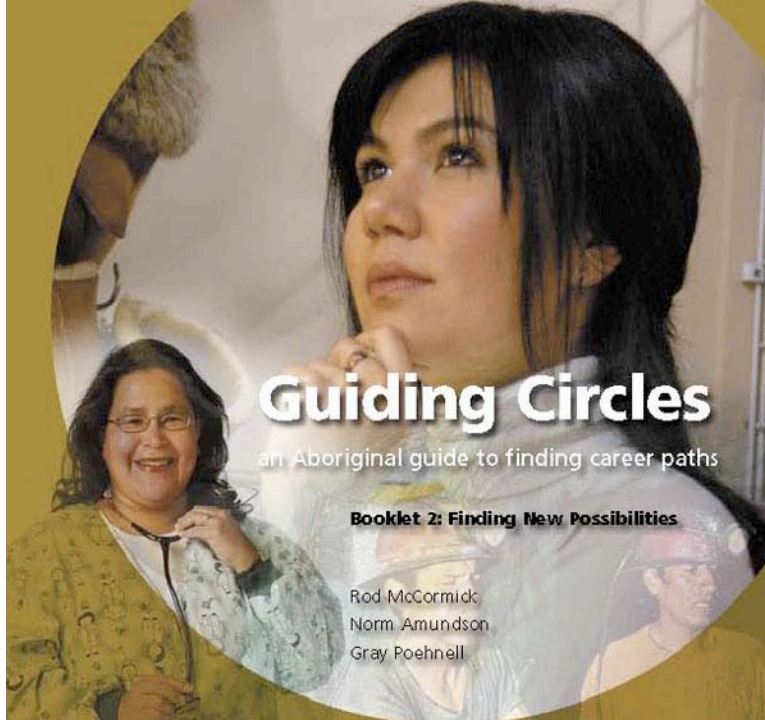
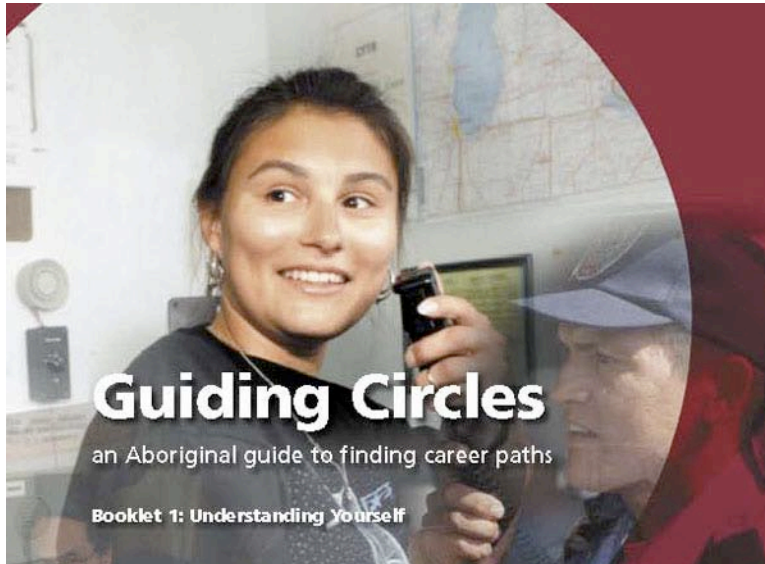
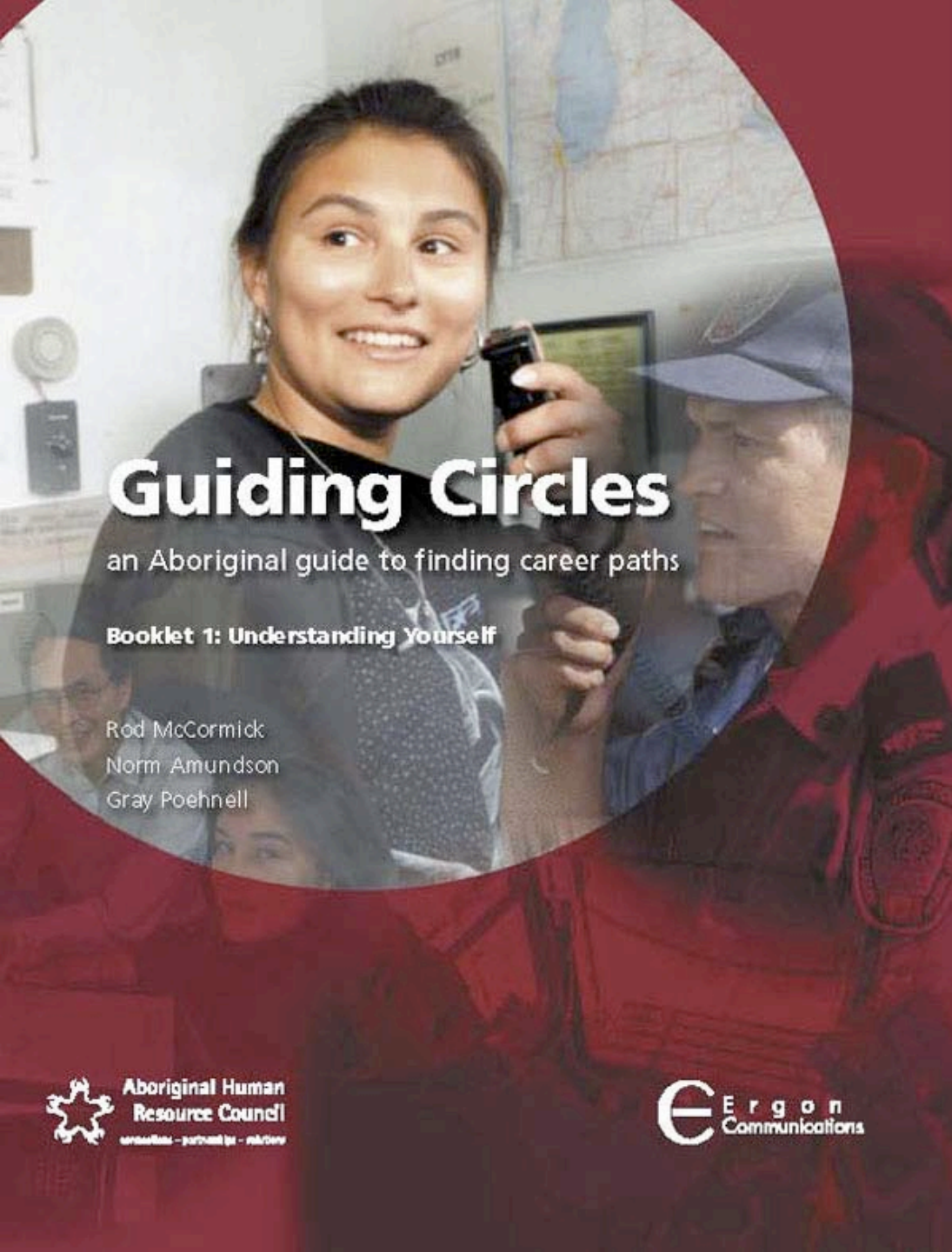


Guiding Circles



Gray Poehnell
Ergon Communications
poehnell@interchange.ubc.ca
www.ergon-communications.com



Guiding Circles

an Aboriginal guide to finding career paths

Booklet 1: Understanding Yourself

Rod McCormick
Norm Amundson
Gray Poehnell

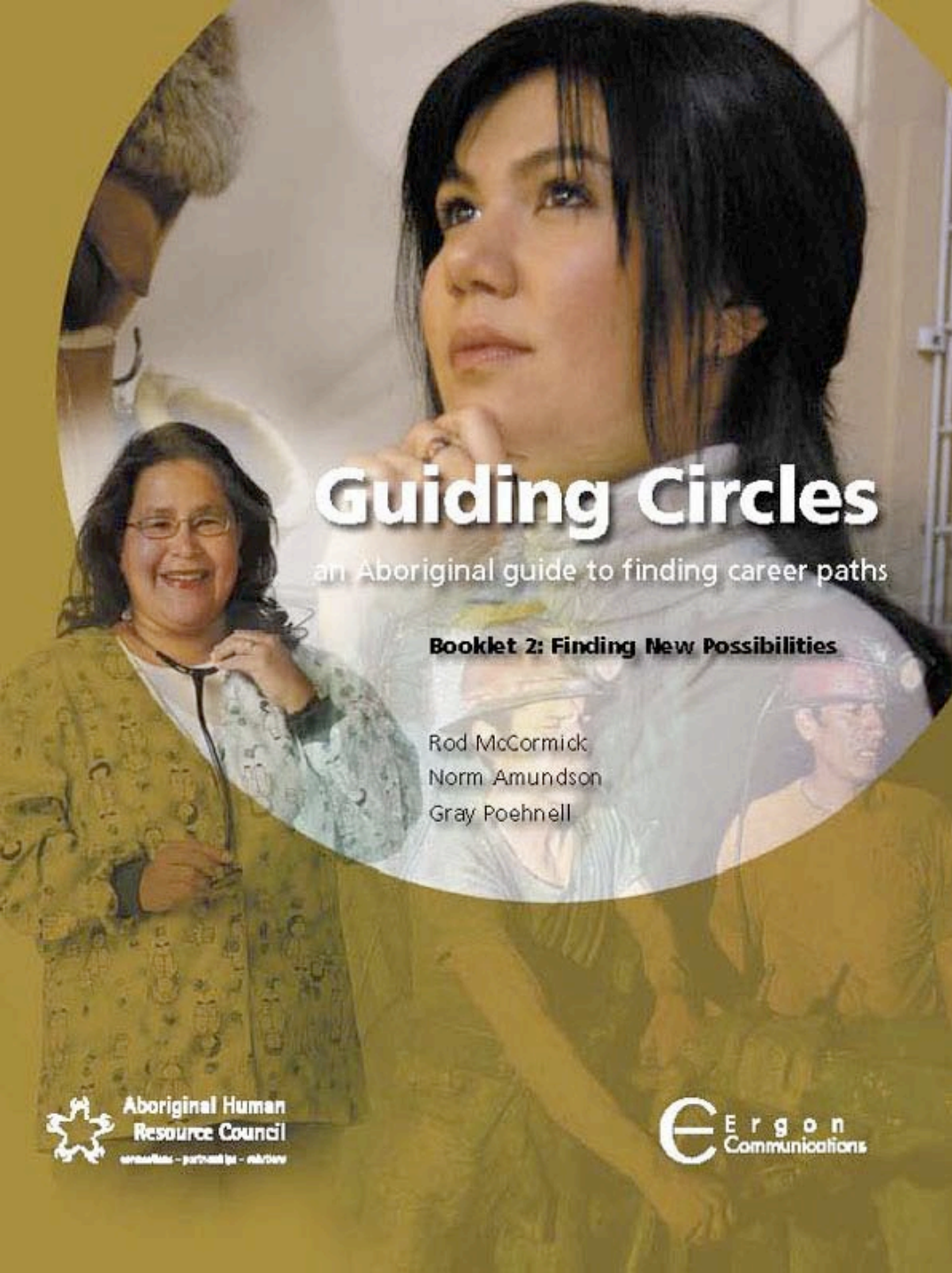
Guiding Circles:

an Aboriginal guide
to finding career
paths

Booklet 1:
understanding
yourself

Focus:
Self-assessment:

Who am I?



Guiding Circles:

an Aboriginal guide
to finding career
paths

Booklet 2:
finding new
possibilities

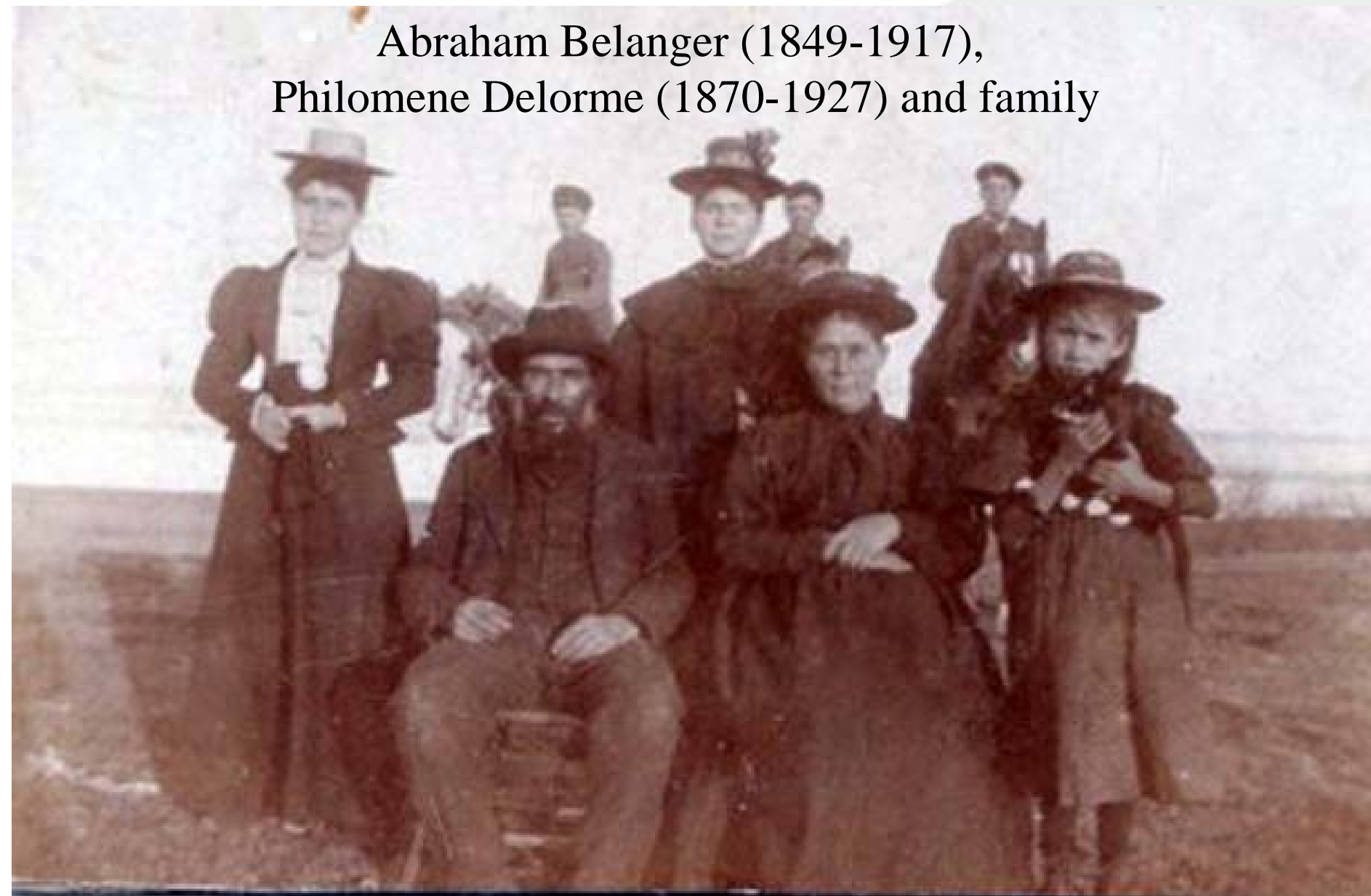
Focus:
**Career Exploration &
Decision Making:**

What can I do?

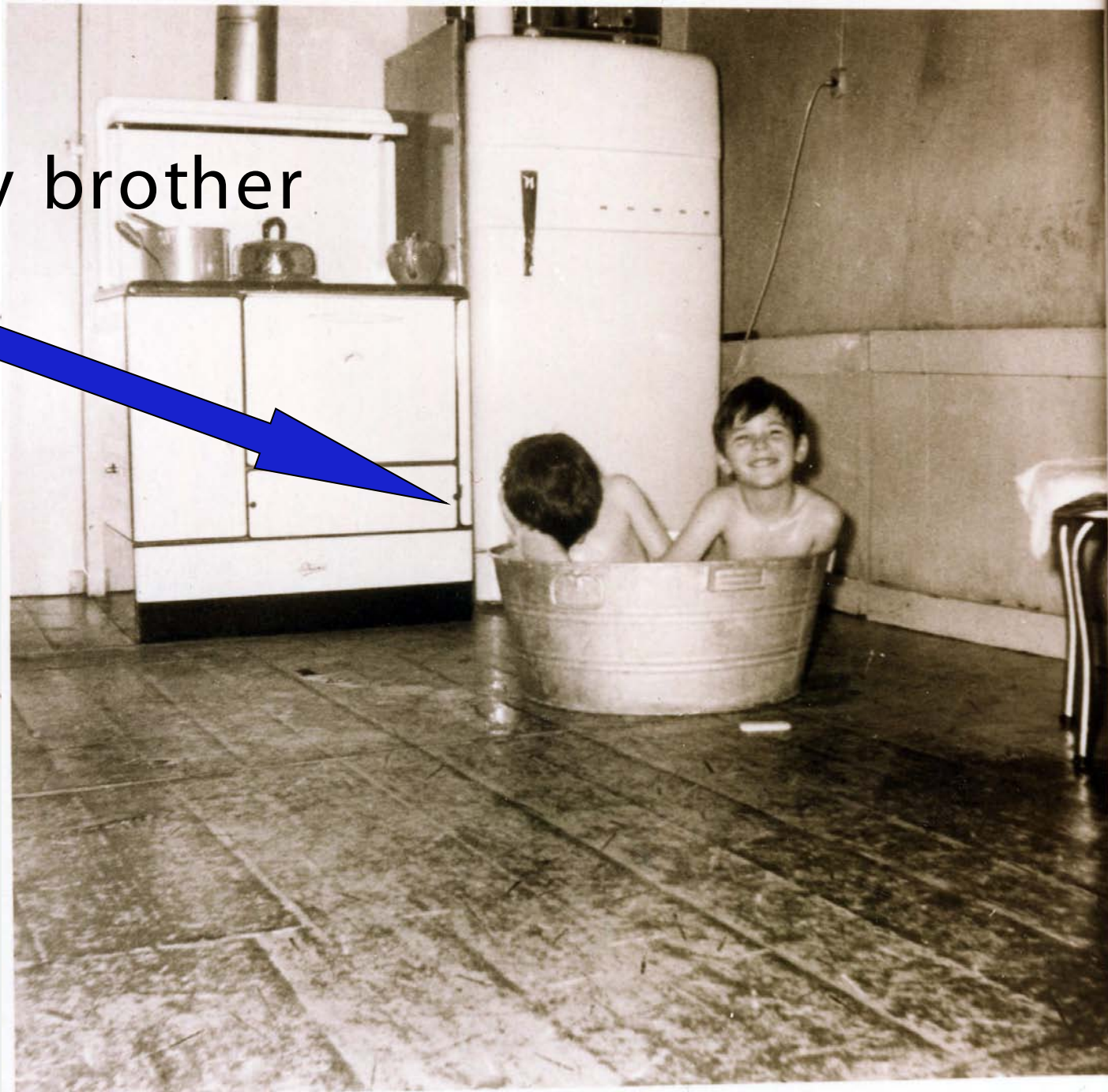
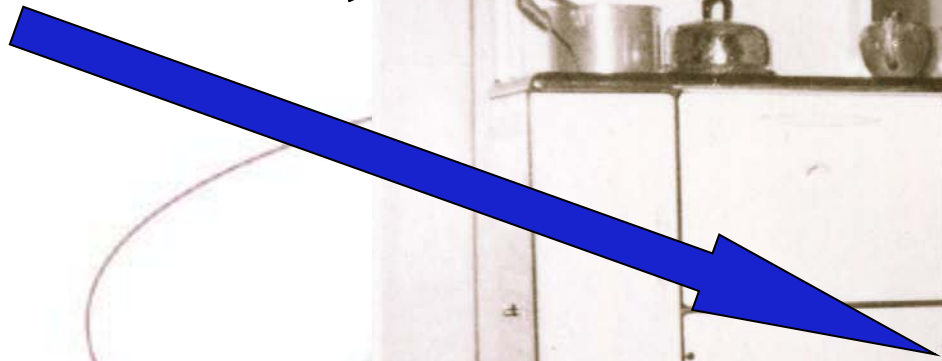




Abraham Belanger (1849-1917),
Philomene Delorme (1870-1927) and family



me and my brother



TEACHER'S COMMENTS

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.



