Guiding Circles:
an Aboriginal guide to finding career paths

Booklet 1: Understanding Yourself

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Focus:
Self-assessment:

Who am I?
Guiding Circles: an Aboriginal guide to finding career paths

Booklet 2: finding new possibilities

Focus: Career Exploration & Decision Making:

What can I do?
Abraham Belanger (1849-1917), Philomene Delorme (1870-1927) and family
me and my brother
Third Report:
Gray is not very interested of late. He does not pay attention. I still feel that his eyes need a doctor's attention.

Fourth Report:
Gray has difficulties in visual discrimination.
First Report:

I think the fact that Grey does so well in the difficult subjects such as social studies and Arithmetic, shows that he is not working well enough in other subjects.
My Mom
Guiding Circles
addresses 4 challenges:
Guiding Circles

addresses 4 challenges:

1. need for culturally sensitive tools and processes
5-year plan

work exp

skills, etc

LIFE

CAREER

ed exp

5-year plan
Guiding Circles

addresses 4 challenges:

1. need for culturally sensitive tools and processes
2. sense of disconnection, including with the mainstream world of learning and work
Engage where the person is engaged in life!!
Lack of Positive Self-Reflection:

to answer the question

WHO AM I?

I must first know who

WHO I AM.

yet many don’t know who they are
Guiding Circles addresses 4 challenges:

1. need for culturally sensitive tools and processes
2. sense of disconnection with the mainstream world of learning and work
3. lack of positive focused self-reflection
to answer the question

WHO AM I?

one must be able to freely say

I AM __________

yet in some cultures
this is considered arrogant
Guiding Circles

addresses 4 challenges:

1. need for culturally sensitive tools and processes
2. sense of disconnection with the mainstream world of learning and work
3. lack of positive focused self-reflection
4. inhibitions because of enculturated humility
Engage where the person is engaged in life!!
Well first it was the R P S, War Party to be the best
And Buffalo Lake they want to test
They ain't never heard no rappers rip like us
Métis Mafia now who's ready to bust
I'm telling all you rappers put you mic straight down
Because you're trying to beat a king
and you got no crown.
The G.C. Book

I heard of four stabbings in Buffalo Lake
Native, you end up in a body bag.
Then first off it was A A D A C Class
And sometimes I wonder even if I did pass
And if I didn't I'm just a kid with F A S
But I'm trying to live my life just to make it the best
Yo! The GC Book
Gotta' take a look
Yeah, it helps me see
It's okay to be me
It's a real cool tool
Says ya' gotta stay in school
Don't get off track
Gonna' land on your back
But June our friend
Will help us again
Gotta' stay in gear
Gotta' find my career
So you need this tool
Ya' gotta' stay in school
Don't be you Mama's fool
Get a job!
Now we’re rappin’ on stage and we’re doing it live
I’m telling you all who think of suicide
Think of who you know
Before you’re ready to die
I don’t want no one to think like that
That’s why you listen to the words that I put in this rap
I’ll rap all day just so you get the message
Of what I'm trying to say.
The G.C. Book

Well, did you get it
Or did you even think
Don't you get the message
That we're trying to bring
If you didn't let me tell you one more time
So let's kick it up a notch and let me bust a rhyme.

Do ya' get it? Do ya' get it? Do ya' get it?
Guiding Circles addresses 4 challenges:

1. need for culturally sensitive tools and processes
2. sense of disconnection with the mainstream world of learning and work
3. lack of positive focused self-reflection
4. inhibitions because of enculturated humility
Favourite Things

up to 12 things I like to do?

last time?

cost or free?

planned or spontaneous?

alone or with others?

mind, body, emotion, spirit?
LIFE

Engage where the person is engaged in life!!

CAREER

5-year plan

work exp

ed exp

skills, etc
management
craft
1. first 5 words
2. first 5 words
3. compare & contrast
CareerCraft is a new paradigm for a new career reality. This new reality, described by such terms as “chaos” and “positive uncertainty,” calls for new approaches which are more holistic, flexible, and creative. We will explore the value of looking at career issues from the perspective of “craft” — the “art of career” more than just the “management of career.”
“metaphors and their relatives — similes, analogies, parallels, allegories, symbols, allusions — are much more than figures of speech. They are the architects of our conceptual system; they build scaffolds of ideas. ... Each metaphor provides a new perspective, a new set of associations and fresh creative tension and energy. Consider how switching metaphors gives us new ways of examining an idea.”

Tom Wujec, Five Star Mind, pp. 133-134
Creativity is moving up the list of essential business skills needed to survive and succeed in the fast and complex new society.

Many books and articles in the Harvard Business Review and other business magazines urge us to pay more than lip service to the creative process.
Why is creativity getting all of this attention?

Because the rules of the new economy are changing, not only quickly but fundamentally.

We are on new and shifting ground with no clear path and no one to show us the way. We have to make it up.

