

TRUE NORTH

*In today's workplace climate, career advisory has gone beyond the simple act of placing clients into a job. It has become an intricate art of helping clients navigate workplace complexities and interweaving that closely with an individual's beliefs, values and principles. As a career professional, you are tasked with the all-important role of helping one find meaning and fulfillment in their job. You are instrumental in their search for a purpose-driven life; for their **TRUE NORTH**.*

Application Opening Soon!

WSG CAREER DEVELOPMENT FRAMEWORK (CDF) CREDENTIAL



Certified Career Practitioners (Left to Right: Jason Low, Angeline Chiang, Irene Chin, Jit Nagpal)

W Career
Development
Framework

Certified
Career
Advisor

Certified
Career
Practitioner

Certified
Career Clinical
Supervisor

Certified
Career Services
Manager

Application Opening Soon!

WSG is happy to share that application to the credentials under the WSG Career Development Framework (CDF) is now open.

Application Period: 1 – 31 Jan 2020

How It Benefits You!

- Endorses the competencies you possess.
- Gives clients assurance that you abide by the Code of Ethics for Career Professionals.
- Have your name listed on WSG's website as a credential holder.

Register or
find out more:
bit.ly/cdf_credential



SCAN HERE

FROM THE CASE CHEST

An engineer by training, Jason Tan (not his real name), decided early in his career that he wanted to try something other than engineering. He eventually decided to enter the digital marketing industry and managed to secure a digital marketing job. Unfortunately, his manager back then was belittling and overbearing, which caused Jason to develop a very low self-esteem. This also resulted in his struggle to hold a proper conversation.

The first session with Jason was met with monosyllabic answers and hardly any eye contact. Jason was very clear that digital marketing was his passion, albeit not the people aspect of the job. The upside is that the experience in digital marketing was in a job function that was in high demand. He was able to secure interviews but not job offers, as he did not perform too well in the interviews.

Linus, his career coach, knew clearly there was some work to be done in growing Jason's confidence and helping him ace his interviews. Hence, interview preparations became the focus of the follow-up sessions.

IN THE PIPELINE

Career Advisory Programme (CAP)

Feb intake: 3 – 5 Feb & 17 – 19 Feb 2020
(Application closes: 5 Jan & 19 Jan 2020)

Career Facilitation Programme Assessment-only Pathway (CFP AOP)

Feb intake
(Application closes: 14 Jan 2020)

WSG Career Development Framework (CDF) Credential

Application period:
1 – 31 Jan 2020

TELL US YOUR STORY



WSG is looking for interesting case studies from career professionals showcasing useful learning points, career development practices etc. that fellow professionals too can adopt in the course of their practice. Your story will also go a long way in encouraging the career professionals community in their journey of providing career advisory to their clients.

If you are a career professional and wish to share your story, please visit our website for details on how you can contribute:
bit.ly/case_study_contribution

We look forward to your valued contributions!

Linus discovered that Jason was dabbling with ecommerce in his free time and got excited whenever that topic was brought up. Linus saw the opportunity to use this topic as a good way to start building up Jason's ability to have a free flowing conversation.

They did several mock interviews and rehearsed typical interview questions that Jason found challenging, e.g. how can you do this job when you are so nervous. Their hard-work eventually paid off as Jason received a couple of job offers, and accepted one after weighing the merits together.

Not the same challenge but the sentiment has resonance to this case, "I learned that courage was not the absence of fear, but the triumph over it" — Nelson Mandela

Contributed by **Linus Leen**

Manager for the Coaching and Development team
Ingeus Singapore



DEALING WITH NEGATIVE JOB SEARCH EXPERIENCES: THE BENEFICIAL ROLE OF SELF-COMPASSION FOR JOB SEEKERS' AFFECTIVE RESPONSES

Searching for a job is commonly associated with various obstacles and difficulties and often elicit emotional responses among job seekers. Most literature on job search recognised the importance of positive affect for the job search process (Cote et al., 2006; Turban et al., 2013), but little research has examined how job seekers' positive affect can be fostered.

Positive affect refers to the individual's state of emotions and can be categorised broadly into Activating and Deactivating. Positive Activating Affect is a state of high energetic state of emotions, e.g. Happy, Lively, Enthusiastic. Positive Deactivating Affect, on the other hand refers to a slower, calmer emotional state, reflect that of a relaxed, contented, etc. state of mind.

This is then measured against an individual's level of self-compassion. Self-compassion entails being kind and understanding towards oneself in instances of pain or failure rather than being harshly self-critical, perceiving one's experiences as part of the larger human experience rather than seeing them as isolating, and neither ignoring and avoiding nor amplifying painful thoughts and emotions.