REMARKS*

First Report:

I think the fact that Gray 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

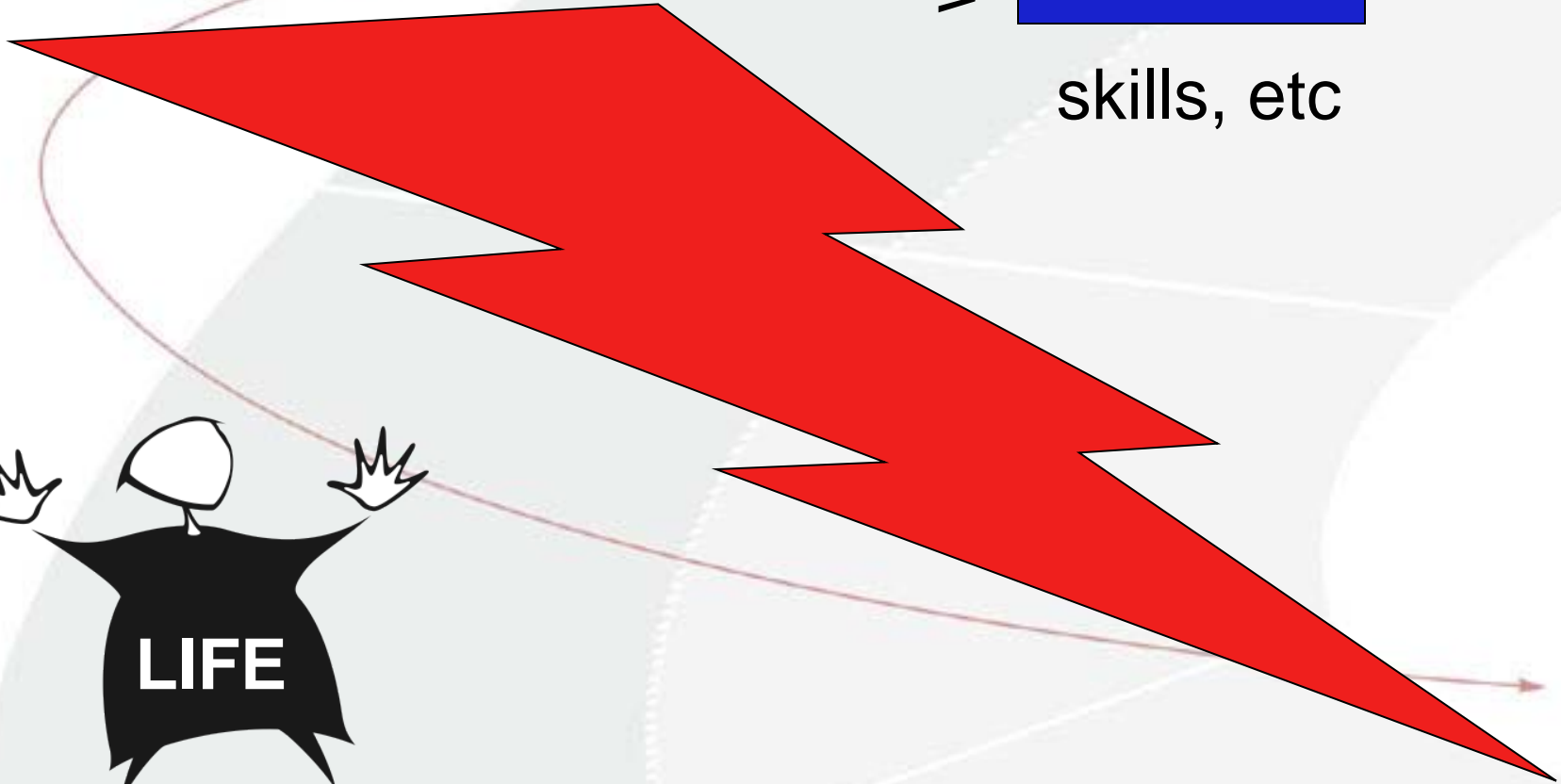
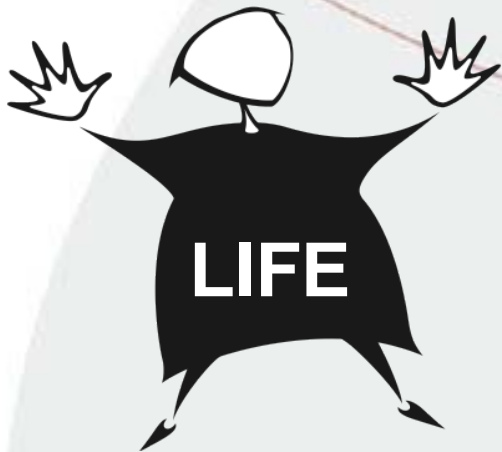
addresses 4 challenges:



Guiding Circles

addresses 4 challenges:

1. need for culturally sensitive tools and processes



5-year plan

work exp



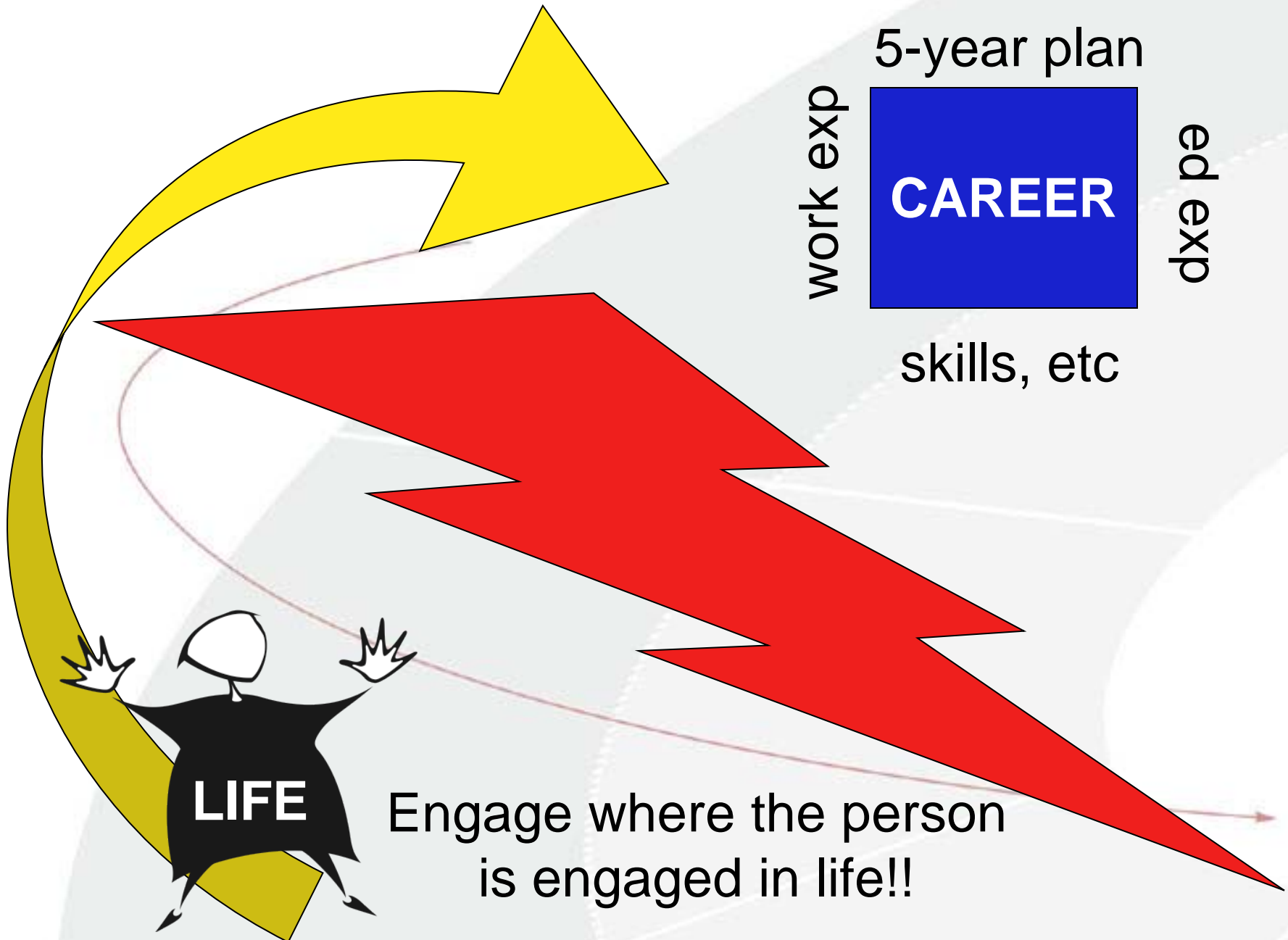
ed exp

skills, etc

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



5-year plan

work exp

CAREER

ed exp

skills, etc

LIFE

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

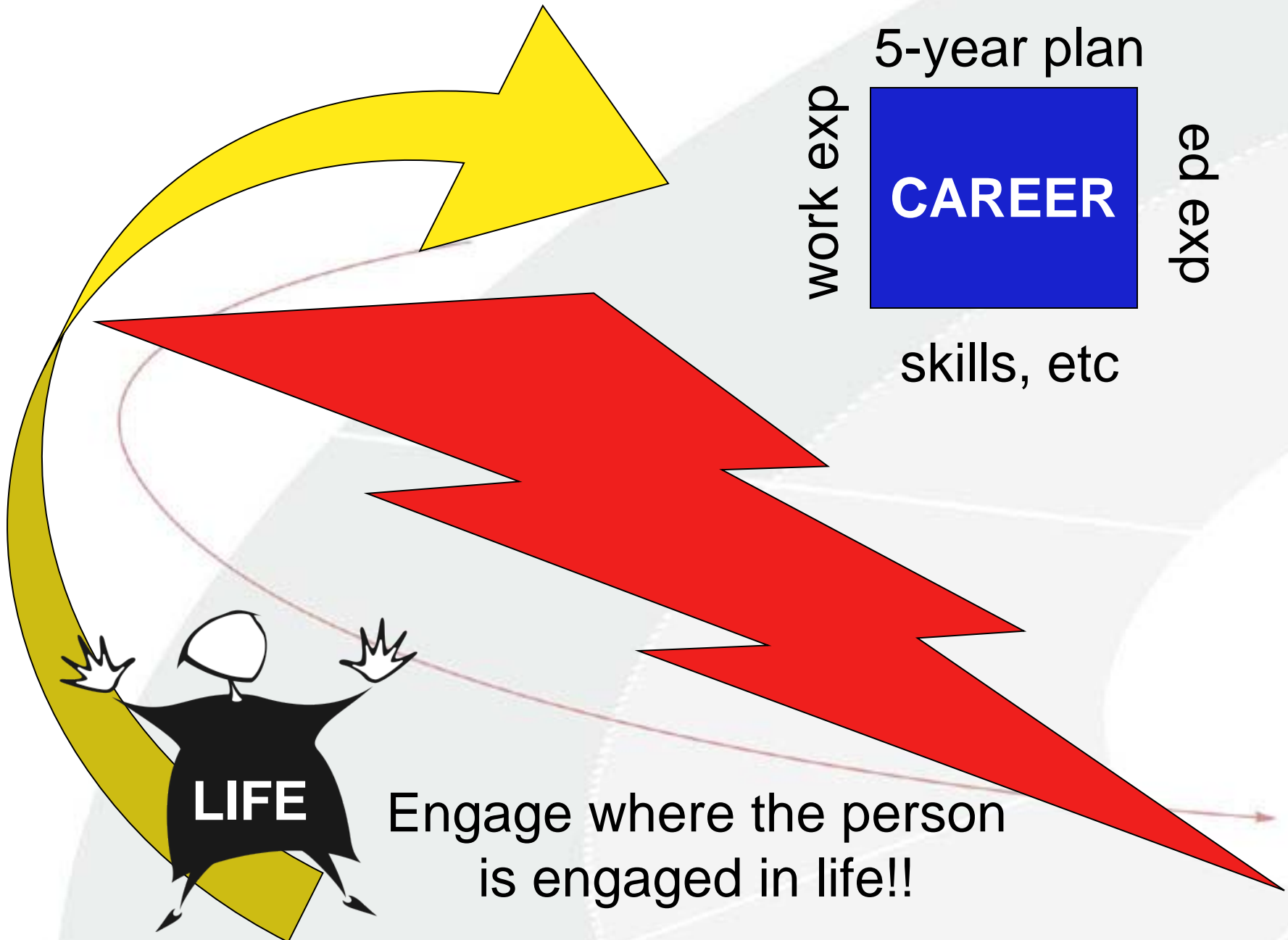
I AM _____

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



5-year plan

work exp

CAREER

ed exp

skills, etc

LIFE

Engage where the person is engaged in life!!

The G.C. Book

Tyler Blyan & Justine Dumais



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 AADAC Class
And sometimes I wonder even if I did pass
And if I didn't I'm just a kid with FAS
But I'm trying to live my life just to make it the best

The G.C. Book

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!

The G.C. Book

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?



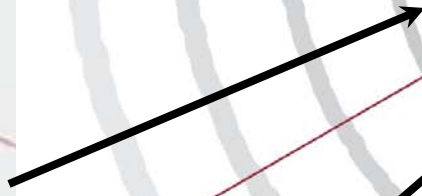
last time?



cost or free?



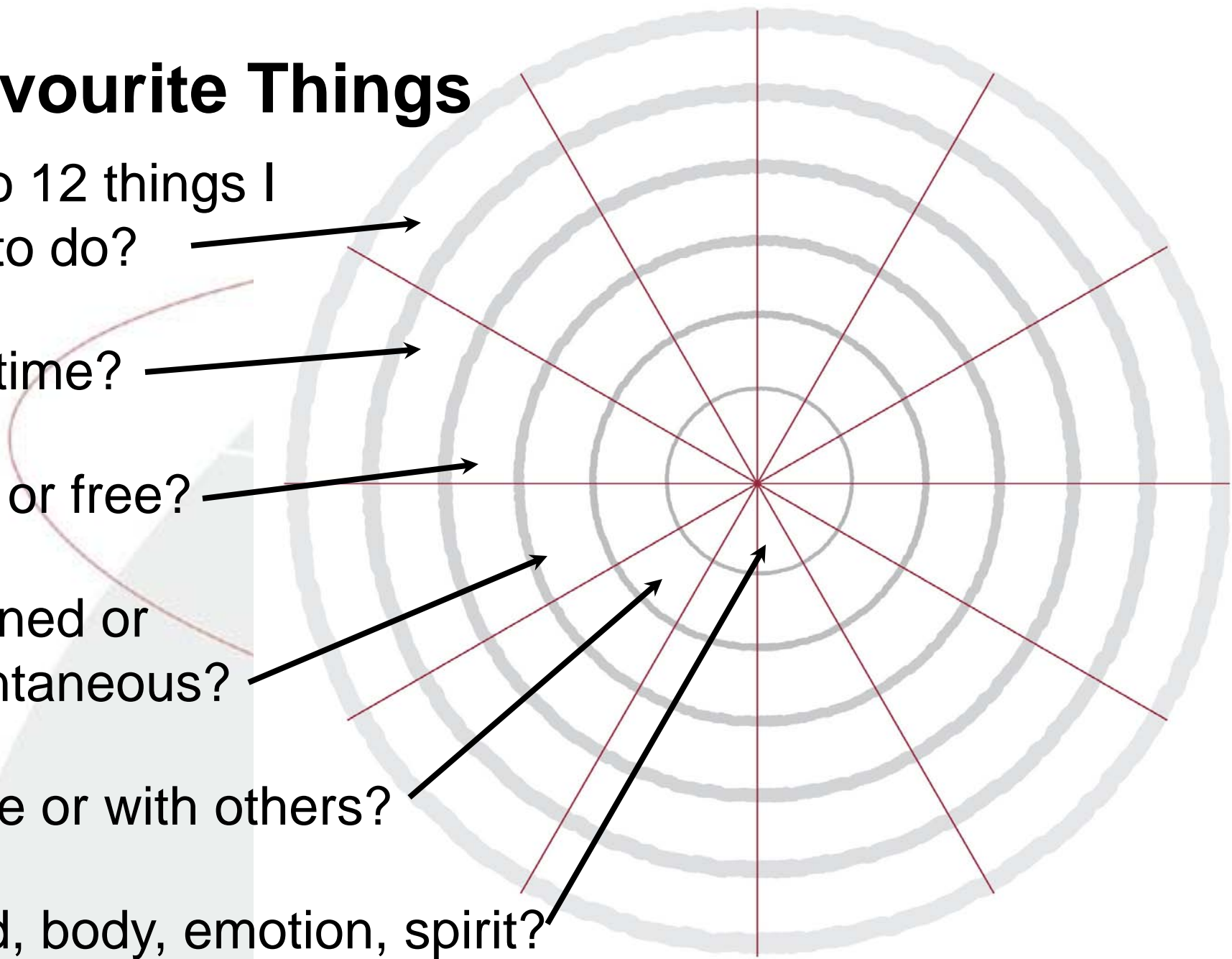
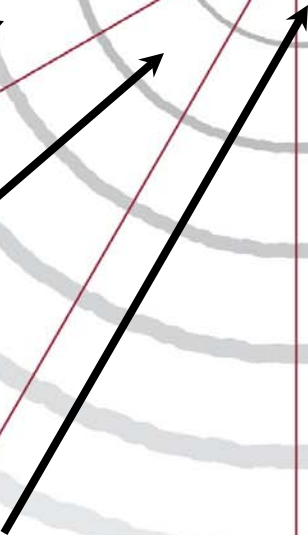
planned or
spontaneous?

