

DEPARTMENT FOR **EDUCATION**  
AND **CHILD DEVELOPMENT**

Adelaide, South Australia  
December, 2012

Gray Poehnell  
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**HOPE-FILLED ENGAGEMENT**  
**THROUGH MATTERING**

**&**

**GUIDING CIRCLES**

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Hope-Filled Engagement / Guiding Circles

Department of Education  
& Early Childhood  
Development

Melbourne  
Dec. 3, 2012

Gray Poehnell

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**Ergon**  
Communications

Dr. Norm Amundson  
&  
Gray Poehnell

graypoehnell@mac.com  
www.ergoncommunications.com

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Guiding Circles



**Ergon**  
Communications

is about *careers*...

We specialize in the  
research, development,  
delivery, and publishing  
of career and employment  
counselling materials  
and programs

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Guiding Circles





**Ergon**  
Communications

Ergon Books:

Active Engagement  
Hope-Filled Engagement  
Physics of Living  
Metaphor Making

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**Guiding Circles**

**Ergon Communications**

**Ergon Workbooks:**

- Career Crossroads
- Career Pathways
- Career Pathways, Quick Trip
- CareerScope
- Guiding Circles, Booklet 1
- Guiding Circles, Booklet 2

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**Guiding Circles**




**ERGON COMMUNICATIONS**

**Ergon Book Translations:**

Bulgarian	Inuit
Chinese	Italian
Danish	Japanese
Dutch	Jordanian
Estonian	Romanian
Finish	Russian
French	Swedish
Greek	Turkish
Icelandic	

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9,984,670 km<sup>2</sup>  
(water: 891,163 km<sup>2</sup>)

**Aboriginals in Canada**

- First Nations
- Inuit
- Metis



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- Australia
- New Zealand
- Europe

- Aboriginal Peoples
- Immigrants
- Disabled Peoples
- Social Assistant Recipients
- Mainstream Clients
- Schools
- Colleges & Universities
- Corrections Canada
- Private Business



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There is **no magic bullet**

but this is an attempt to find new ways to engage people with hope.

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**Guiding Circles Introductions**

answer the question

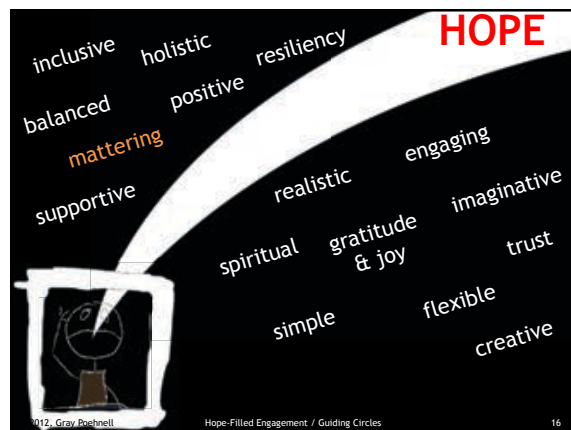
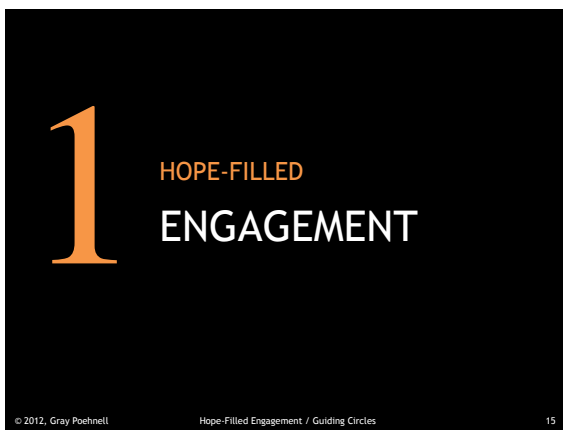
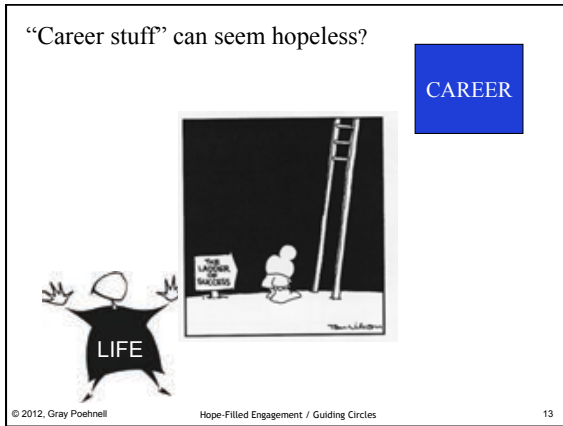
**WHO AM I?**