Using a cross-sectional and 5-wave diary study, the article examined whether self-compassion help job seekers to better cope emotionally with the difficulties they encounter (Study 1) and the lack of progress they experience (Study 2) during job search.

STUDY 1: SELF-COMPASSION AS A BUFFER AGAINST JOB SEARCH DIFFICULTIES

99 participants who met the eligibility criteria of being engaged in a regular job search, were assessed using a cross-sectional design for their self-compassion, followed by the extent to which they experienced job search difficulties and how they felt about it.

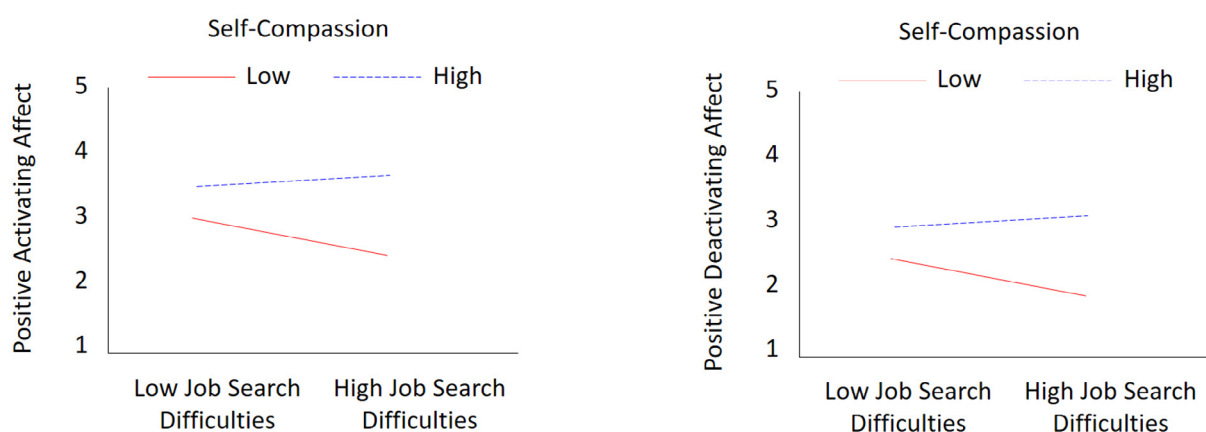


Fig 1. Depiction of the relation between job search difficulties and positive activating and positive deactivating affect as moderated by self-compassion.

RESULT

Results of Study 1 indicated that self-compassion related positively to positive affect and negatively to negative affect.

Furthermore, the negative relationship between difficulties during job search and different types of positive affect (i.e., activating and deactivating) was less negative for job seekers with more self-compassion.

STUDY 2: SELF-COMPASSION AS BUFFER FOR PERCEIVED LACK OF PROGRESS

Building on Study 1, a sample size of 227 unique participants were surveyed and the results were measured using a diary design with five measurement points.

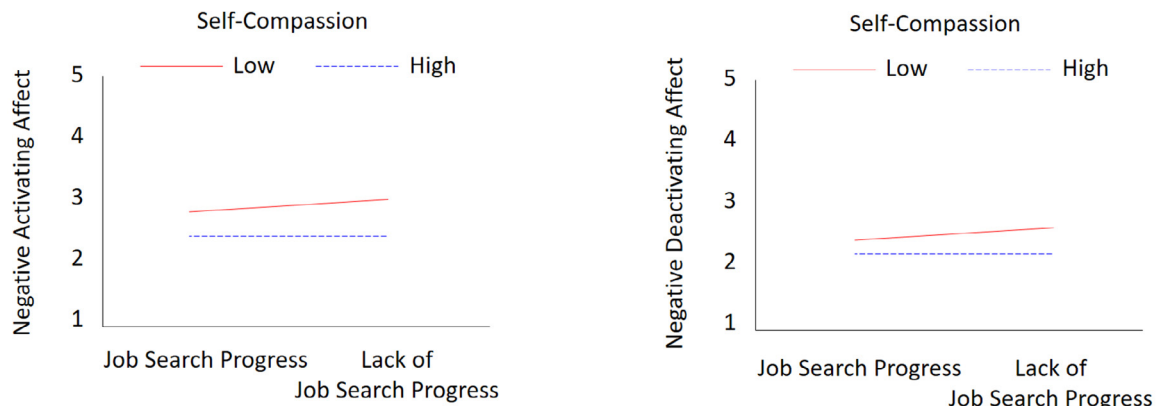


Fig 2. Depiction of the relation between lack of job search progress and negative activating and deactivating affect as moderated by self-compassion.