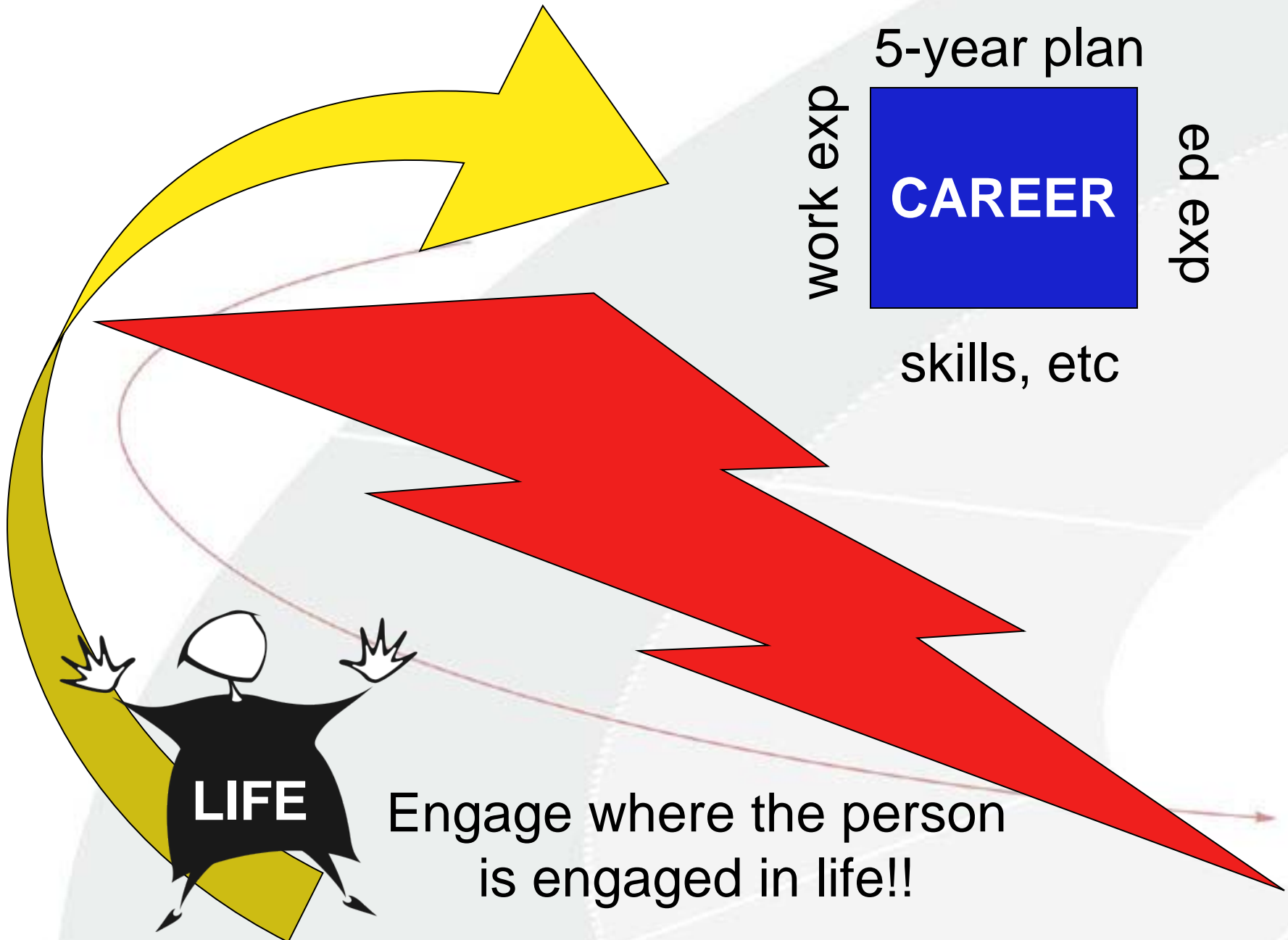


alone or with others?



mind, body, emotion, spirit?





5-year plan

work exp

CAREER

ed exp

skills, etc

LIFE

Engage where the person
is engaged in life!!

management

craft

1. first 5 words

2. first 5 words

3. compare & contrast

CareerCraft is a new paradigm
for a new career reality.

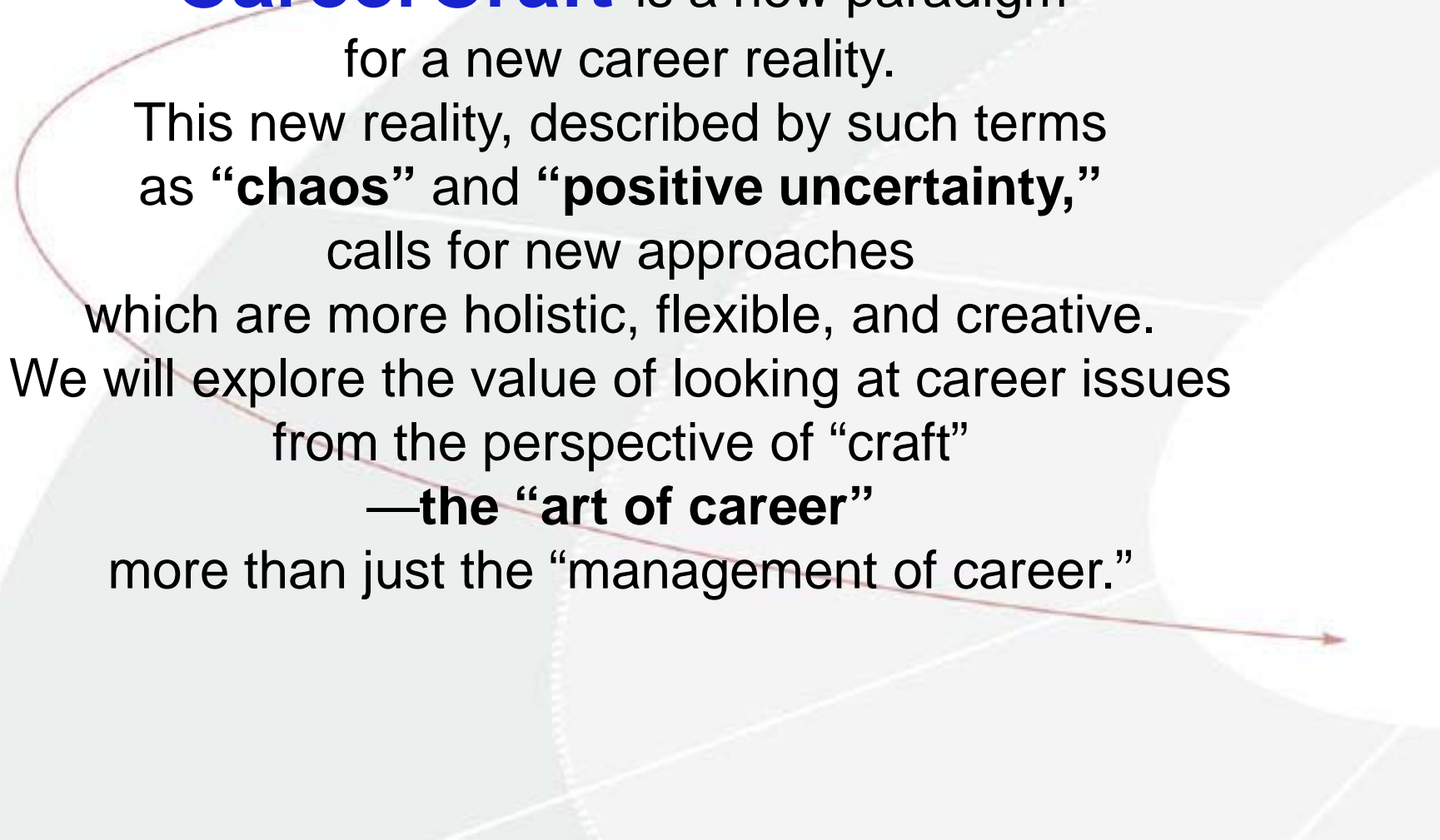
This new reality, described by such terms
as “**chaos**” and “**positive uncertainty**,”
calls for new approaches

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.

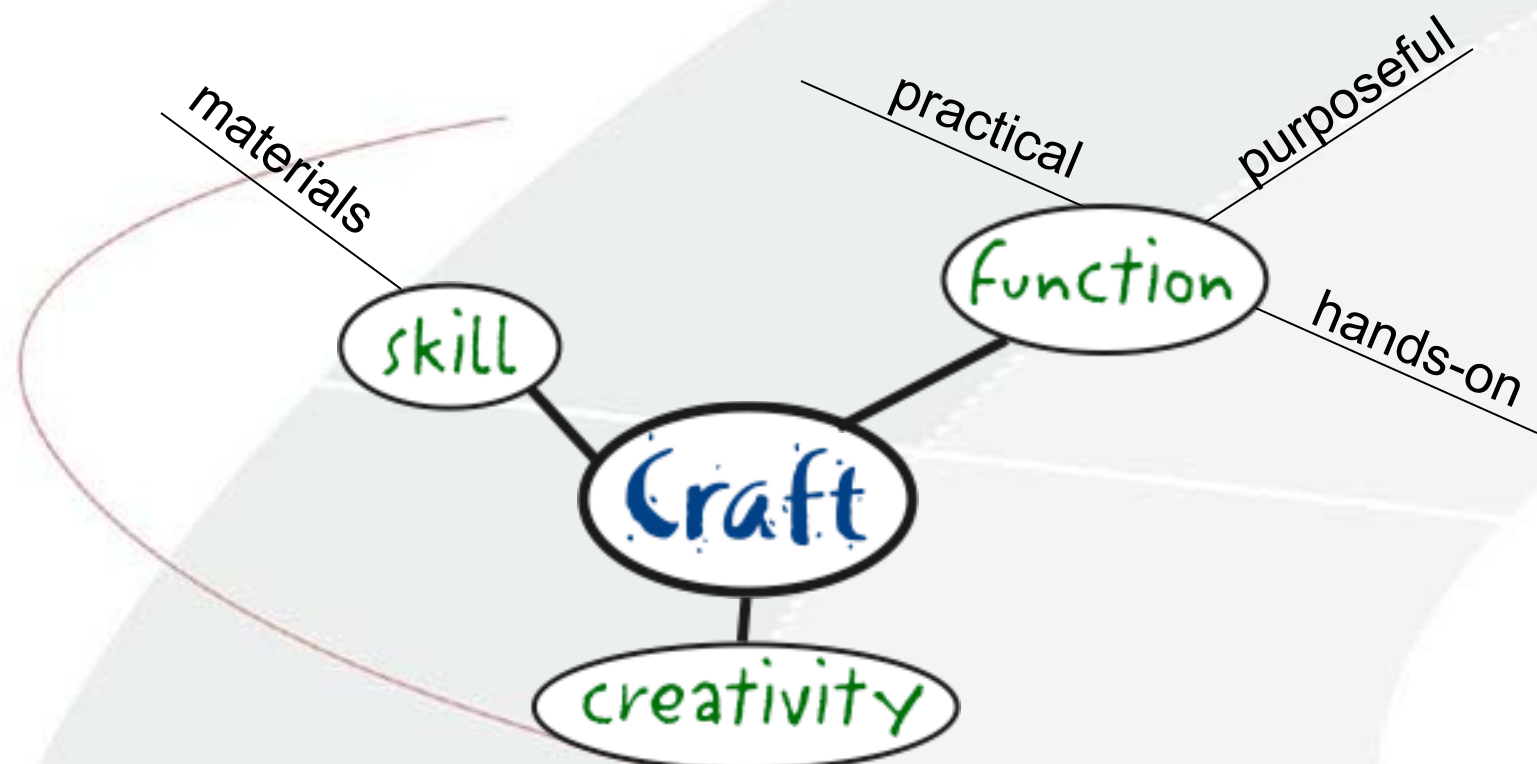


Why is creativity getting all of this attention?

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

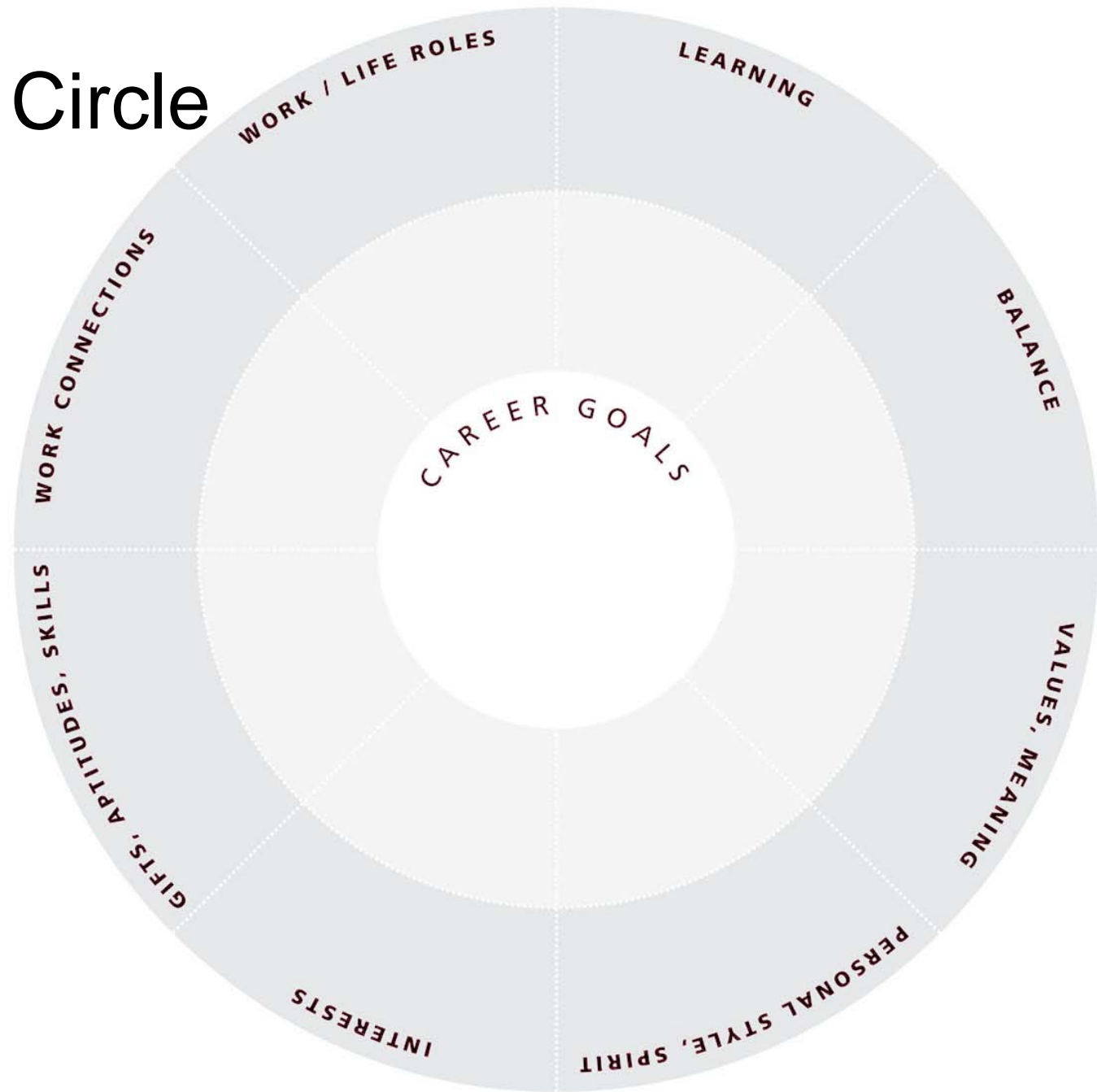
**We are on new and shifting ground
with no clear path
and no one to show us the way.
We have to make it up.**

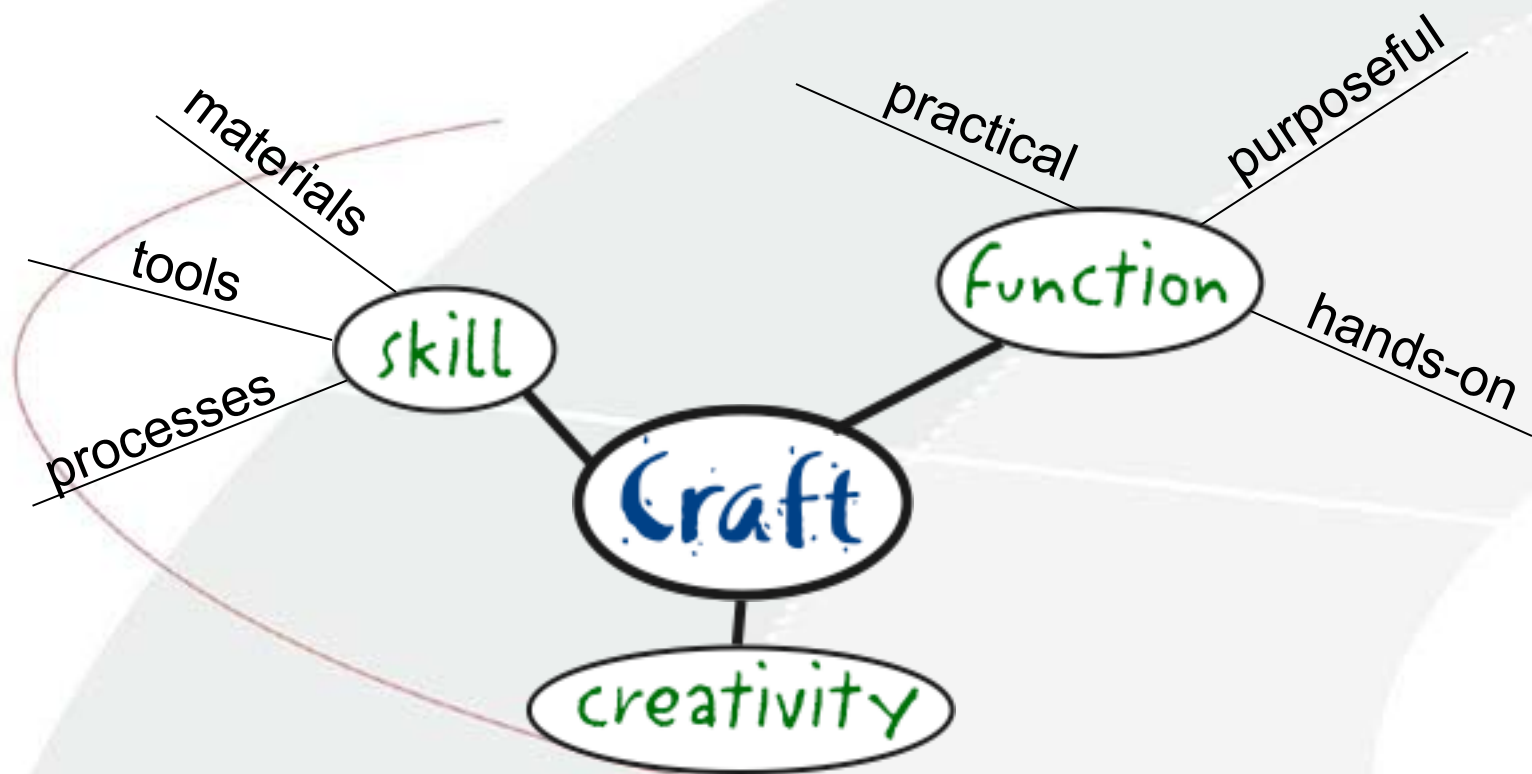
Weaver, J. (2000). Creativity. *Community Banker*, 9 (1), 16-19



My Career Circle

(materials)





