day had us focus on our micro-skills which is the formative and fundamentally important for any coaching or counselling session. Kevin led us to into multiple digital storytelling and gave space for us to the share our stories and had the class flex their micro-skills muscles to derive our career themes. It is also a session where we also got to know our colleagues a lot better - from their career direction and themes, contents, motivations and what made them who they are today. I look forward to deploying these to help my clients.

JW

Reflections Day 4

Reflections Day 4

Just the Essence here:

“I am wondering what is the reason...”

“I am wondering what you are thinking when I say....”

“Today your story help me ...”

“ what is it like to share yur story?”

“Relationship , reflection, making sense”

“Self care”

And a recap. here are reminder of power scene setters.

The hug video

Kevin's hug story

The power of story

The beauty of sharing

The strength of being vulnerable

And the hugging in class

Underdogs to superdogs

Fitting work into life (the person, yourself)

Most passionate person - Jeremiah

I can't be the person I want to be without you - symbiotic relationship. Kevin.

JL