RESULT

Results of Study 2 showed that job seekers high on self-compassion reported less negative affect and more positive affect during job search episodes in which progress was lacking than job seekers low on self-compassion.

Furthermore, self-compassion was found to function as an adaptive mindset that attenuates the positive relationship of perceived lack of job search progress with different types (i.e., activating and deactivating) of negative affect.

CONCLUSION

The combined Study 1 and 2 findings suggest that self-compassion can be beneficial for job seekers' well-being in difficult times during the job search process.

3 SIMPLE WAYS TO PRACTISE SELF-COMPASSION

Here are a few ways your clients can practise to have more self-compassion:



1. Comfort the body:

Anything to improve how they feel physically i.e. eating something healthy, getting more rest going for a massage, gives a dose of self-compassion.

2. Give self-encouragement:

Think of what you would say to a good friend facing a difficult situation. Direct these compassionate responses toward yourself.

3. Practise mindfulness:

A quick exercise such as meditating for a few minutes, can be a great way to nurture and accept ourselves while we are in pain.

FOOD FOR THOUGHT

How can career practitioners help improve job seekers' resilience in order to foster positive adaptation to adverse situations?

FURTHER READING

Dealing with negative job search experiences: The beneficial role of self-compassion for job seekers' affective responses



4 ways to boost your self-compassion



Diary Studies: Understanding Long-Term User Behavior and Experiences



IN CONVERSATION

June held a variety of HR appointments throughout her career in MINDEF and one of her greatest contributions would be proposing the set-up of the Career Transition Resource Centre (CTRC). Since joining CTRC in Feb 2009, she has a renewed sense of purpose. This is where she believes she can make a difference in someone's career and life.

As a career advisor, she gets to know her clients personally and journey with them as they prepare for a mid-career switch. Her concurrent appointment as an industry lead provides her with opportunities to interact with prospective employers across industries. This puts her in a good position to propose suitable candidates to prospective employers, taking into consideration her clients' profile and career interests.



June Quek
Career Advisor/Industry Lead
Certified Career Practitioner
MINDEF

What do you think are some of the challenges faced by mid-career switchers in their 40s? What are some of the mind-set shifts that those exploring a mid-career job switch should embrace?

Mid-career switchers in their 40s are generally more experienced and it can be challenging for them to find job opportunities that can commensurate with their seniority. I would advise mid-career switchers who are exploring career opportunities in a totally new industry to consider taking on a job that is one level below their current appointment. This would help open up a lot more opportunities. Once they have gained entry to their industry of choice and proven themselves, progression should not be an issue. With their wealth of experience, it is only a matter of time before someone recognises their potential to assume a bigger role. In fact, quite a number of my clients were promoted within one year of joining a new industry.

What is one key advice you would give to anyone providing career advisory to others?

Do not be shy to ask for help. You cannot possibly be a subject matter expert in all fields and industries. There is a need for career advisors to build a network of support across industries who can provide your clients with useful insights about the industry/organisation that they are planning to join. Stay in touch with your former clients. They are probably your strongest allies.

Care to share a success story of successfully placing a mid-career job seeker into a new job?

I had a client who tried applying for a job on his own but was not shortlisted for interviews. Feeling dejected, he attributed his failure of not being able to secure a job interview to the lack of academic qualification. After speaking to the officer and understanding the requirements of the role that he had applied for, I was quite confident that he had the necessary skills and relevant experience. When I came to know that the job was open for application again, I encouraged him to re-apply and worked with him to improve his resume. He was very excited when he was called up for interview. In preparation for his interview, I offered to link him up with my former client who was working in the same organisation so that he could better understand the organisation culture, challenges and identify potential areas where he could value-add. A few weeks later, I was most delighted to learn that he was offered his dream job.

JOIN US



Are You...

- ✓ Tertiary qualified in career development/ advisory related discipline such as human resource, career development, psychology, counselling or coaching?
- ✓ Trained in career advisory, career facilitation and/or career development?
- ✓ ACTA certified with minimum 5 years' experience in facilitating adult learning, curriculum & courseware development, designing of course assessment plan and conduct of assessment?

And do you...

- ✓ Have at least 3 years' working experience in any of the following roles – career coach/officer or counsellor; education and career guidance (ECG) counsellor; employability coach; career, training and job search advisor or career consultant?

To apply, send your resume to cpd@wsg.gov.sg. Only shortlisted applicants will be notified.



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