Career Craft Processes

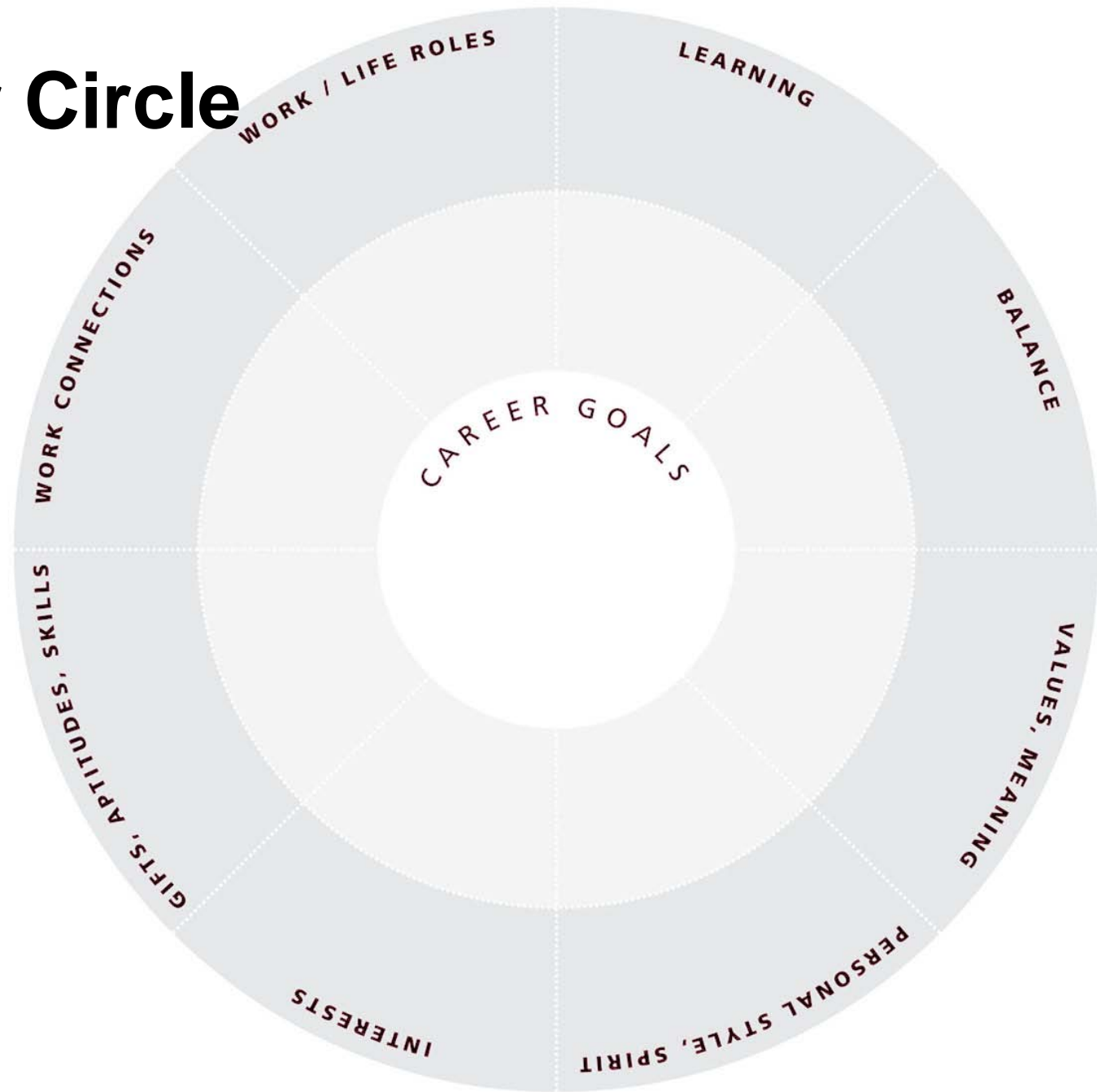




CareerCraft



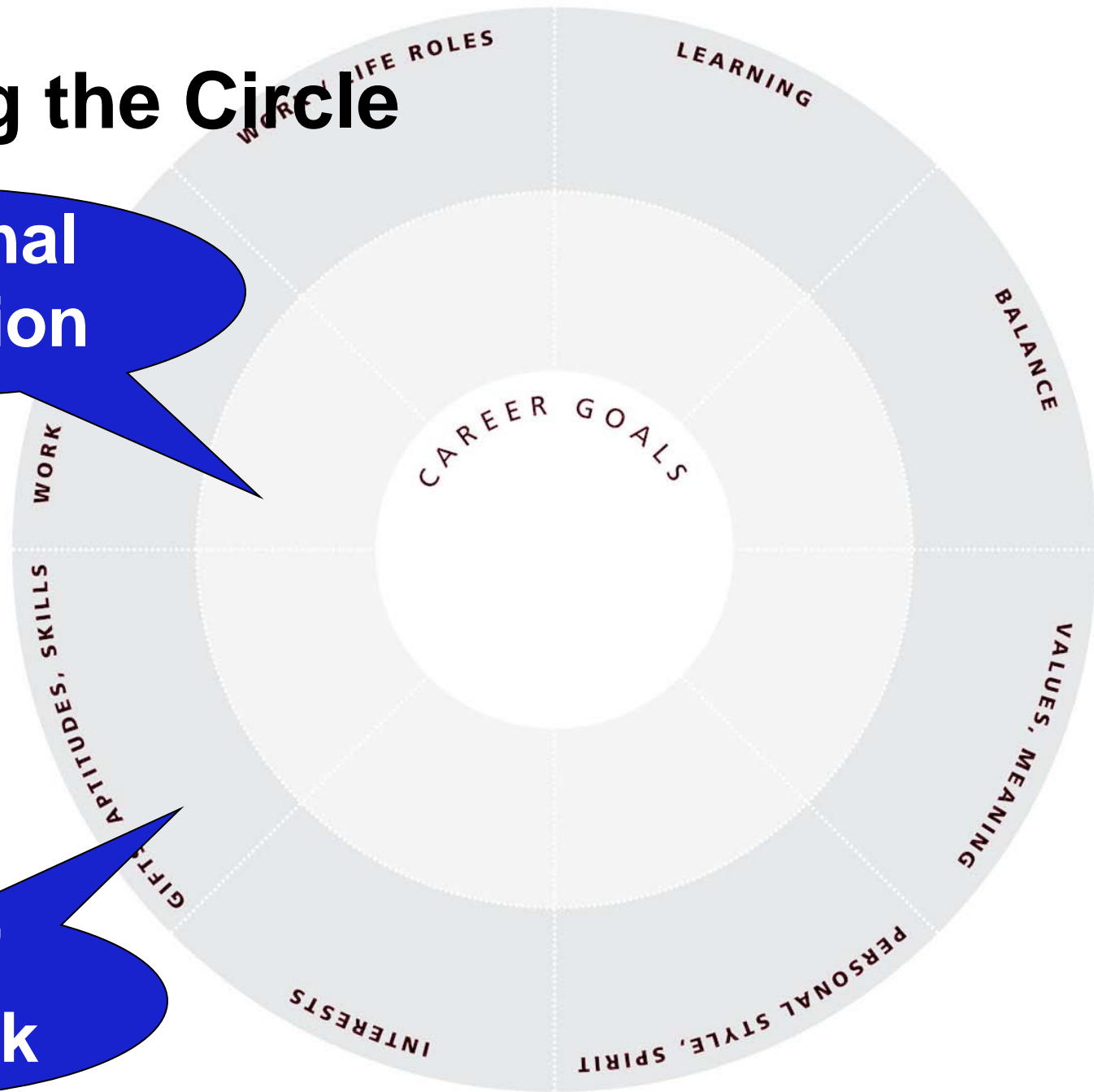
My Career Circle



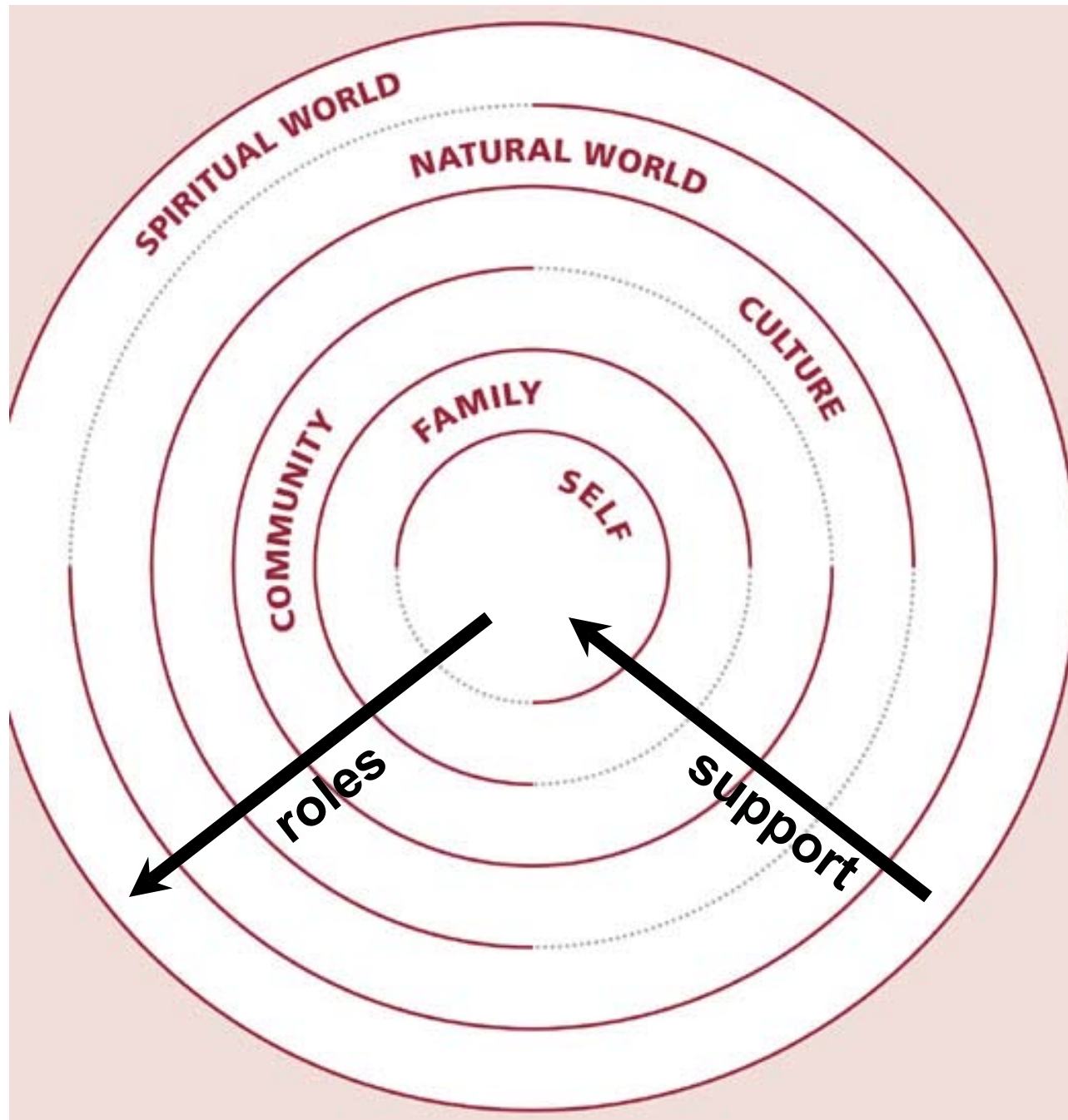
Expanding the Circle

personal reflection

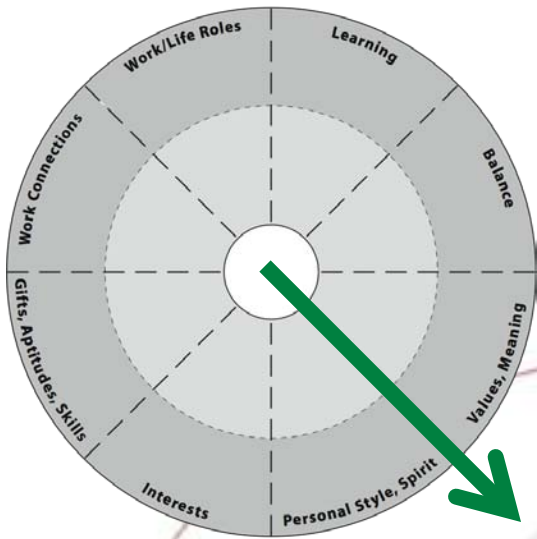
others' feedback



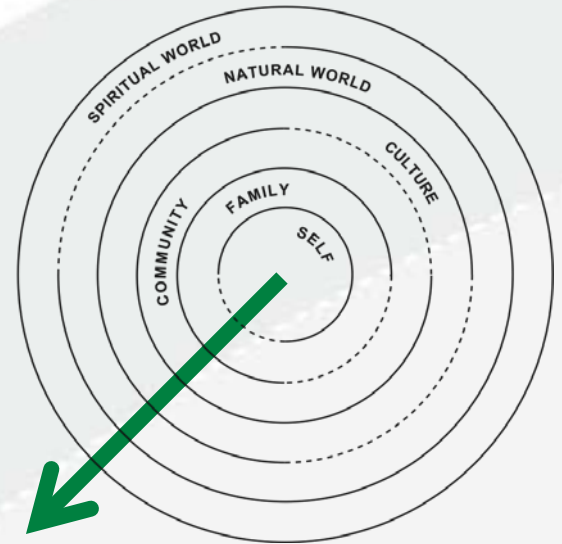
Connections



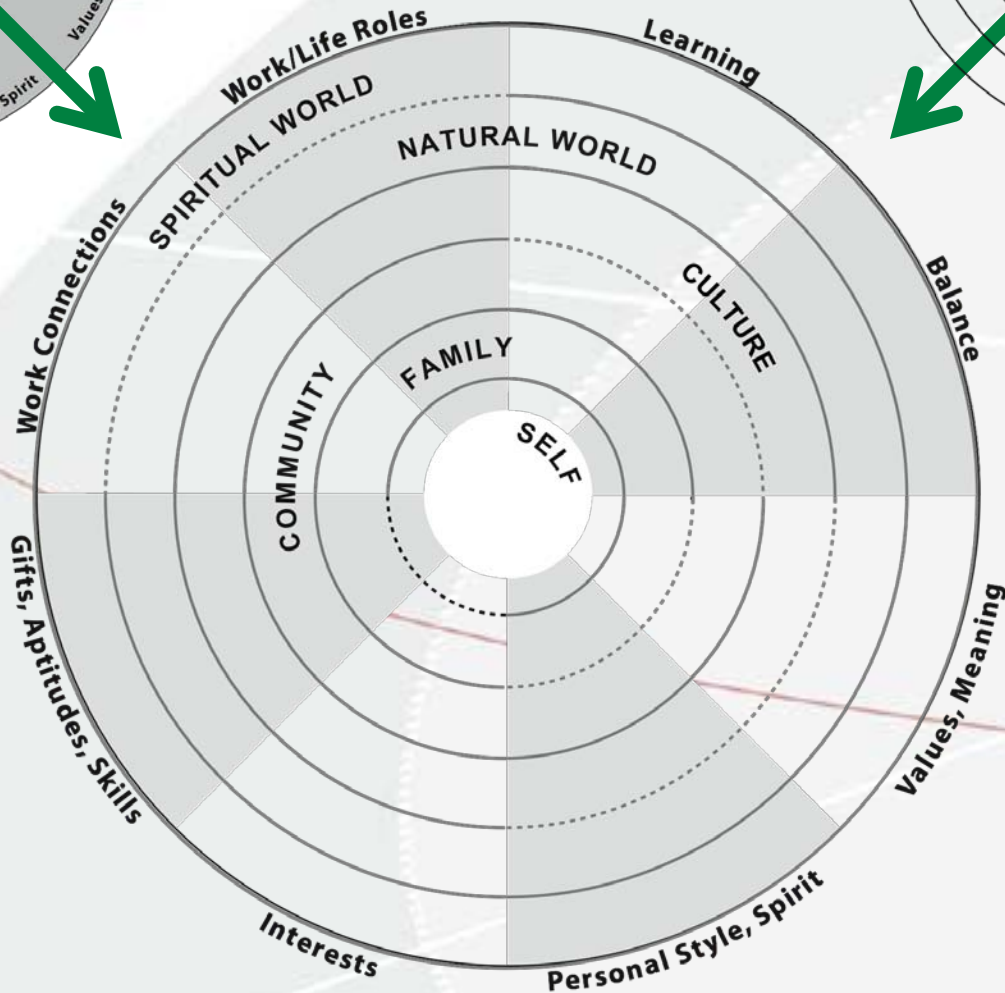
Identity in Context



Career Circle



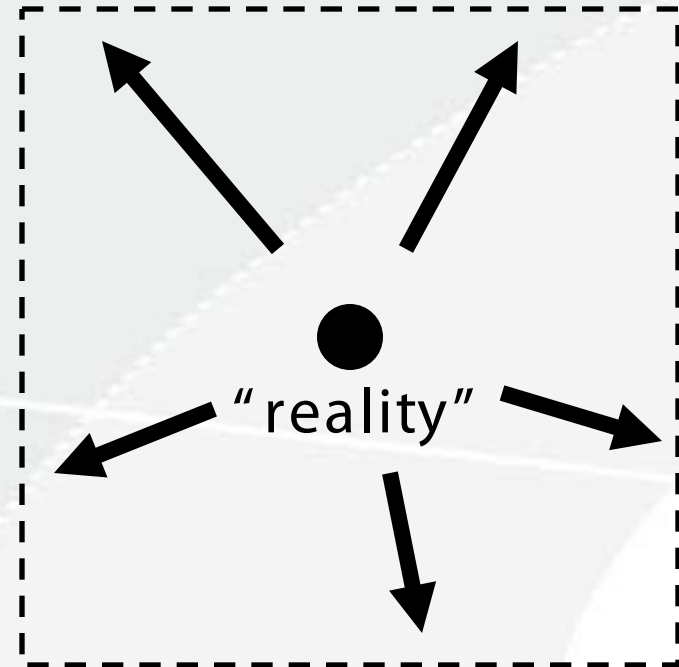
Connections



The Art of Possibilities by Zander & Zander

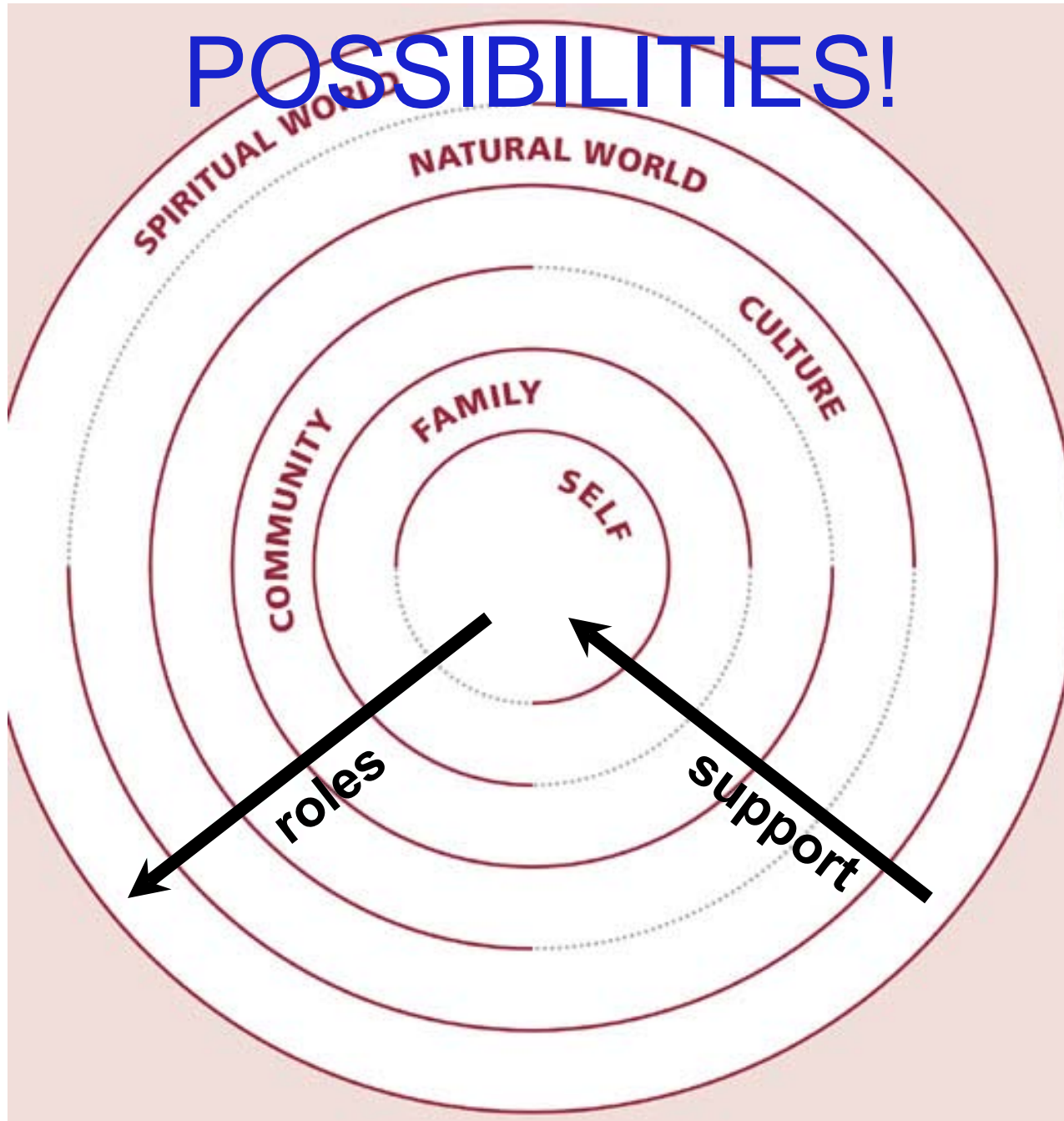


*Living with
the Whirlwind*



*Living with
Possibilities*

POSSIBILITIES!