Craft

- skill
- function
- creativity

materials
practical
purposeful
hands-on
My Career Circle
(materials)
Career Craft Processes

- assessment
- exploration
- life-long learning
- work search
- work maintenance
My Career Circle
Expanding the Circle

- personal reflection
- others’ feedback
The Art of Possibilities by Zander & Zander

“problem”

Living with the Whirlwind

“reality”

Living with Possibilities
POSSIBILITIES!

Brainstorm:
- People?
- Activities?
- Places?
- Concepts?
- Things?

Connections

roles

support
My Career Circle
Guiding Circles

addresses 4 challenges:

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Engage where the person is engaged in life!!
The Penny

What do you see?
How many observations can you make about a penny?
The Penny

How many?
Number?
Type of tree?
Sizes?
Number of points?
Veins?
Number of veins?
Branches?
Number of branches?
Shape of stem?
Features of stem?
Placement of each element?

Leaves?
The Penny

Who is it?
Why this person?
Relative age?
Profile or front?

Cameo?

Facial features?

Clothing?

Jewellery?

Hair?
My Career Circle
The Last Baseball Game

My Story.

- Won all regular games but lost in semi-finals.
- Hosted the game against Newtonast.
- Whole team tried their best.
- Very fun.
- Hot, humid day.
- Parents were proud.
- Felt sad because we lost.
- But happy because it was very fun to play and parents watched me play for first time.

- Thinking about next year and how they can do better.
- Had baseball outfit on.
- Had to leave early from school for game.
- Woke up early to be fresh for game.
- Had a big breakfast for game.
- Prepared by practicing with brother.
- Had to put on hat, suntan lotion.
- Had to bring water, food, juice for game.
- Threw a nice shot and got some runs for the team.

My Patterns.

- Happy
- Sporty
- Hard worker
- Organized
- Prepared
- Proud
- Balanced
- Social
- Athletic
- Big appetite
- Determined
- Active
My Career Circle

VALUES
Values:

• What are they?
  • Things that are important to me
  • Core belief systems

• What do they do?
  • guide life choices
  • motivate
Conflicting Values
compromise motivation and decision making

Where do values come from?

From Guiding Circles, by Rod McCormick, Norm Amnsdon, Gray Poehnell
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Cat having worked real very hard to get somewhere, now wondering where it is she really got.
1. identify

2 lists of potential conflicting values

2. choose

(up to 7 choices)
My Career Circle

- Work/Life Roles
- Learning
- Gifts, Aptitudes, Skills
- Interests
- Personal Style, Spirit
- Values, Meaning

BALANCE
Balance

1. Employment?
2. Unemployment?
Guiding Circles: an Aboriginal guide to finding career paths

Booklet 2: Finding New Possibilities

Focus: Career Exploration & Decision Making:

What can I do?
Guiding Circles: Booklets 1 & 2

- assessment/exploration
- work maintenance
- work search
- life-long learning
Guiding Circles: Career exploration

Career is a journey, a path not just a destination

We must prepare people not for “the one perfect job” but for “a life-long journey”
My Career Circle

list 2 things under each section of your career circle

end point of book 1

starting point of book 2
My Career Circle

Use the circle to guide you as you discover all of the riches you have been gifted with.
Career Circle

You can also use the circle to guide you as you explore the possibilities in your life.
Connections

- influences
- affects
- roles
- support
Guiding Circles Career Exploration

1. Generating career possibilities
2. Researching
3. Evaluating
4. Decision Making
5. Planning
How many jobs are you aware of?
How many jobs are your clients aware of?
How many jobs are there?
Guiding Circles Career Exploration

The super-duper career exploration tool

The Pencil
Guiding Circles: Possibilities

STARTING POINT IS HERE

Connections  
Places  
Artifacts  
Role Models  
Experiences  
Dreams  
Leisure  
Sports  
Accomplishments  
Hobbies  
Favourite things  
Past Jobs  
Suggestions from others
Guiding Circles: Possibilities

fisherman

boats
motors
carpentry

industrial
first aid

seasons
of work

independence

teamwork

water
outdoors

hard
working

Guiding Circles: Possibilities
Guiding Circles: Possibilities

Are you the only one who ... ?

Who else ... ?

fisherman

- boats
- motors
- carpentry
- water
- outdoors
- hard working
- independence
- teamwork
- seasons of work
- first aid
- industrial

Are you the only one who ... ?
Guiding Circles:
- Comparing the Circles

My Career Circle
Career Info Circle

Who you are points to what you can do
Expanding the Circle

personal reflection

others’ feedback
Strengths of traditional action planning

- starts where the client is at
- sets a clear goal or direction
- provides clear steps
Traditional Action Planning

- Weakness of traditional action planning
  - assumes you can see far enough to set the best goal
  - assumes you can control life’s events
  - assumes client is alone
  - linear
Real-life Action Planning

GOAL

many twists &
turns on the
uncertain path
of life

FINAL
GOAL?

others on
the path
crossroads
Stepping Stones

vision

action
Stepping Stones

1. vision

2. decision

3. action
The Journey Continues

1. Set Goals
2. Take Steps
3. Overcome Roadblocks
4. Revise Goals