by completing the following...

My name is \_\_\_\_\_ and I am \_\_\_\_\_.

without referring to your job or "work" at all  
If you can't think of anything, just pass

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**3** MATTERING MATTERS

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“what difference does it make?”  
 “so what?”  
 “who cares?”  
 “that’s just the way it is”  
 “what’s the use?”  
 “what’s the point of trying?”  
 “why bother?”  
 “I can’t make a difference”

**I DON’T MATTER - THERE IS NO HOPE - SO WHY TRY**

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**MATTER**  
 substance  
 tangible

VISIBILITY

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**MATTERING**  
 substance  
 tangible

VISIBILITY &  
 RECOGNITION

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**MATTERING**  
 substance  
 tangible

**VALUE**  
 importance  
 significance  
 meaning

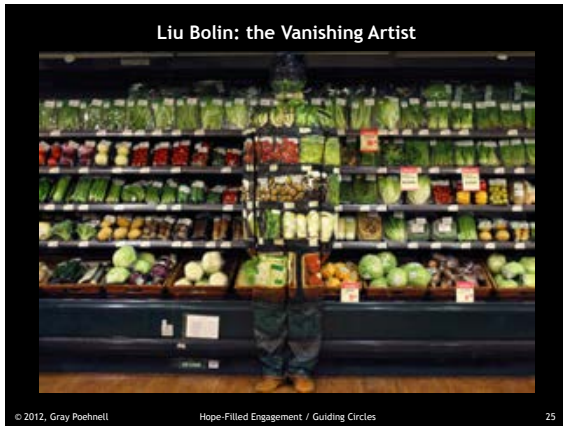
**VISIBILITY &  
 RECOGNITION**

**MAKING A  
 DIFFERENCE**

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**INVISIBLE  
 PEOPLE**

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INVISIBLE  
TO THEMSELVES  
& TO OTHERS

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CHICAGO  
Mr. Cellophane Lyrics sung by Amos

If someone stood up in a crowd  
And raised his voice up way out loud  
And waved his arm and shook his leg  
You'd notice him

If someone in the movie show  
Yelled "Fire in the second row  
This whole place is a powder keg!"  
You'd notice him

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CHICAGO  
Mr. Cellophane Lyrics sung by Amos

And even without clucking like a hen  
Everyone gets noticed, now and then,  
Unless, of course, that personage should be  
Invisible, inconsequential me!

Cellophane  
Mister Cellophane  
Shoulda been my name  
Mister Cellophane  
'Cause you can look right through me  
Walk right by me  
And never know I'm there....

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CHICAGO  
Mr. Cellophane Lyrics sung by Amos

...  
A human being's made of more than air  
With all that bulk, you're bound to see him there  
Unless that human bein' next to you  
Is unimpressive, undistinguished  
You know who...

Cellophane  
Mister Cellophane  
Shoulda been my name  
Mister Cellophane  
'Cause you can look right through me  
Walk right by me  
And never know I'm there...

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WHY  
DON'T SOME SEE?

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Challenges?