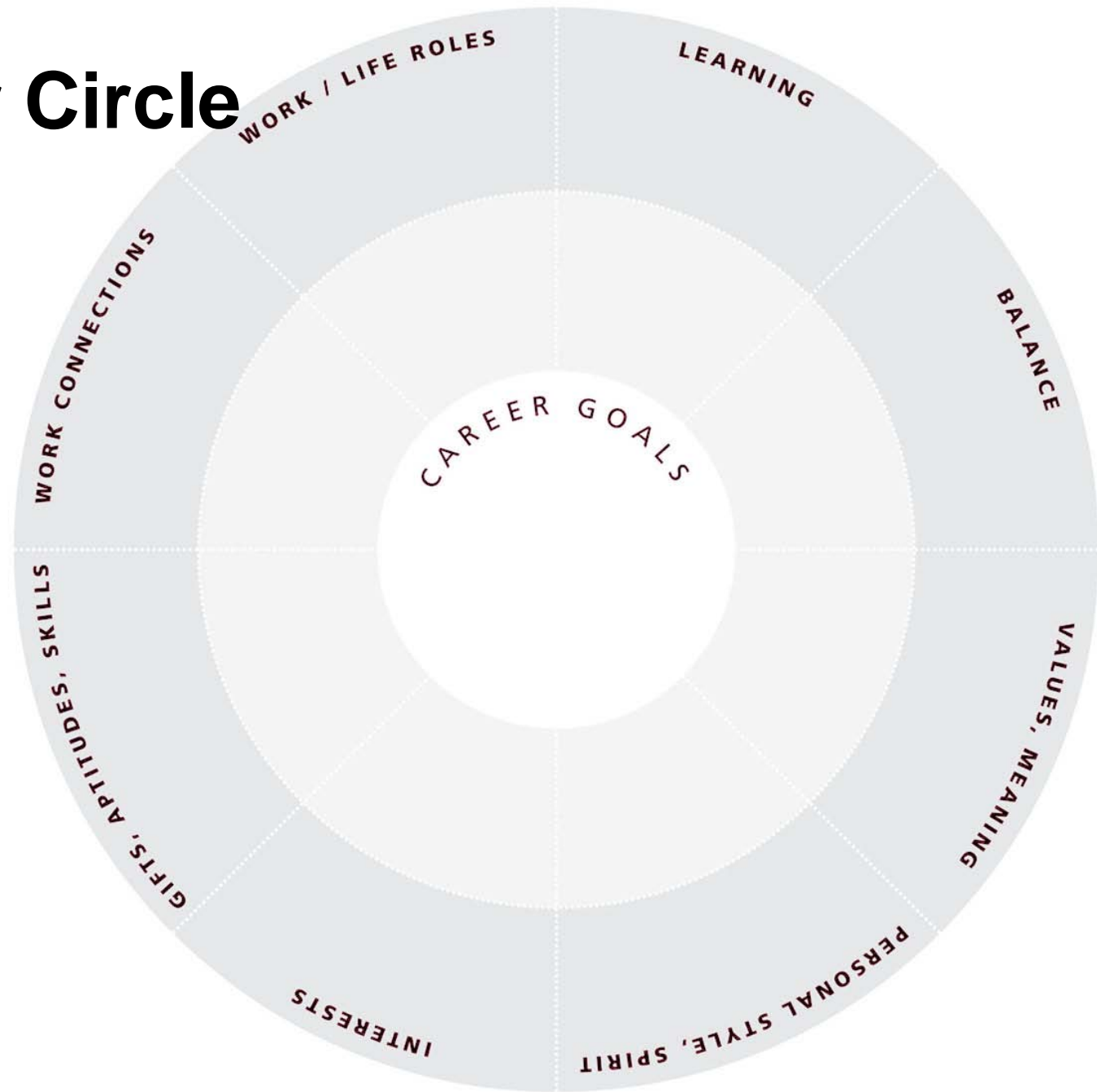


Connections

Brainstorm:

- People?
- Activities?
- Places?
- Concepts?
- Things?

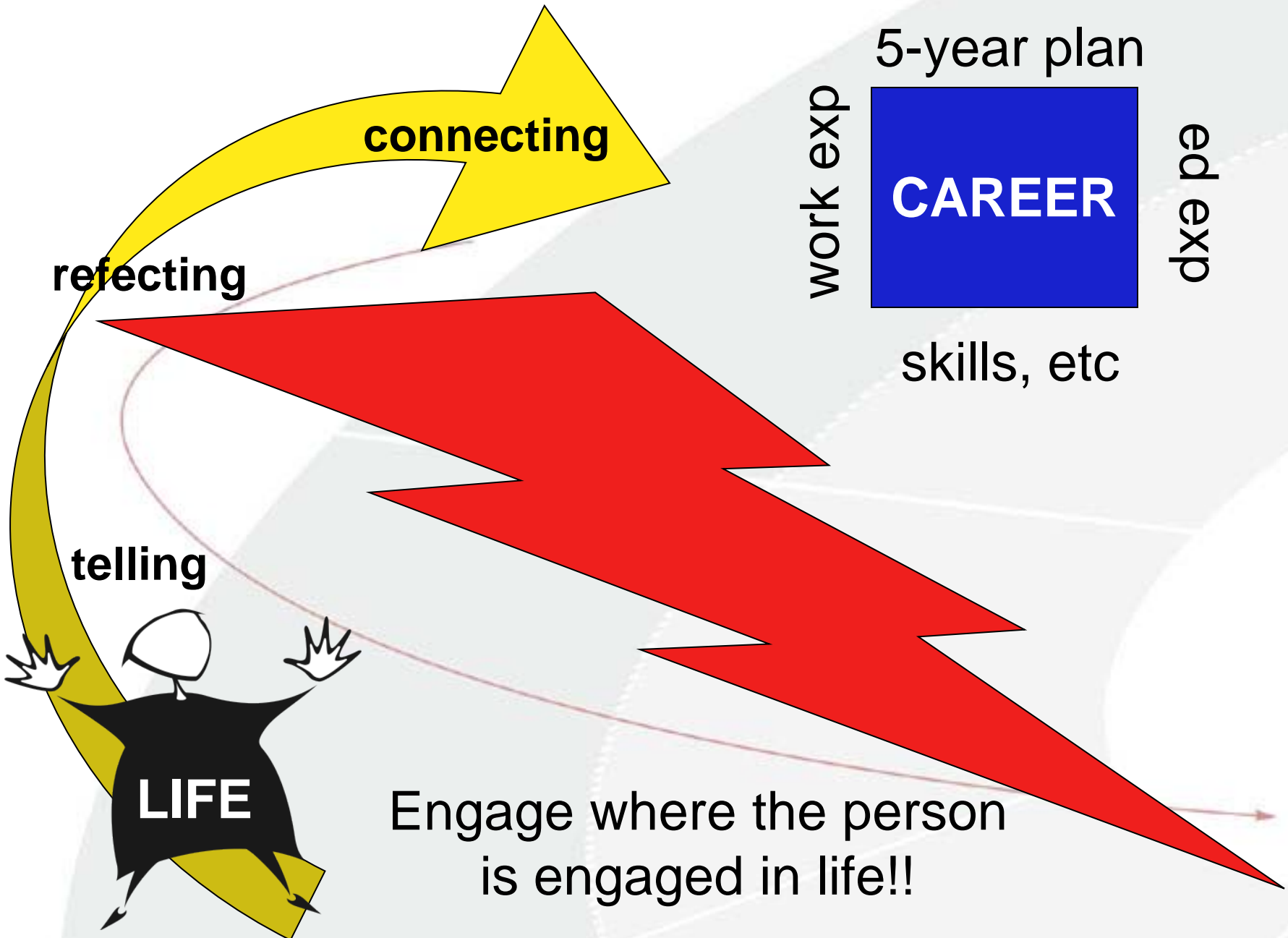
My Career Circle



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



5-year plan

CAREER

work exp

ed exp

skills, etc

connecting

reflecting

telling

LIFE

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



Leaves?

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?

The Penny



Cameo?

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

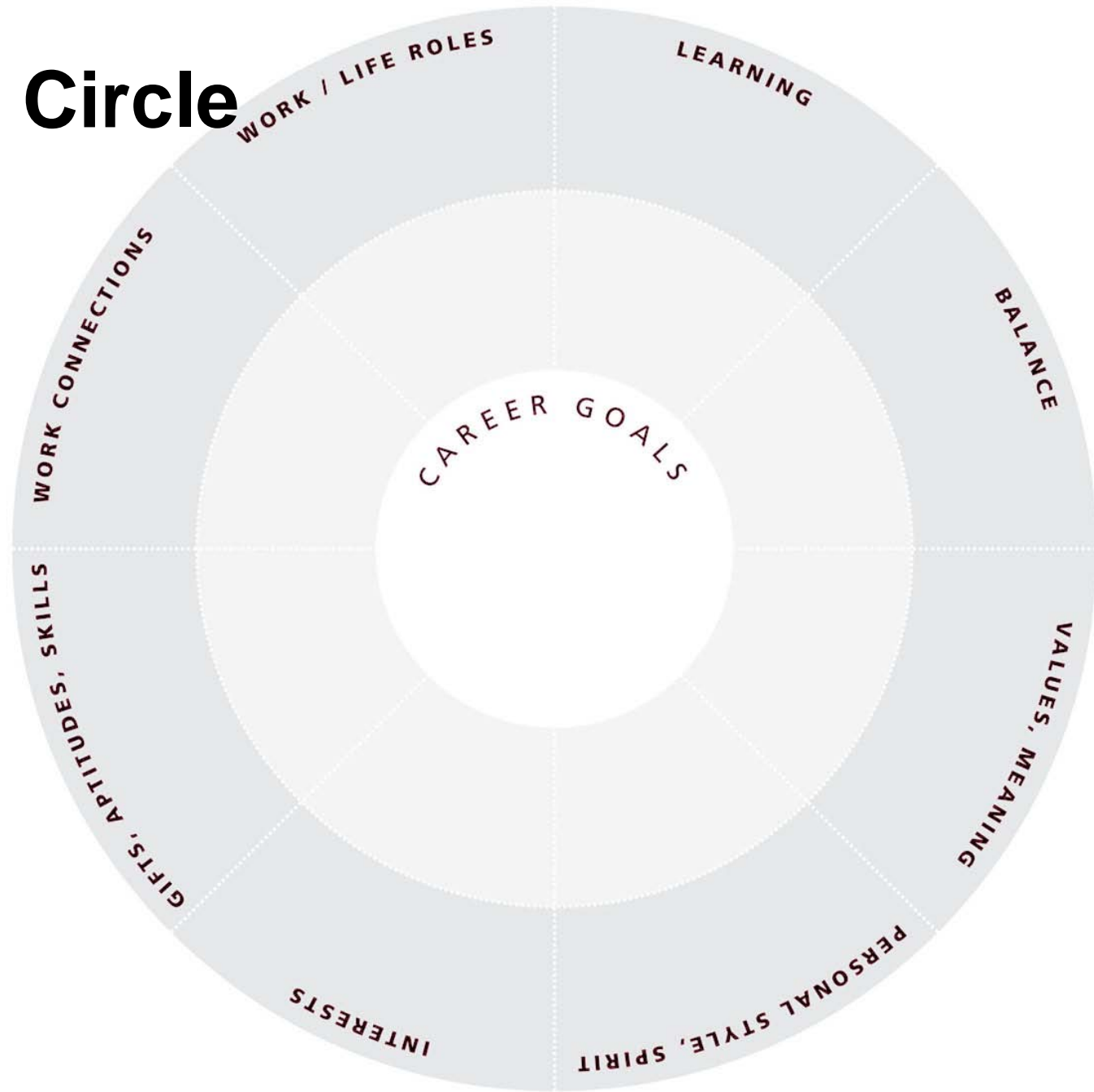
Facial features ?

Clothing?

Hair?

Jewellery?

My Career Circle



The Last Baseball Game.

My Story.

- won all regular games but lost in semi-finals.
- lost the game against Newtonbrook.
- 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 him play for first time.

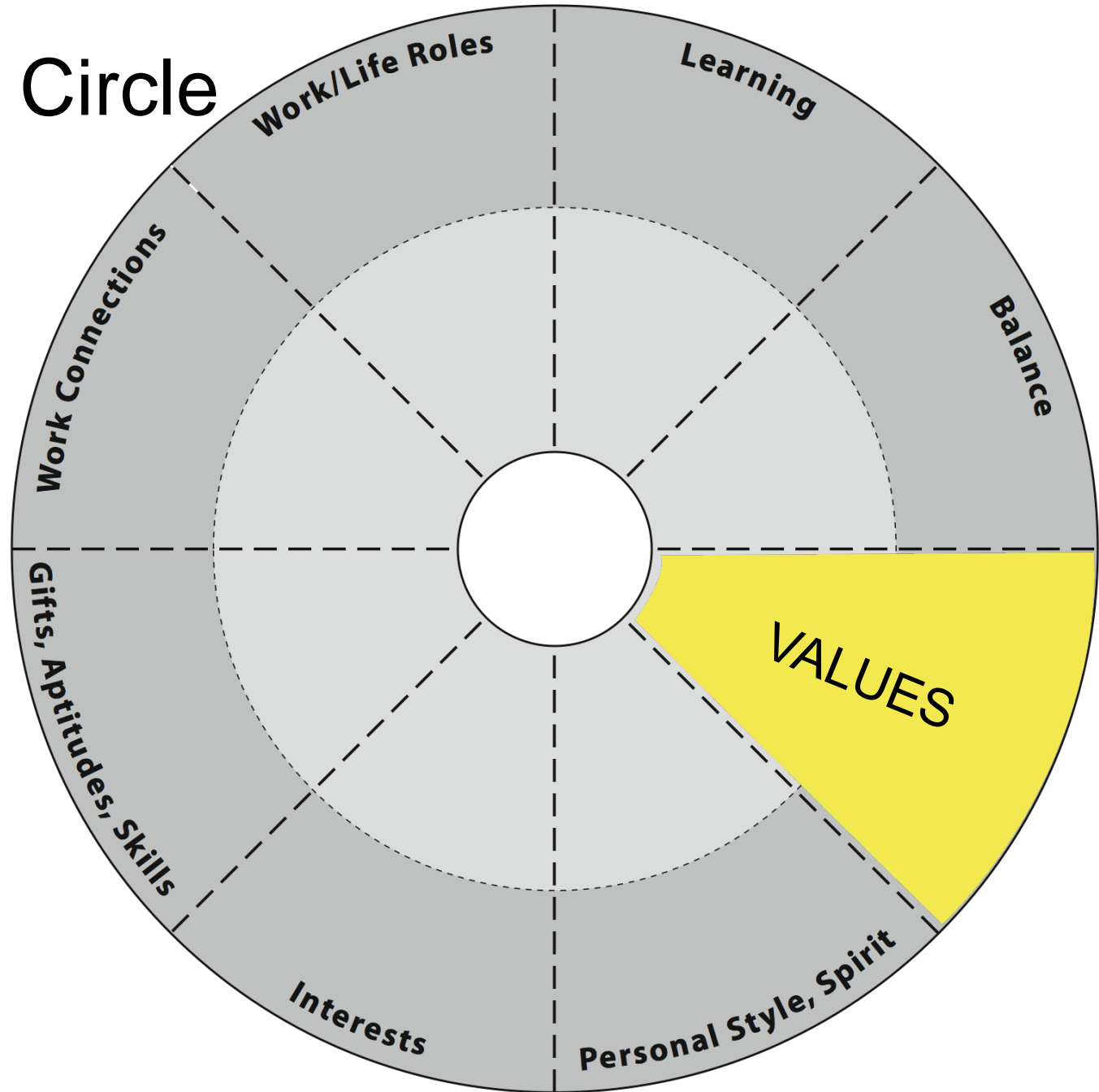
- thinking about next year and how they can do better.
- had baseball outfit on
- had to leave early from school for game
- woke up early to be fresh for game.

- had a big breakfast for game
- prepared by practicing with brother.
- had to put on hat, sunscreen lotion
- had to bring water, food, juice for game.
- hit a nice shot and got some runs for the team.

My Patterns.

