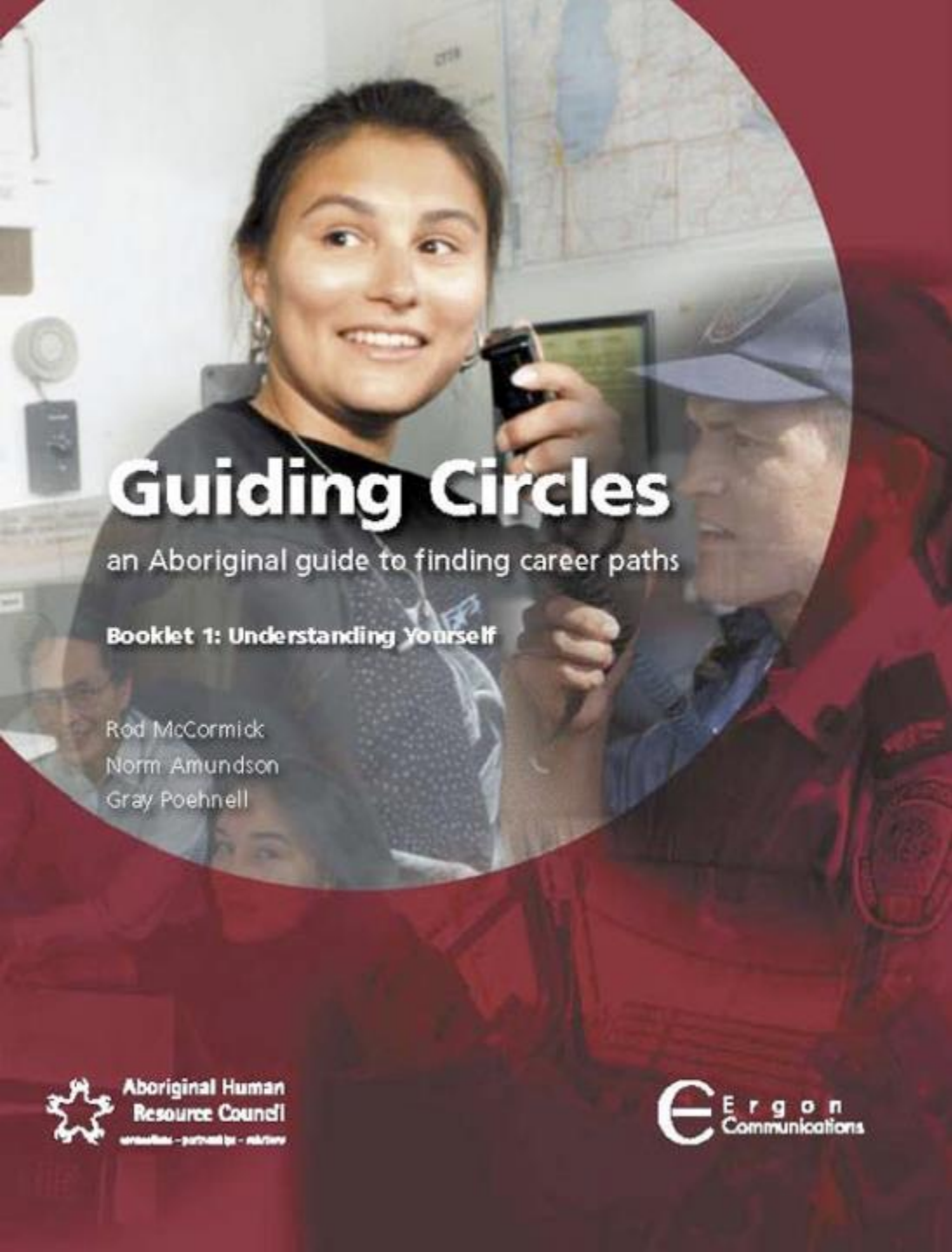


The Guiding Circles Approach to Career Development & Minority Cultures

Norman Amundson, PhD
UBC Professor Emeritus

Guiding Circles Background Story

- An Invitation and Consultation with Dr. Rod McCormick (Mohawk)
- Building the Guiding Circles Program
- Over 10,000 career practitioners trained by Gray Poehnell (Metis) and Trina Maher (Ojibwe), primarily in Canada and Australia
- Program applied in many different contexts: schools, employment centres, mental health agencies, correctional facilities, and so on.