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“ Insanity: doing the same thing over and over again and expecting different results. - Albert Einstein

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WE SEE WHAT MOST DON'T

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WE SEE WHAT MOST DON'T

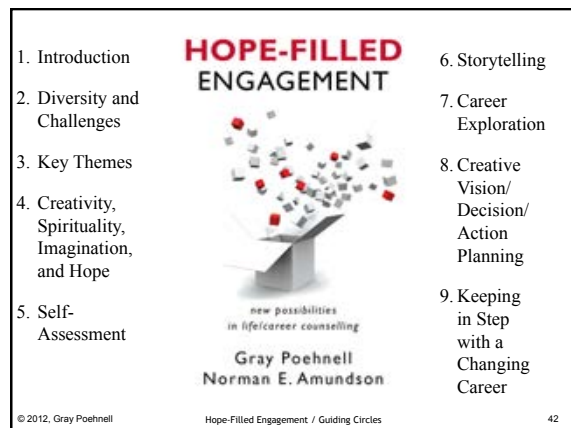
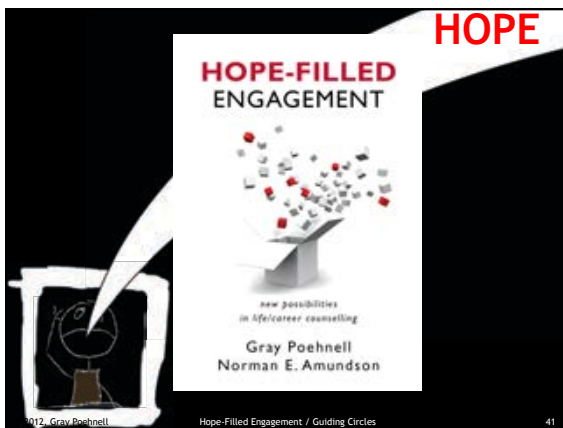
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WE SEE WHAT MOST DON'T

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WE SEE  
WHAT MOST DON'T


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**HOPE-FILLED ENGAGEMENT**

KEY THEMES



new possibilities in life/career counselling

Gray Poehnell  
Norman E. Amundson

- Diversity, Assumptions, Conventions
- Active Engagement
- Mattering
- Backswing
- Holistic Life/Career Counselling
- Career Integrity
- Values
- Life Balance
- Interconnect-edness
- The Life/ Career Conversation
- Creative Vision/ Decision/ Action Planning

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**HOPE**

An alternative perspective

Creativity, Spirituality, Imagination, and Hope



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“ Like most people, I always thought of hope as an emotion—like a warm feeling of optimism and possibility. I was wrong. I was shocked to discover that hope is *not* an emotion, it's a way of thinking or a cognitive process.

- Brene Brown, The Gifts of Imperfection


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**HOPE**

At the heart of despair is a sense of isolation, impotence, and an immutable future, ...

... and yet it may give rise to new purpose or a new understanding and acceptance of life with its possibilities and limitations.

Brittney Beck et al Facing Up to Hopelessness




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**HOPE**

BOXED IN? a crisis of imagination

A box may be a building block of hope

A box may be the starting point of new possibilities



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“ ... Things are as we imagine them to be, as we imagine them into existence. Imagination is creativity, and the way we make our world depends on the vitality of our imagination.

- Thomas Moore, The Re-enchantment of Everyday Life

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“ The Possible's  
slow fuse  
is lit  
by the Imagination.  
- Emily Dickinson

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No Hope!  
No Faith!  
No Imagination!

worry hope  
faith faith

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Hardwired for Hope!