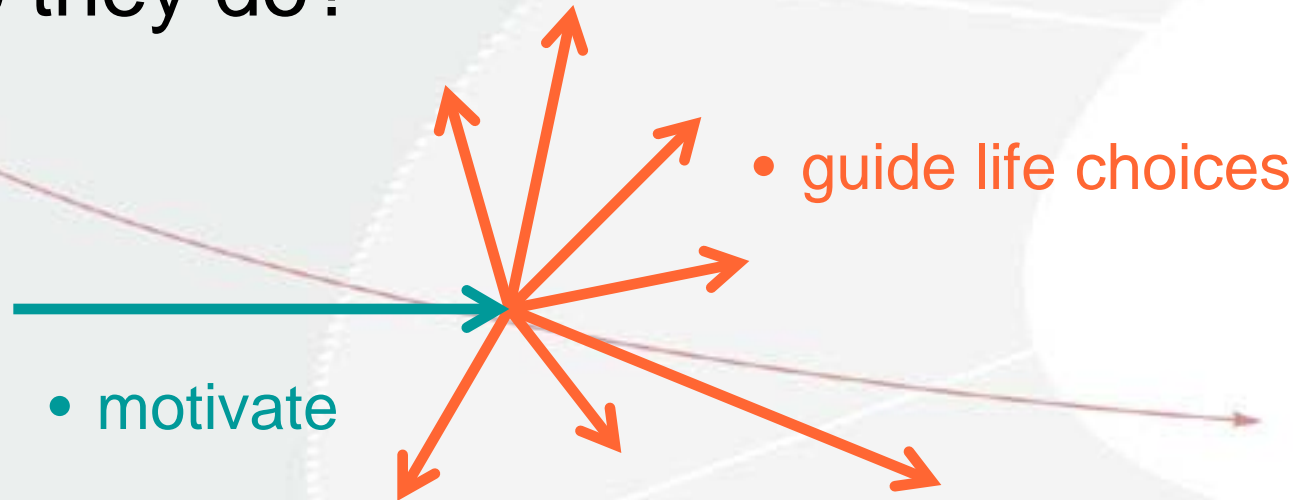
- happy
- organized
- social
- determined
- sporty
- prepared
- athletic
- big appetite
- hard worker
- proud
- big appetite
- balanced
- active

My Career Circle



Values:

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



Conflicting Values

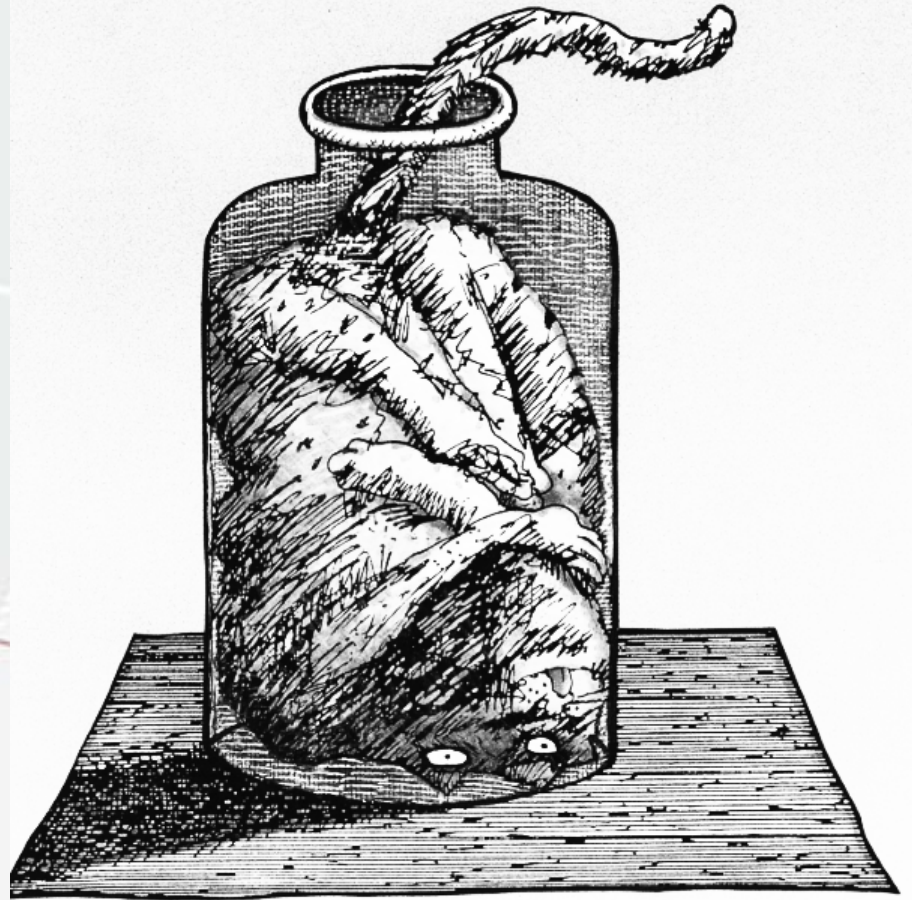
compromise
motivation and
decision making



From *Guiding Circles*,
by Rod McCormick, Norm
Amnsdon,
Gray Poehnell

©AHRDCC

at having worked real very hard to get somewhere, now wondering where it is she really got.



Stine

Values

Community
Value
Statements

- 1
- ✓ 2
- 3
- 4
- ✓ 5
- 6
- ✓ 7
- 8
- 9
- ✓ 10
- ✓ 11
- ✓ 12

1. identify

2 lists of potential
conflicting values

- 2
- 5
- 7
- 10
- 11
- 12

- 1
- 3
- 6
- 8
- 9
- 12

Individual
Value
Statements

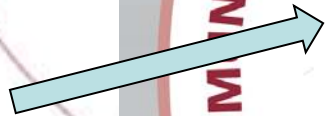
- ✓ 1
- 2
- ✓ 3
- 4
- 5
- ✓ 6
- 7
- ✓ 8
- ✓ 9
- 10
- 11
- ✓ 12

2. choose

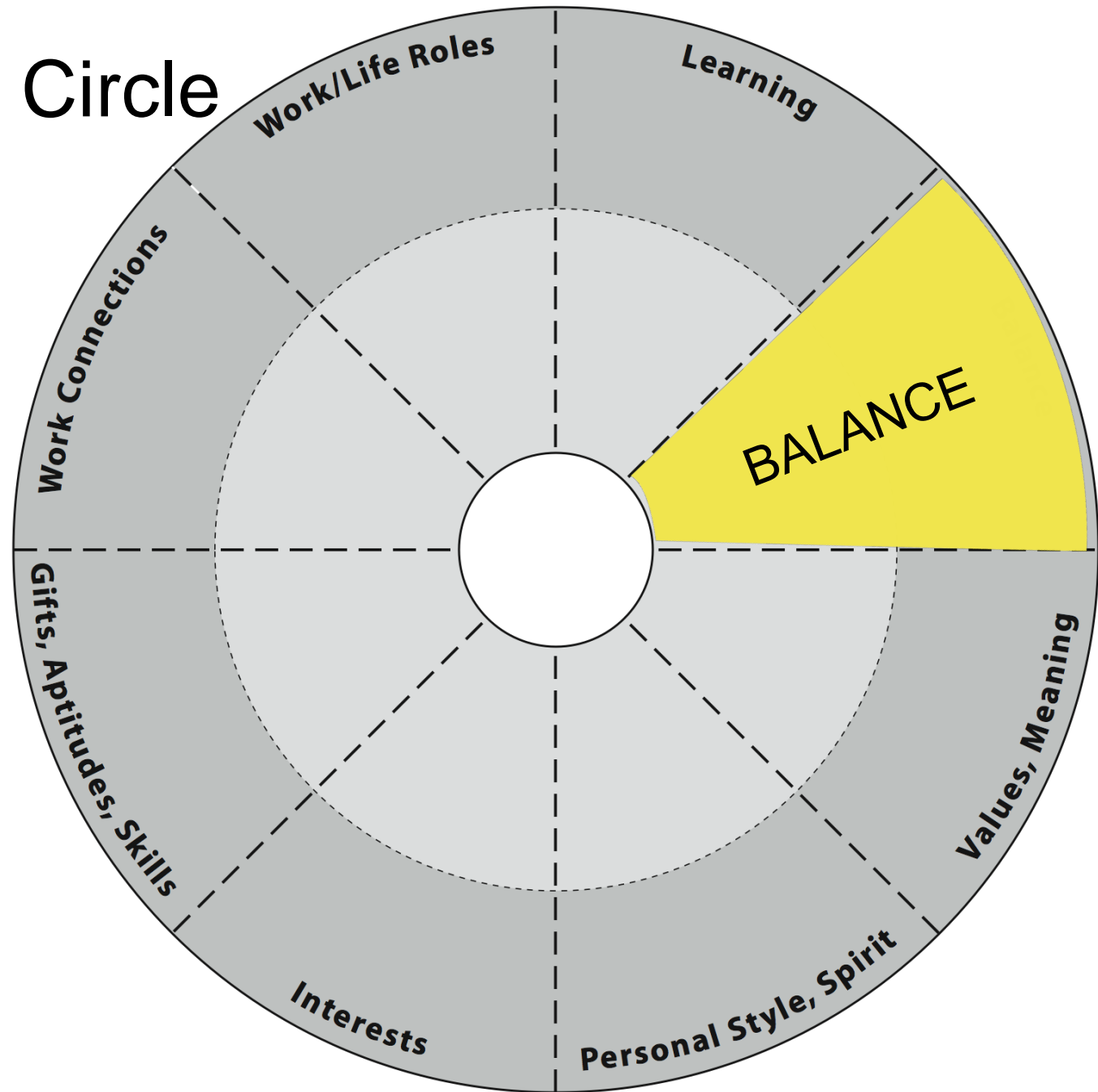
2
5
11
12
(up to 7 choices)

6
9
12

MY MOST IMPORTANT VALUES



My Career Circle



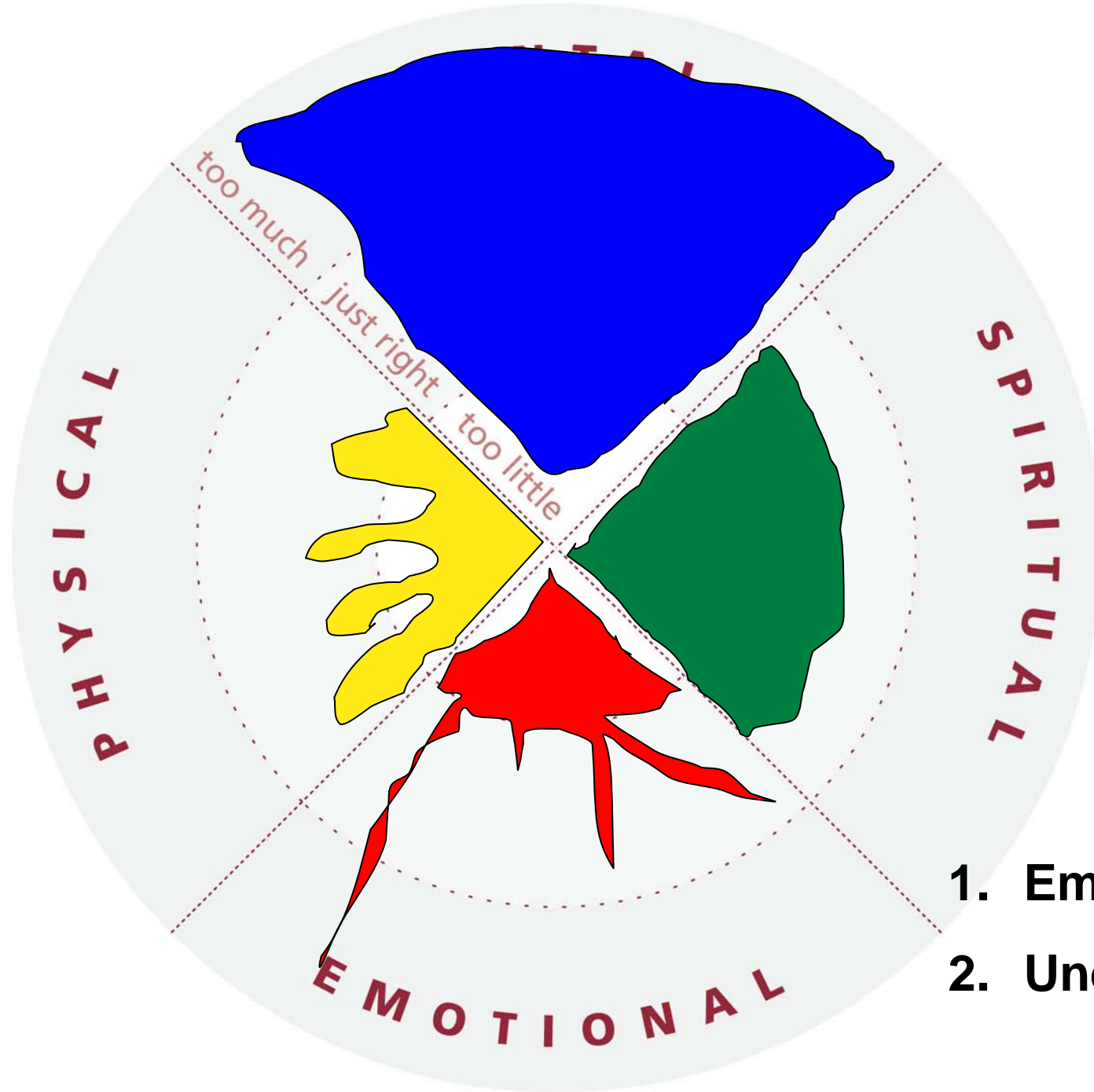
Balance



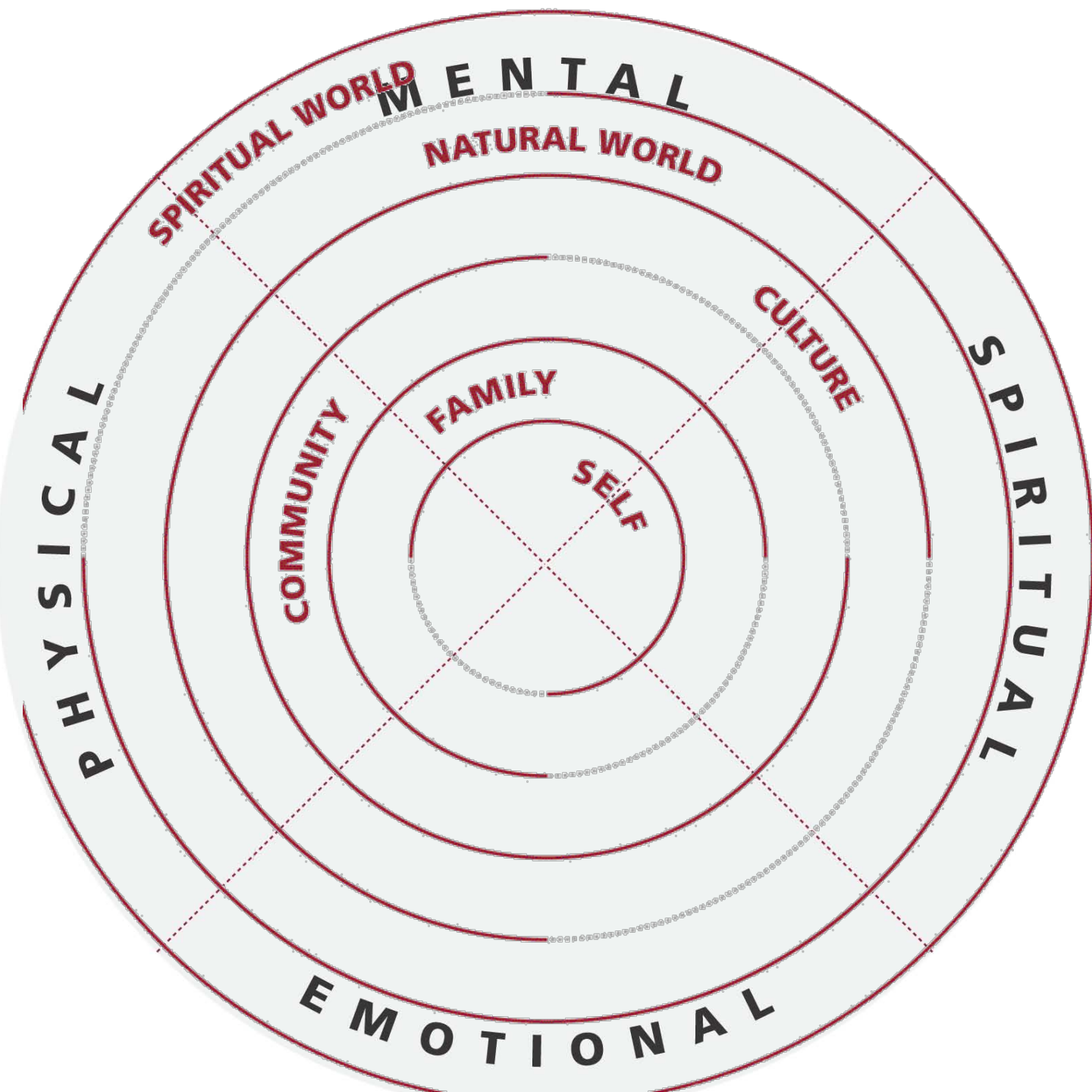
From
Guiding Circle,
by
Rod McCormick,
Norm Amnsdon,
Gray Poehnell