Guiding Circles

an Aboriginal guide to finding career paths

Booklet 1: Understanding Yourself

Rod McCormick
Norm Amundson
Gray Poehnell

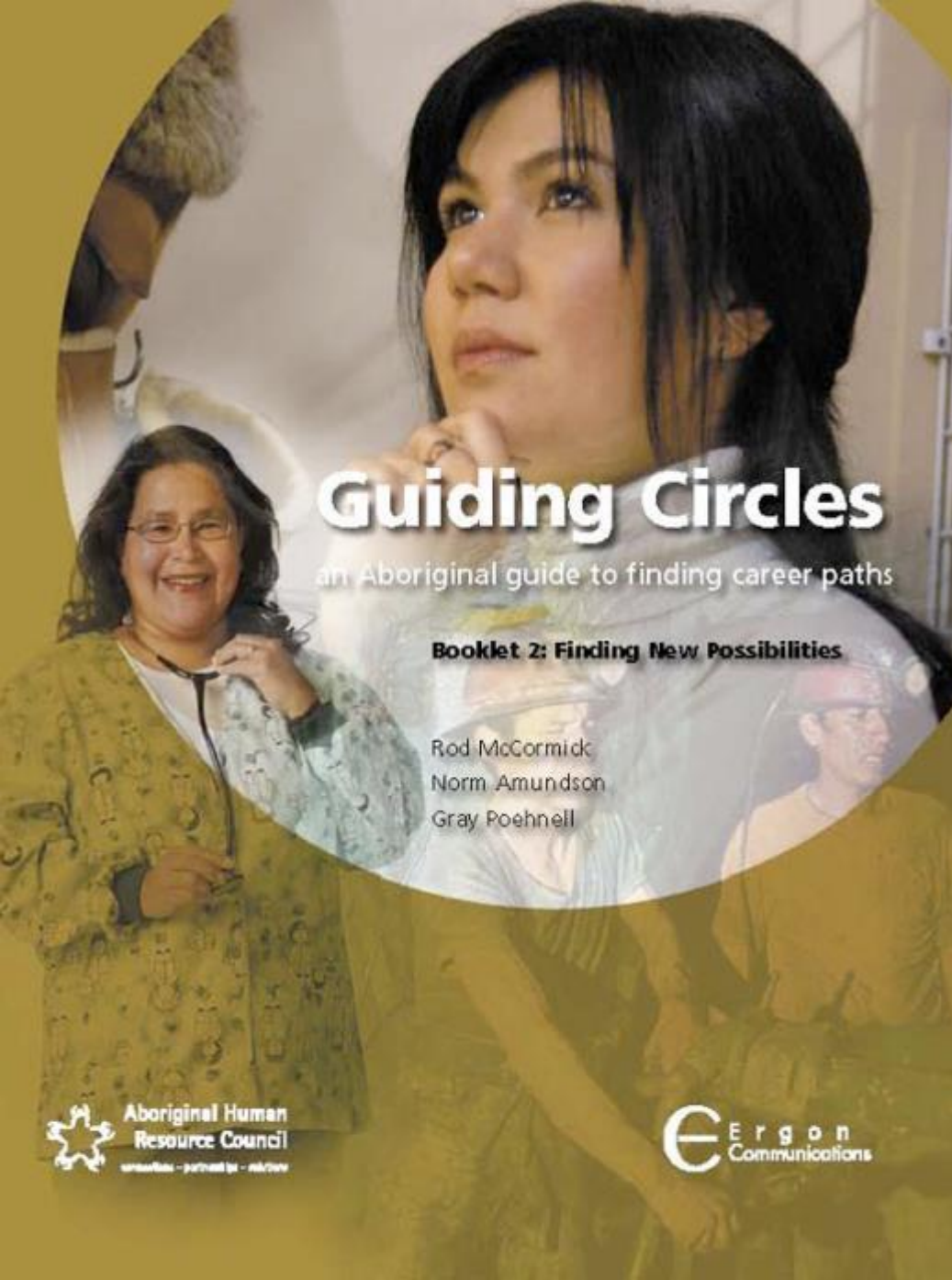
Guiding Circles:

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

Step 2:
finding new
possibilities

Focus:
Career Exploration &
Decision Making:

What can I do?