worry hope  
faith faith

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Richard Wilde

Q<sub>s</sub> A  
A A  
a  
Q<sub>s</sub> A A

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An alternative  
paradigm

HOPE

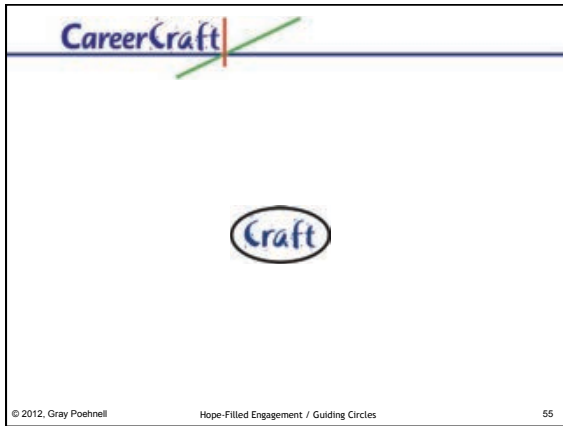
CareerCraft

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CareerCraft

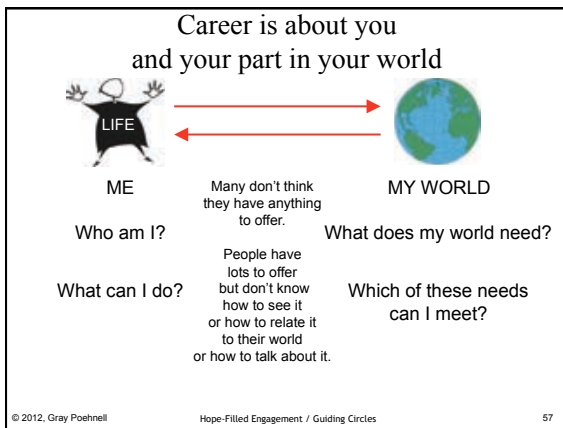
CareerCraft is a new paradigm for a new career reality. This new reality, described by such terms as "chaos" and "positive uncertainty," calls for new approaches which are more holistic, flexible, and creative. We will explore the value of looking at career issues from the perspective of "craft"—the "art of career" more than just the "management of career."

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**CAREER**  
 is about you,  
 is about your world and your part in it,  
 is about your journey in this world,  
 is about crafting the life you really want to live  
 on your journey in this world.

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**“Career” definition:**

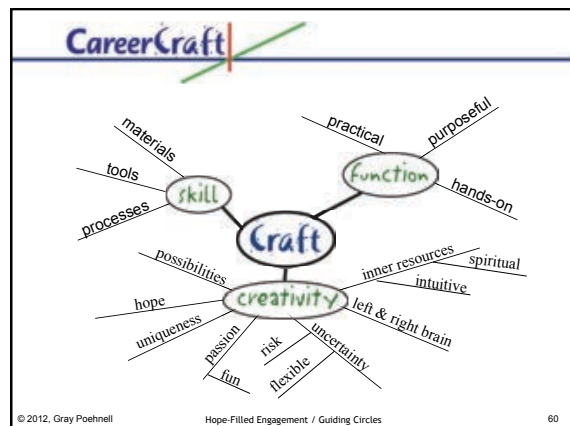
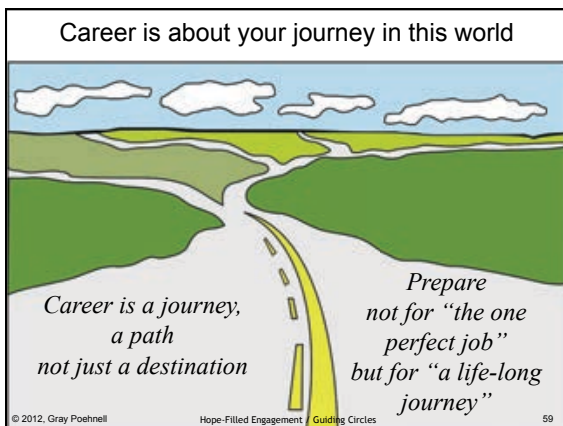
career — n  
 • a path or progress through life or history  
 • a profession or occupation chosen as one's life's work  
 • a course or path, esp a swift or headlong one