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Balance

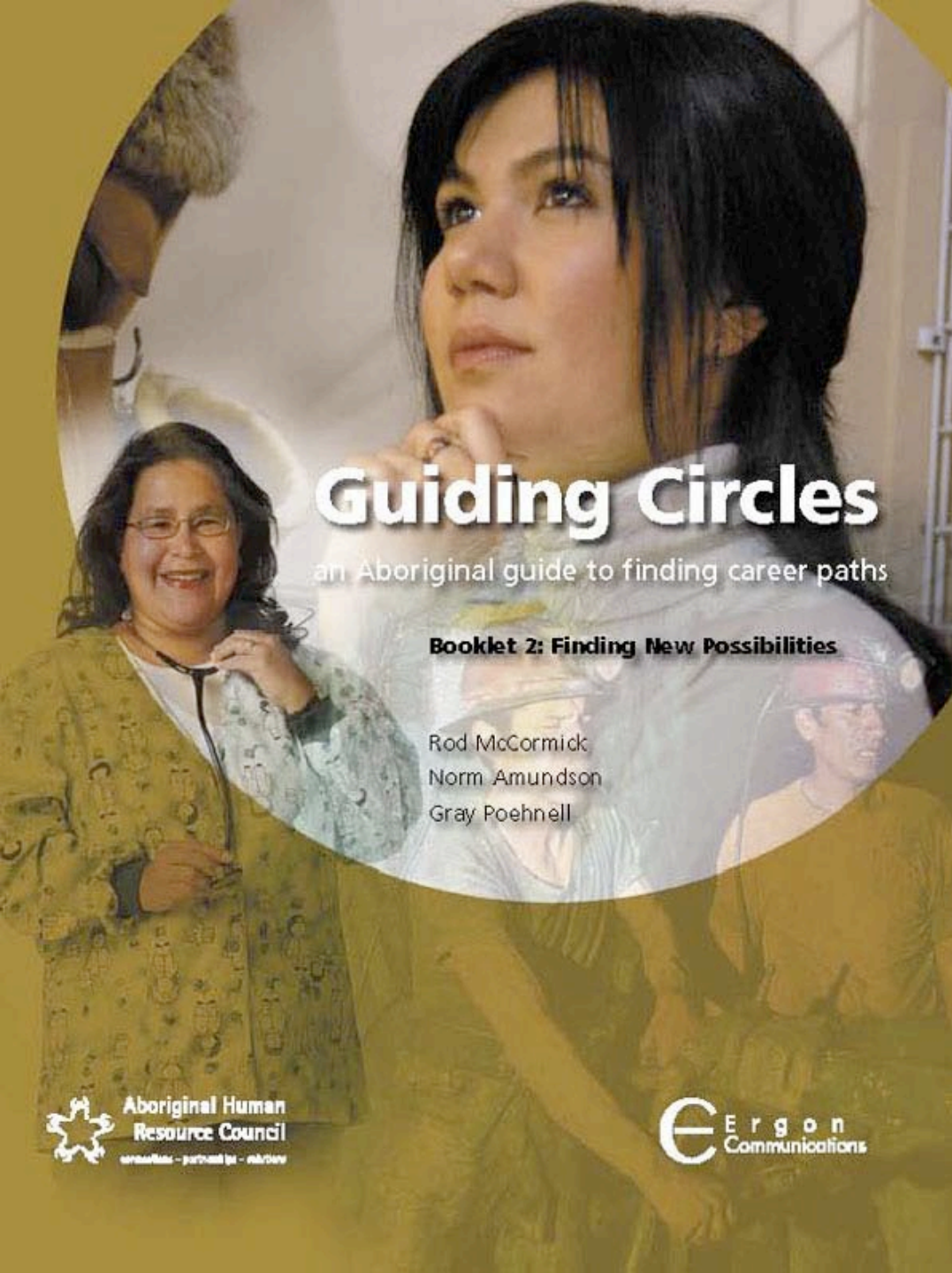


1. Employment?
2. Unemployment?



Balance





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

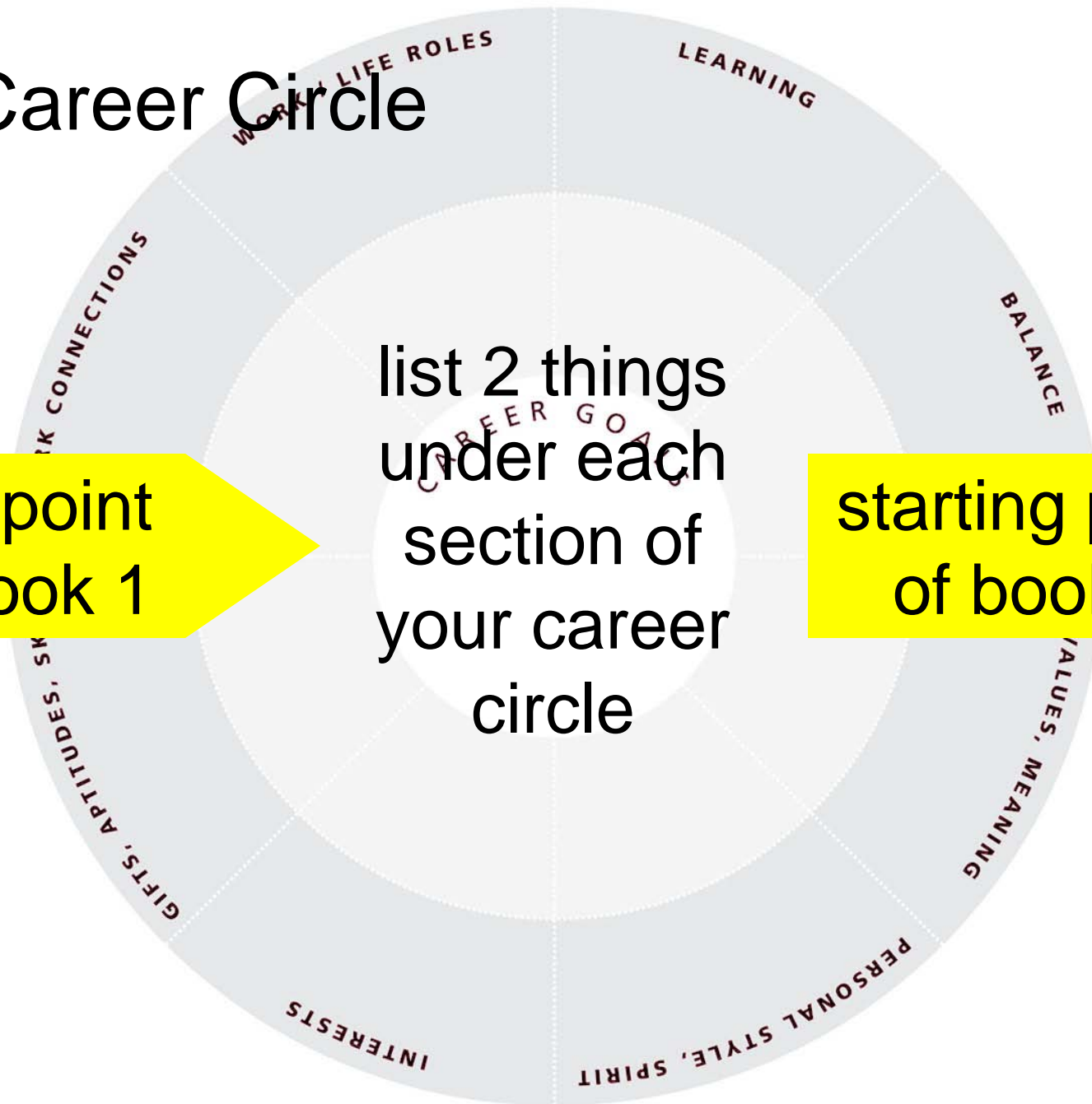


Guiding Circles: Career exploration

*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



My Career Circle

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

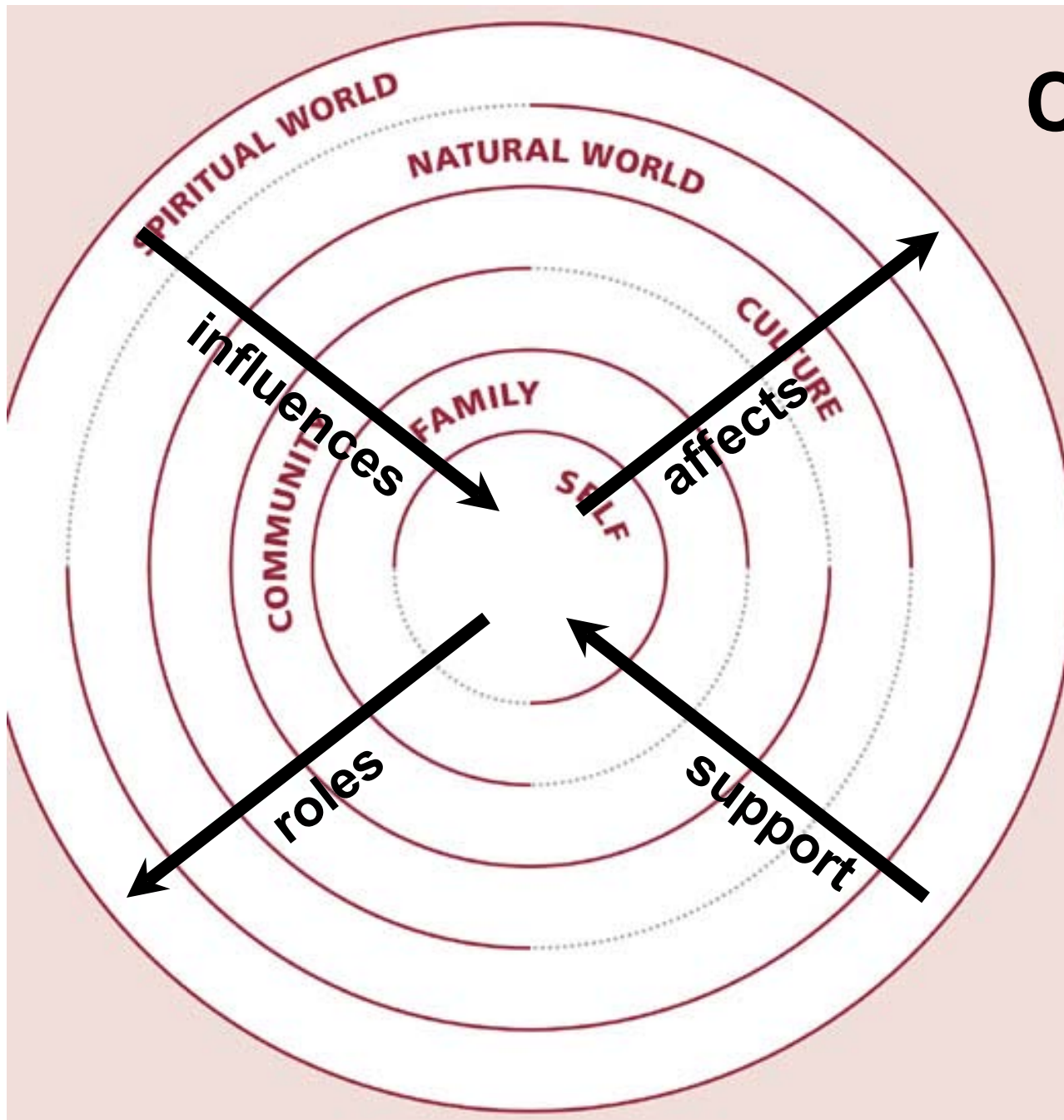


Career Circle

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



Connections



Guiding Circles Career Exploration

1. Generating career possibilities
 2. Researching
 3. Evaluating
 4. Decision Making
 5. Planning
-

Guiding Circles Career Exploration

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

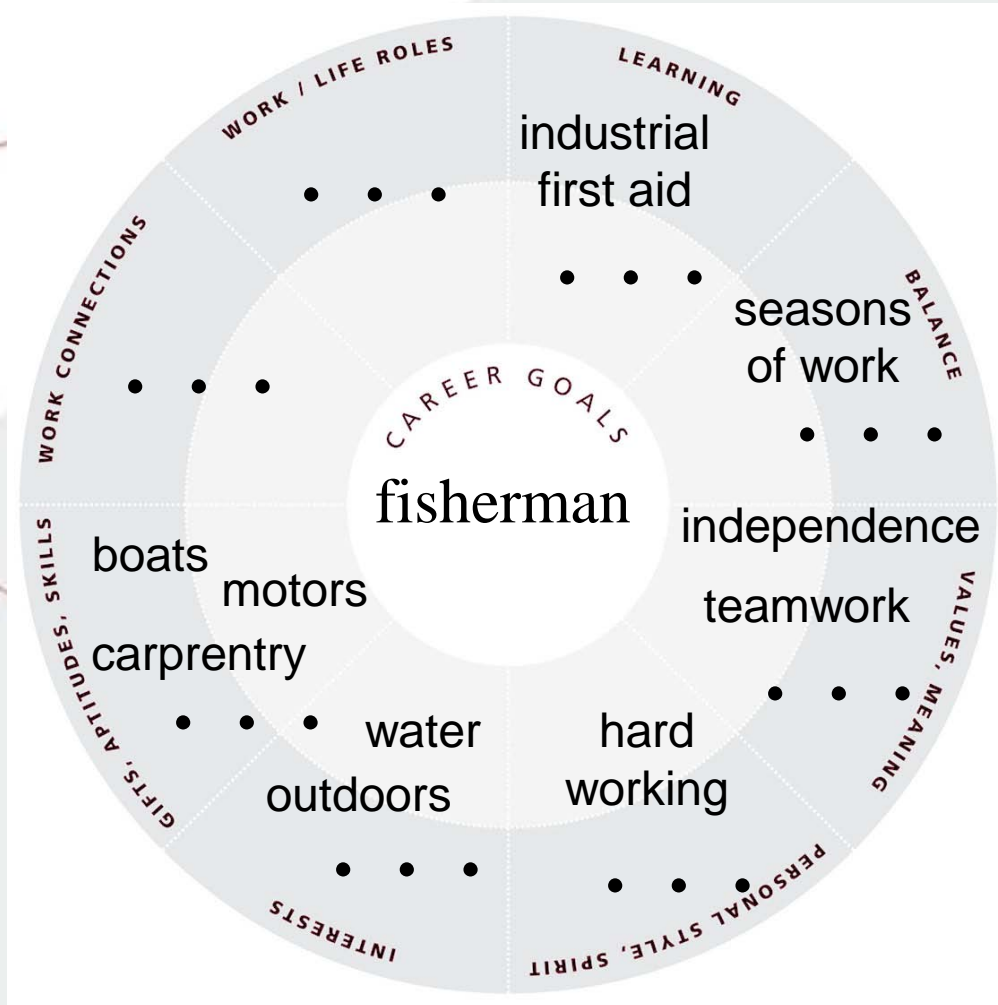
The Pencil



Guiding Circles: Possibilities



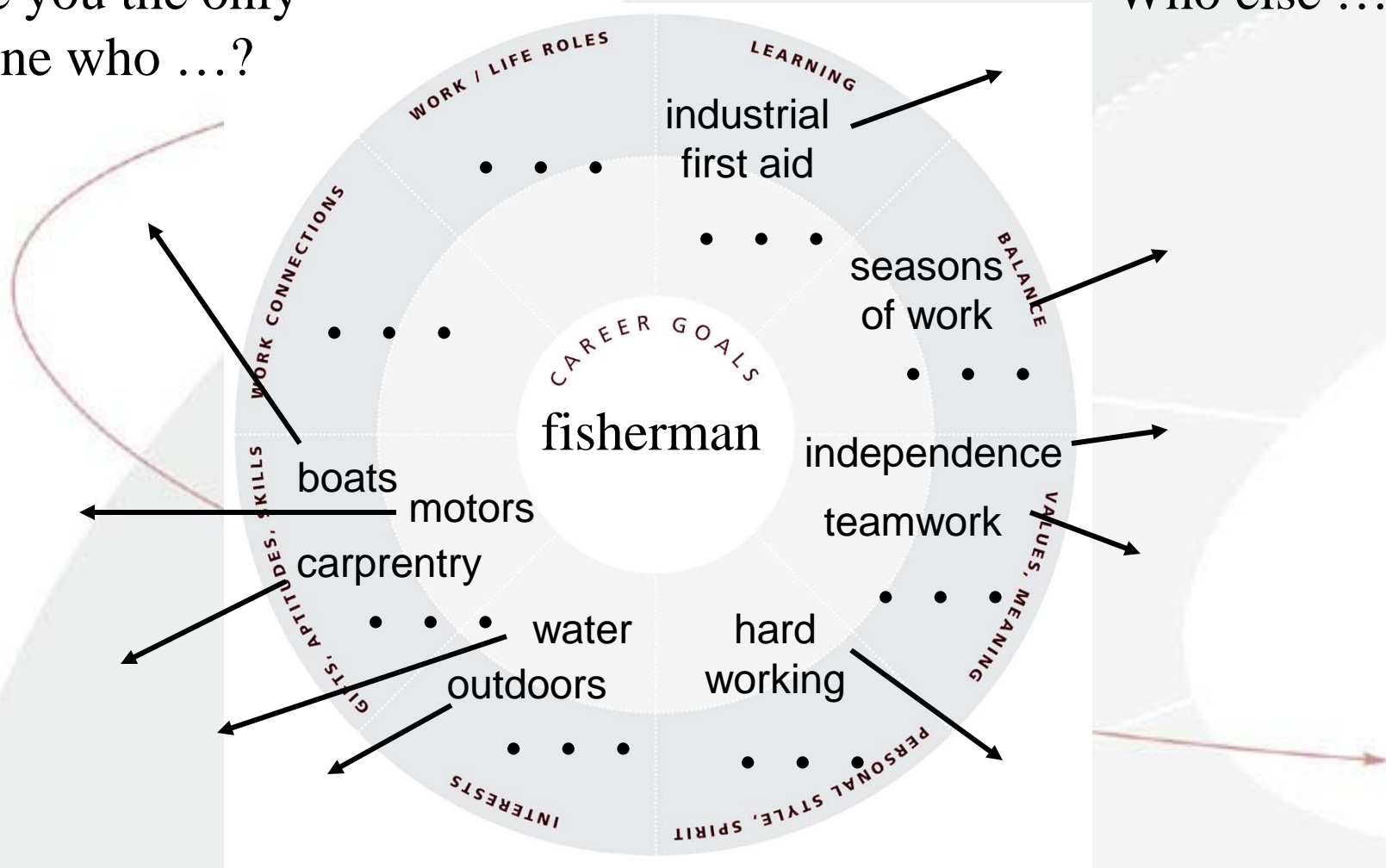
Guiding Circles: Possibilities



Guiding Circles: Possibilities

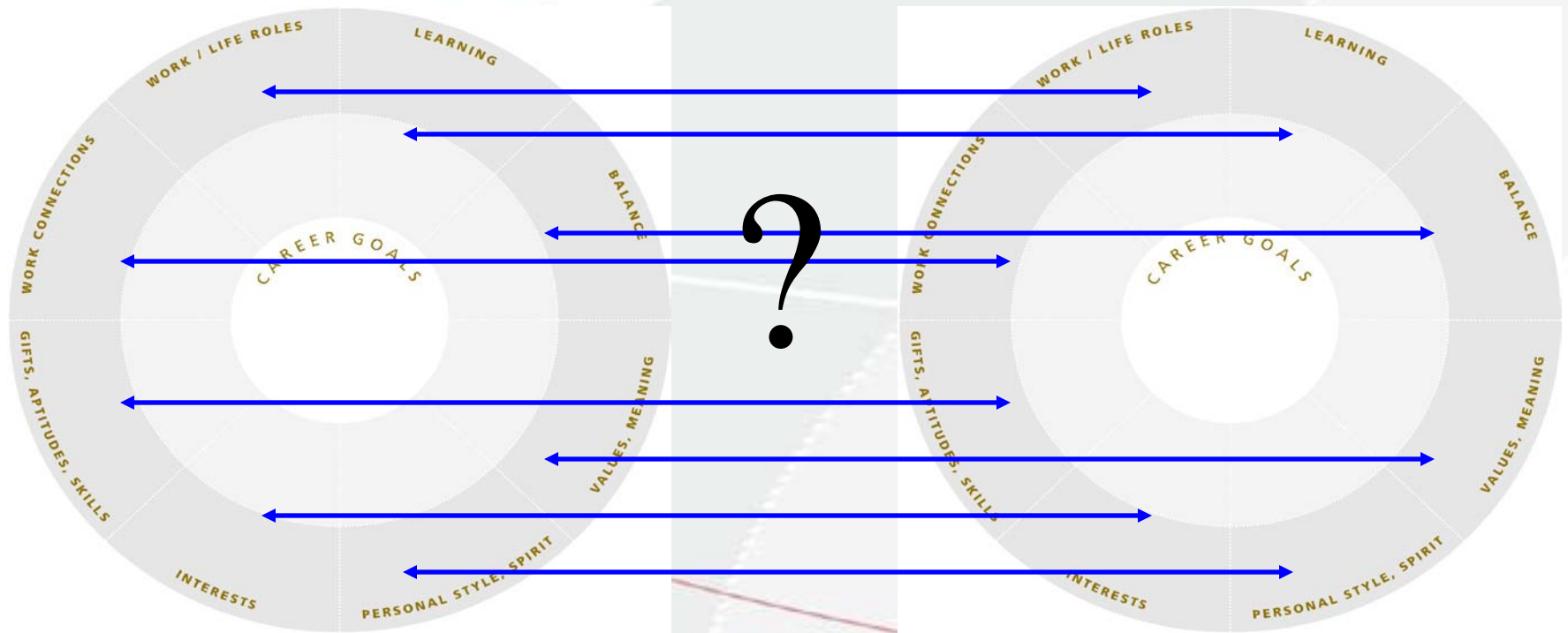
Are you the only one who ...?

Who else ...?