Developing the GC Approach

- MATTERING
- METAPHORS: CAREER CIRCLES
- RELATIONSHIPS (COMMUNITY)
- BALANCE (MEDICINE WHEEL)
- ACTIVE ENGAGEMENT EXERCISES

Feeling That You Are on the “Margin” or that you don’t “Matter”

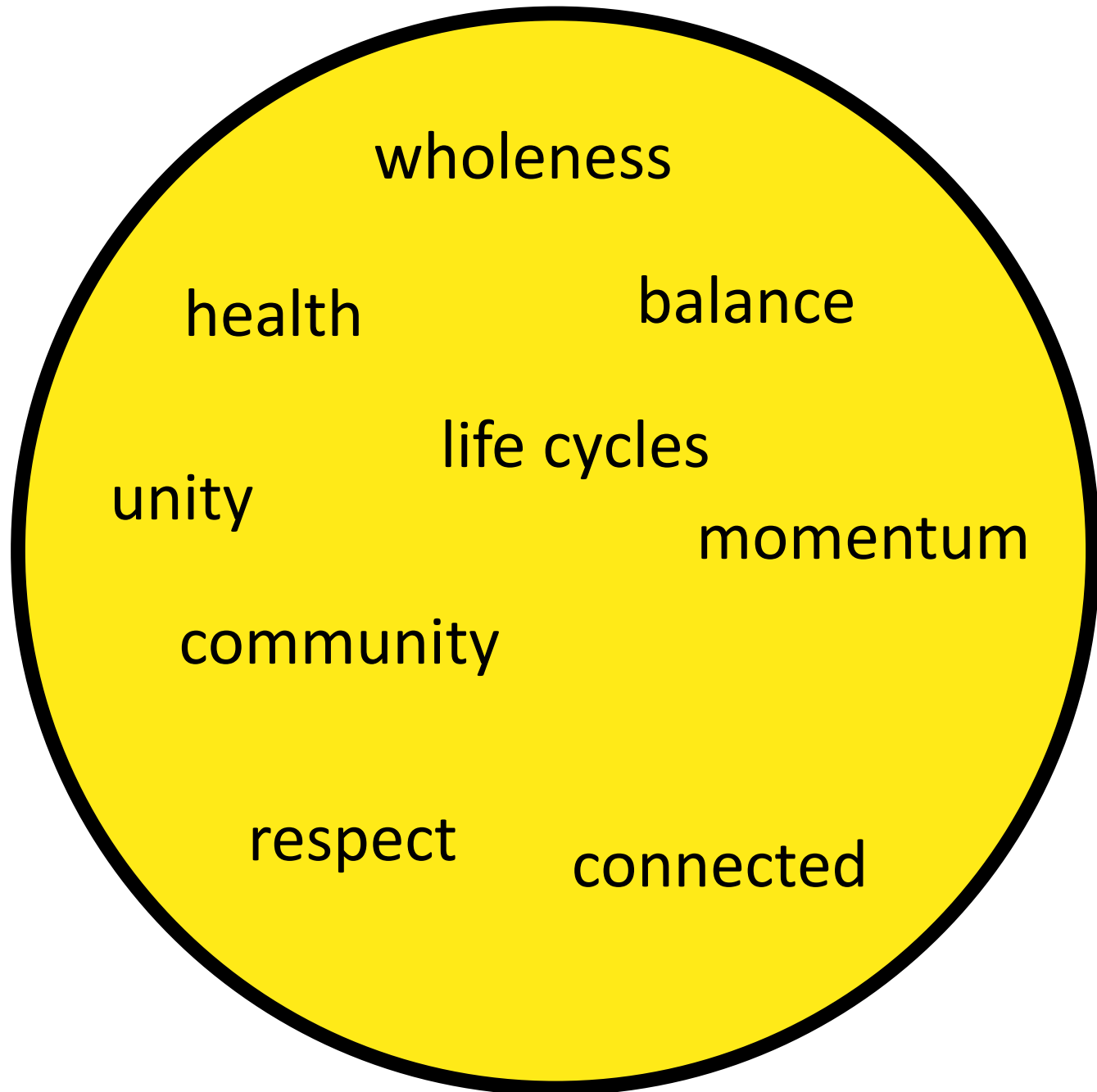
Rosenberg and McCullough

- Mattering - the belief that you are worthwhile / significant
- Attention
- Importance
- Reliance
- Personal Caring
- Appreciation

“Circle”

Metaphor

?