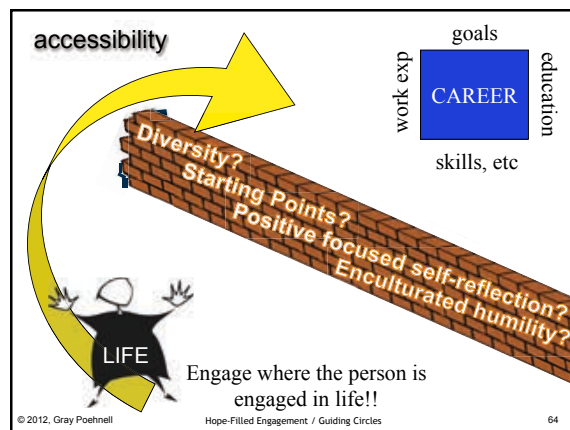
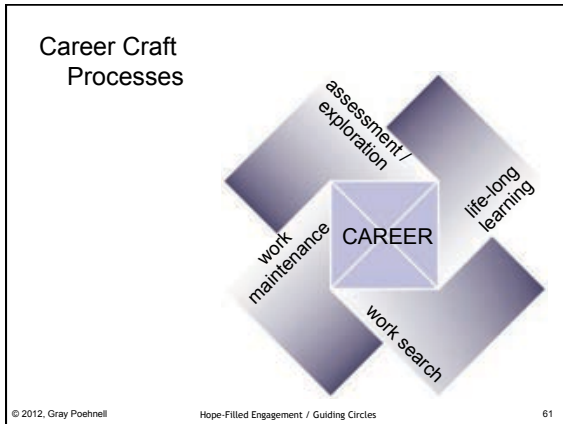
career — vb  
 • ( intr ) to move swiftly along; rush in an uncontrolled way

career — from French carrière, from Late Latin carrāria carriage road, from Latin carrus two-wheeled wagon, car ]

Collins English Dictionary -10th Ed.

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### 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.

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### 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

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**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!

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**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.

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**The G.C. Book**

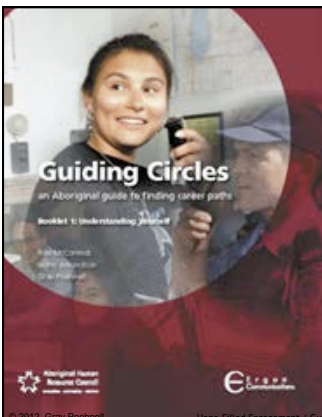
Well, did you get it  
 Or did you even think  
 Don't you get the message  
 That we're trying to bring  
 If you didn't let me tell you one more time  
 So let's kick it up a notch and let me bust a rhyme.

Do ya' get it? Do ya' get it? Do ya' get it?

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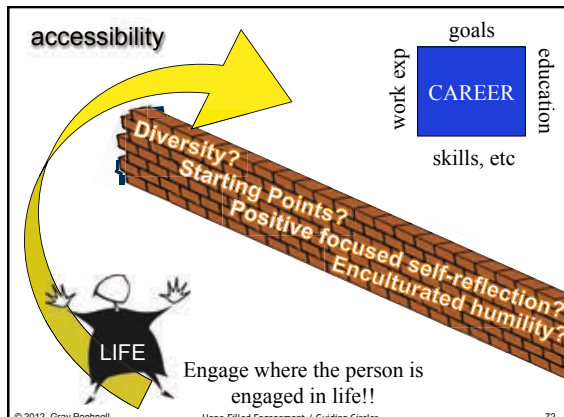
**5 SELF-ASSESSMENT WHO AM I?**

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**Guiding Circles:**  
 an Aboriginal guide to finding career paths  
 Booklet 1: understanding yourself  
 Focus:  
 Self-assessment:  
 Who am I?

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accessibility

goals  
 work exp **CAREER** education  
 skills, etc

Diversity?  
 Starting Points?  
 Positive focused self-reflection?  
 Enculturated humility?

LIFE

Engage where the person is engaged in life!!

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**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?

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**My Career Circle**

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**My Career Circle - self-assessment**

In self-assessment we use the circle to guide our examination of a life.

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What is a "skill?"

**SKILL**  
 "strength, good at"

**SKILL**  
 "something you do"

**HOPELESS NO SKILL**

**HOPE-FILLED**

How well?  
 Who needs this level of skill?

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**SKILL MELODY**

all the skills synergize to make a whole

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### SKILL MELODY

take away any and the melody is lost

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Connections

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### Identity in Context

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### CareerCraft | Art of Possibilities

Living with the Whirlwind

Living with Possibilities

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### POSSIBILITIES!