Guiding Circles:

- Comparing the Circles



My Career Circle

Career Info Circle

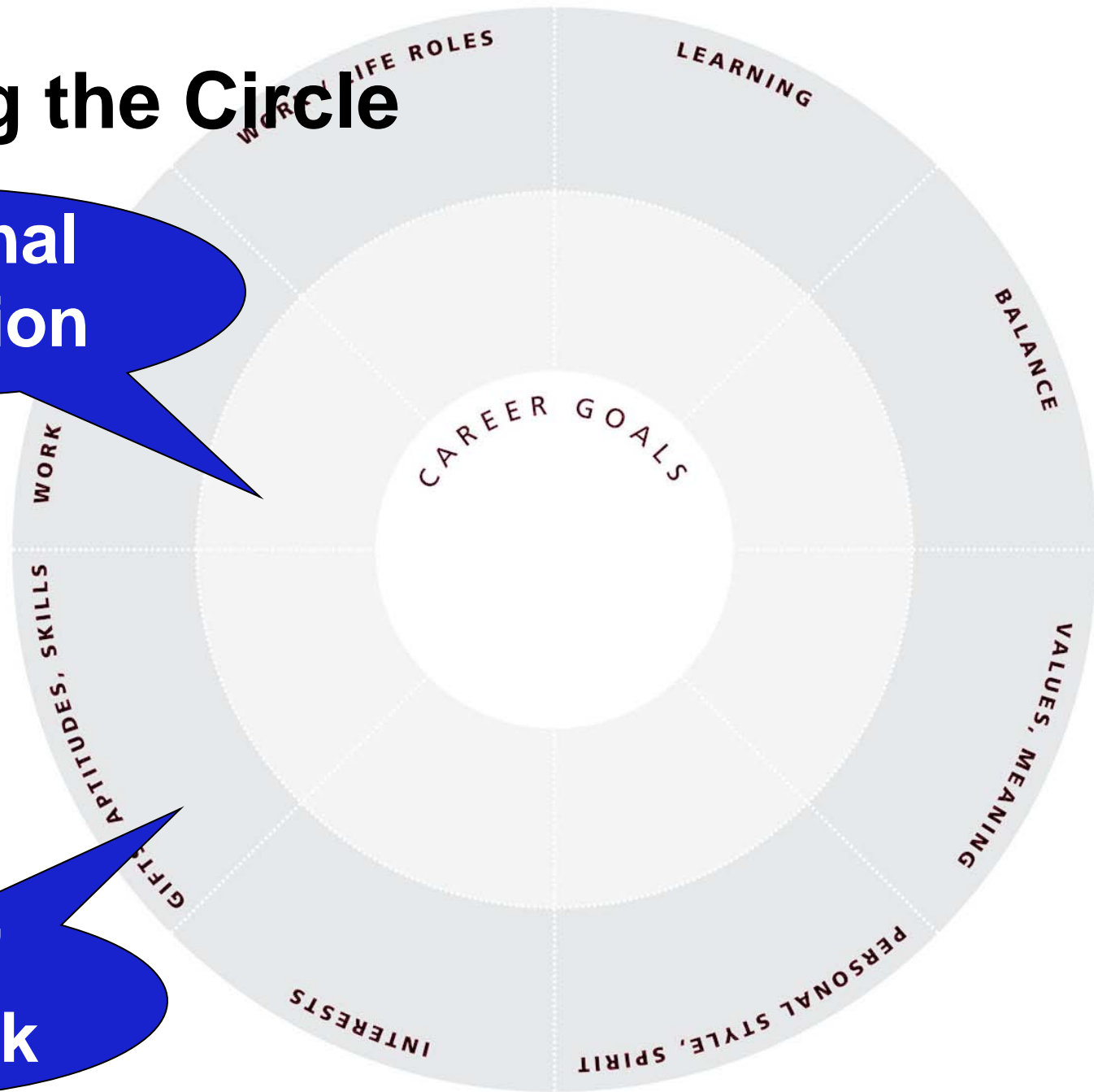
Who you are points to what you can do



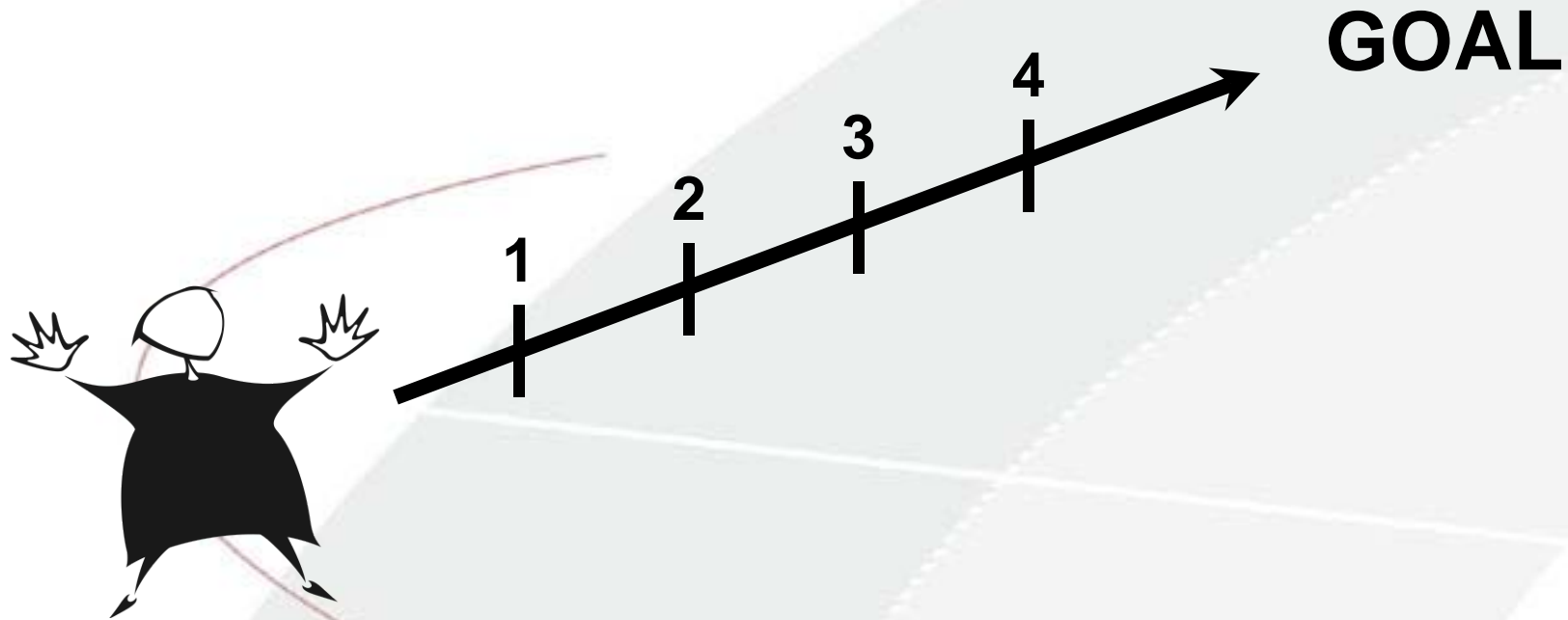
Expanding the Circle

personal reflection

others' feedback

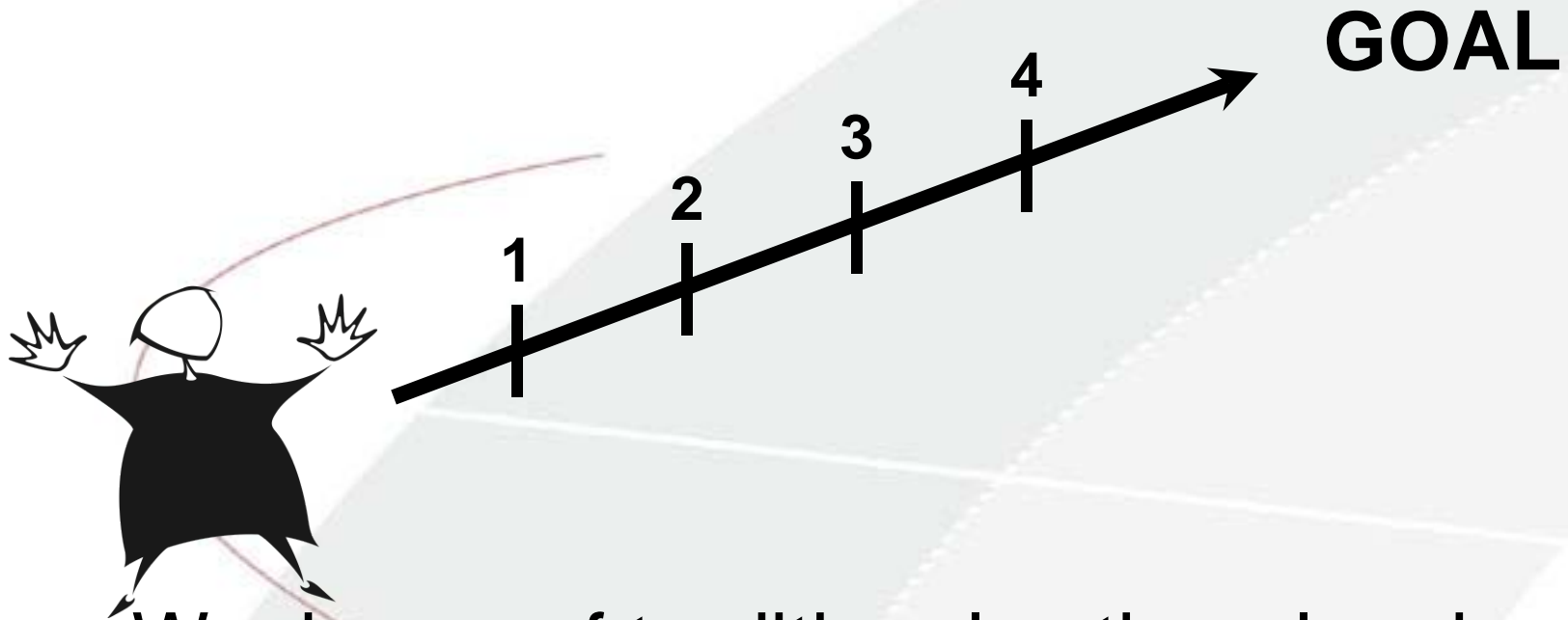


Traditional Action Planning



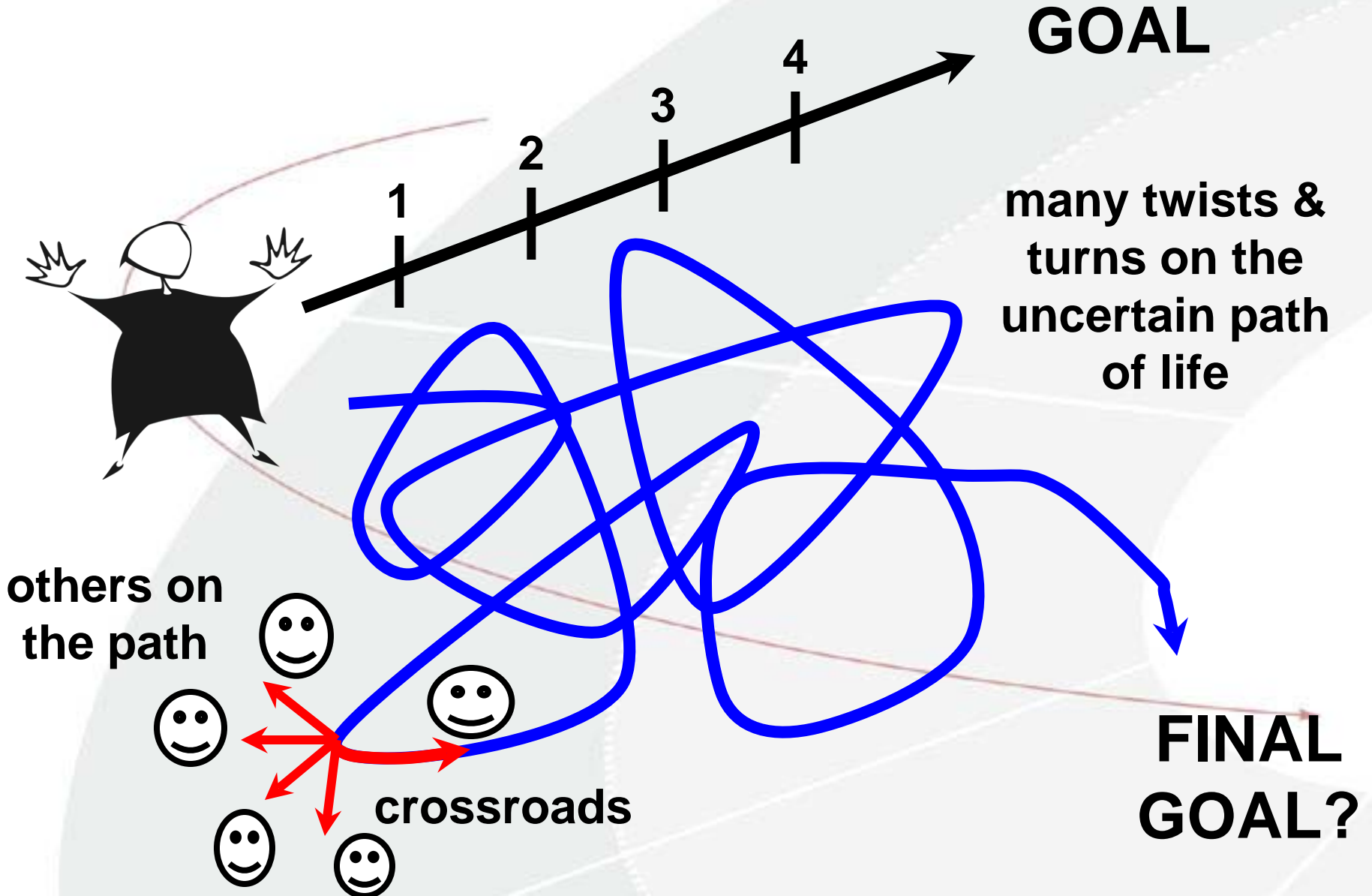
- Strengths of traditional action planning
 - starts where the client is at
 - sets a clear goal or direction
 - provides clear steps

Traditional Action Planning



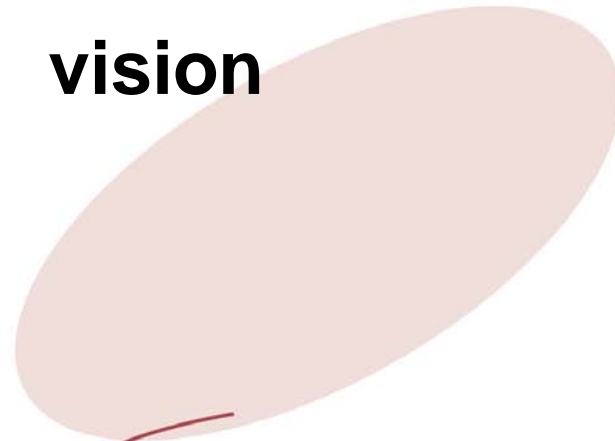
- Weakness of traditional action planning
 - assumes you can see far enough to set the best goal
 - assumes you can control life's events
 - assumes client is alone
 - linear

Real-life Action Planning

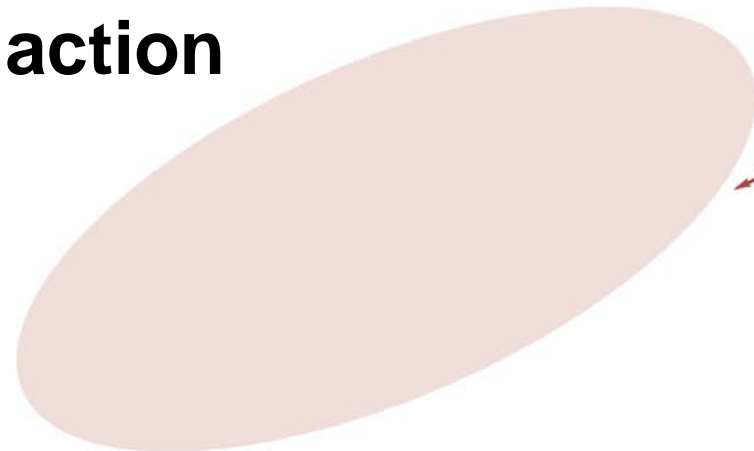


Stepping Stones

vision



action

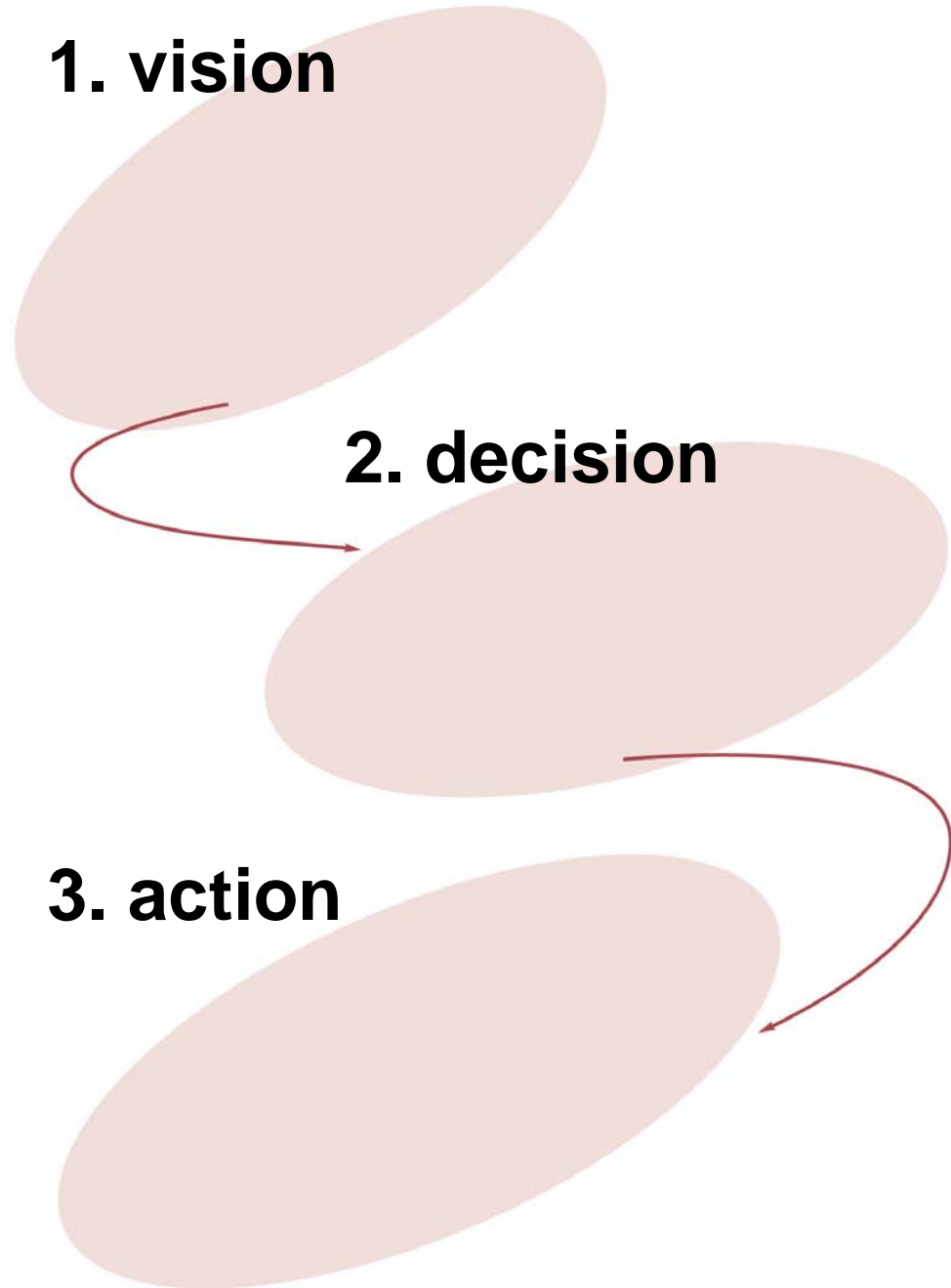


Stepping Stones

1. vision

2. decision

3. action



The Journey Continues