Connections

Brainstorm:

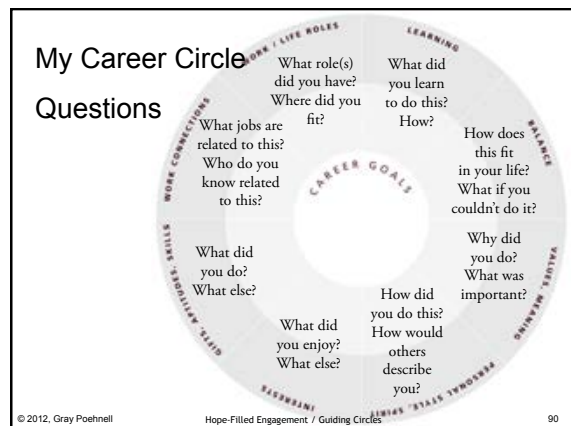
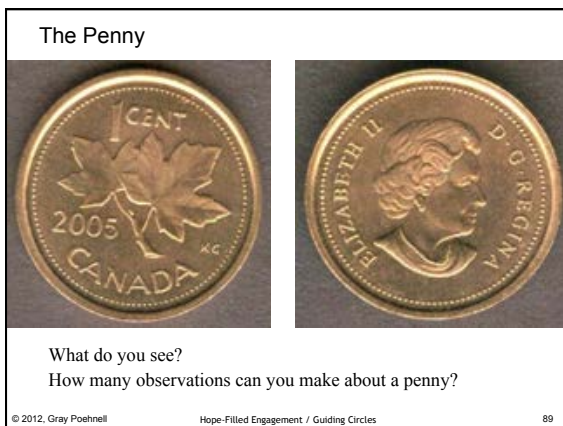
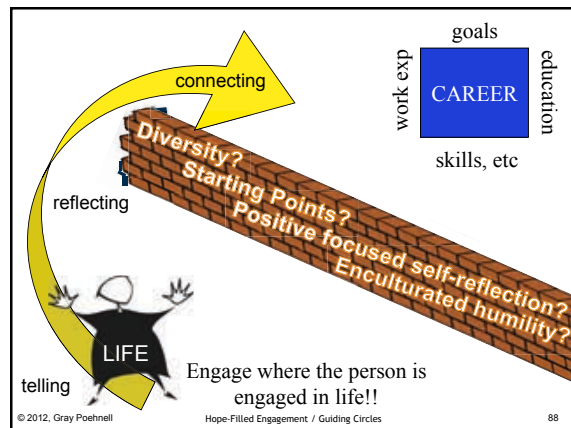
- People?
- Activities?
- Places?
- Concepts?
- Things?

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Mandy with group of ladies at the Safehouse in Borroloola

using images & words to represent areas of strength & support

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Patterns: Sample

connecting

reflecting

telling

LIFE

The Last Baseball Game

My Story

My Patterns

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6 CAREER EXPLORATION  
WHAT CAN I DO? +

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Guiding Circles:  
an Aboriginal guide to finding career paths

Booklet 2:  
finding new possibilities

Focus:  
Career Exploration & Decision Making:

What can I do?

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Guiding Circles Introductions

1. Name?
2. First paid work?
3. How many jobs have you had between your first paid job and your current job?

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CAREER

is about you,

is about your world and your part in it,

is about your journey in this world,

is about crafting the life you really want to live on your journey in this world.

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Career is about your journey in this world

Career is a journey, a path not just a destination

Prepare not for "the one perfect job" but for "a life-long journey"

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**Career is about your world and your part in it**

**ME**  
Who am I?  
What can I do?

**MY WORLD**  
What does my world need?  
Which of these needs can I meet?

**You need to know**

1. where to start
2. what to look for
3. how to look for it
4. how to talk about it

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**accessibility**

**work exp** **goals** **education**

**CAREER**

skills, etc

**LIFE**

Engage where the person is engaged in life!!

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**My Career Circle**

**end point of book 1**

**starting point of book 2**

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**My Career Circle**

**potential**

**possibilities**

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**Guiding Circles Career Exploration**

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

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**Guiding Circles Career Exploration**

How many jobs are you aware of?

How many jobs are your clients aware of ?


How many jobs are there?

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### Guiding Circles Career Exploration

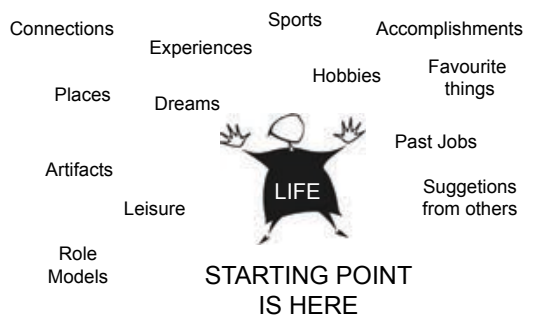
The super-duper career exploration tool

## The Pencil



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### Guiding Circles: Possibilities



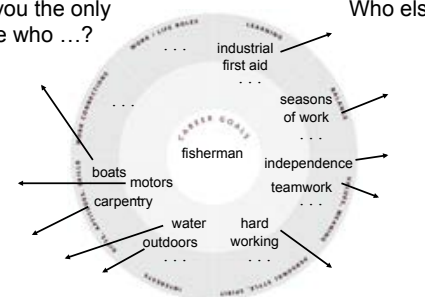
Connections Experiences Sports Accomplishments  
 Places Dreams Hobbies Favourite things  
 Artifacts Leisure Past Jobs Suggestions from others  
 Role Models

**STARTING POINT IS HERE**

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### Possibilities

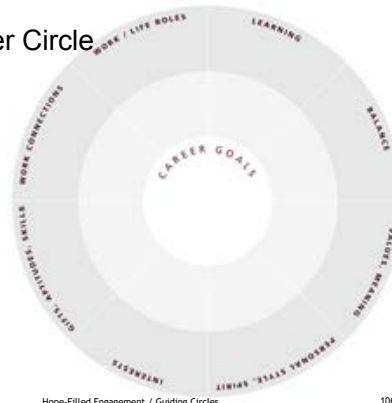
Are you the only one who ...? Who else ...?



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

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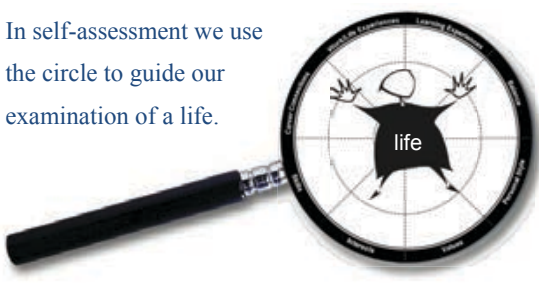
### The Career Circle



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### My Career Circle - self-assessment

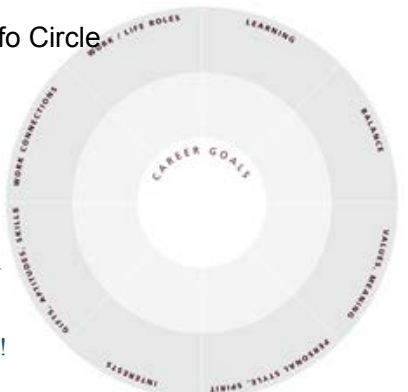
In self-assessment we use the circle to guide our examination of a life.



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### Career Info Circle


Need for a consistent framework!



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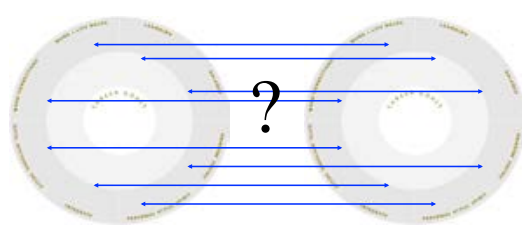
**Career Info Circle - research**

In career exploration we use the circle to guide our research into a career possibility.



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**Guiding Circles:  
- Comparing the Circles**



**My Career Circle**      **Career Info Circle**

Who you are points to what you can do+

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“ To the question whether I am a pessimist or an optimist, I answer that my knowledge is pessimistic, but my willing and hoping are optimistic.

- Albert Schweitzer

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“ Be the change that you wish to see in the world.

- Mahatma Gandhi

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