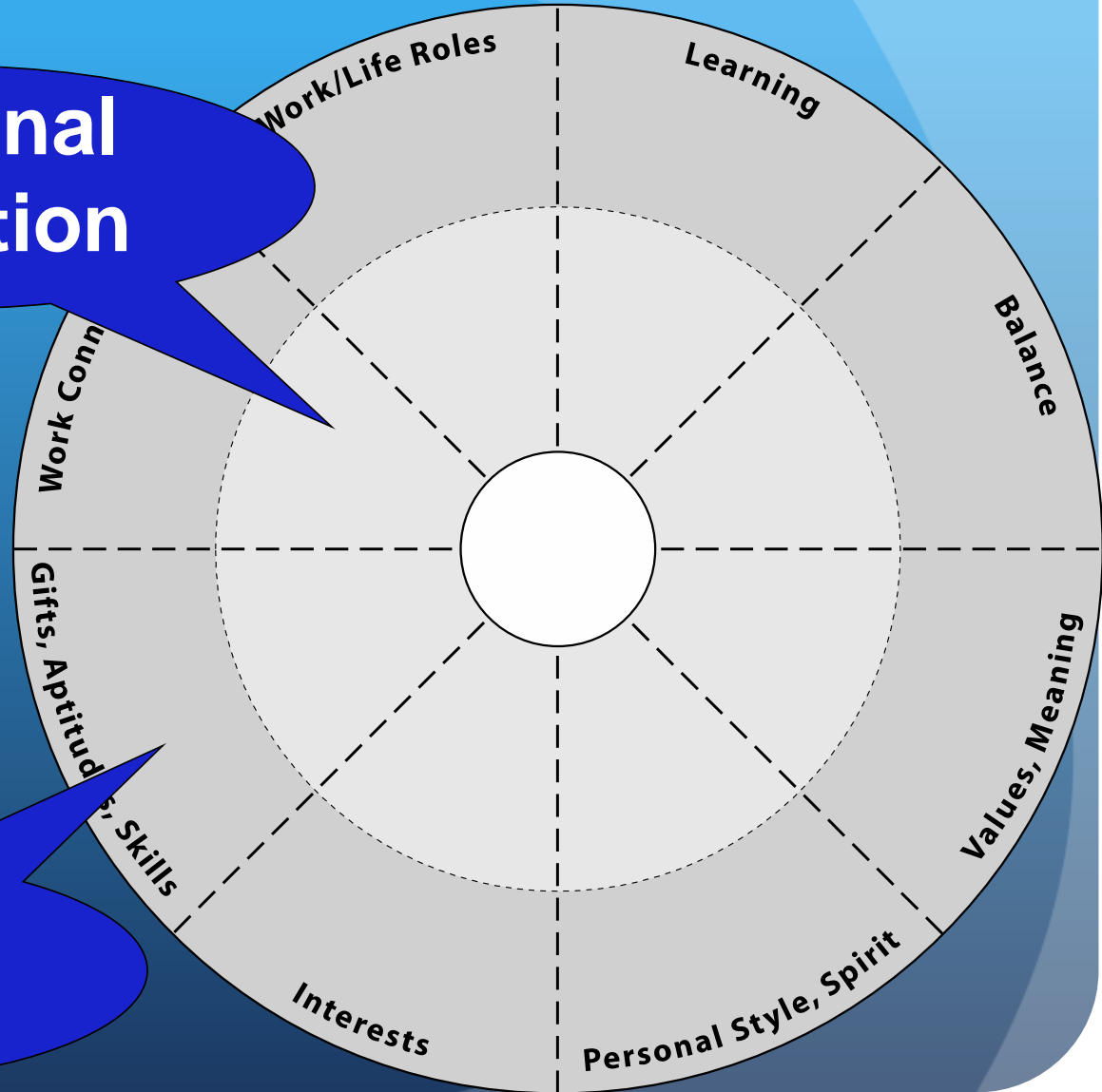




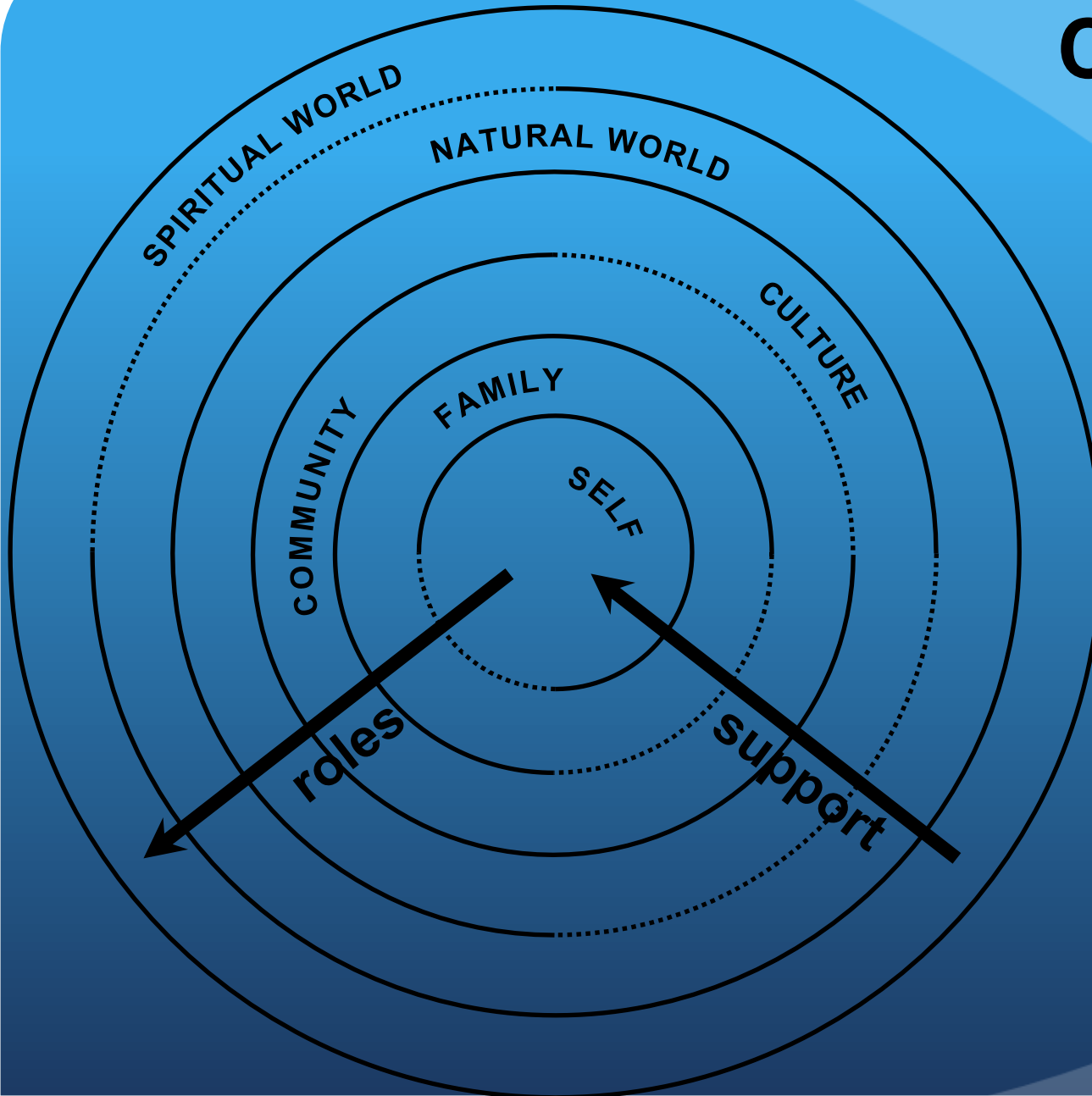
Guiding Circles: Expanding the Circle

**personal
reflection**

**others'
feedback**



Connections





Balance

Which area is the closest to being “just right” for you at this time?

Active Engagement - an Intervention Framework



Some Active Engagement Exercises

- Favorite Things Activity
- Patterns Identification
- Storytelling: Circle of Strengths
- Metaphors like the “Backswing” and “Psychological DNA”

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?

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

Gotta' stay in gear

Gotta' find my career

Do ya' get it?

An Indigenous Practitioner Speaks

(Debra Bob -First Nations Centre for Excellence)

- I have needed to find tools that speak to my people in a way that was familiar and relatable.
- Guiding Circles addresses my client need for community connection with a strong storytelling and family component.
- Active Engagement has given me the single most valuable resource in my practice. I have countless stories of people that other counsellors had deemed impossible to move forward who have benefited greatly from ACE.

Moving Towards Hope Filled Engagement

- Readiness, Recruitment and Retention
- Building Ramps as well as Stairs
- Accessible language
- Focusing on Self Affirmation and Hope
- A 'Better Story'

HOPE-FILLED ENGAGEMENT



*new possibilities
in life/career counselling*

Gray Poehnell
Norman E. Amundson

1. Introduction
2. Diversity and Challenges
3. Key Themes
4. Creativity, Spirituality, Imagination, and Hope
5. Self-Assessment

6. Storytelling
7. Career Exploration
8. Creative Vision/Decision/Action Planning
9. Keeping in Step with a Changing Career

Some Takeaways

- Creating a mattering climate
- Collaboration - beginning with an invitation; stepping aside
- Importance of family and friends
- Making room for cultural practices and spirituality
- Focusing on the uniqueness of each person and group

More Takeaways

- Externalizing the problem (metaphors)
- Storytelling - strength affirmation
- Engaging the physical
- Having fun
- Flexibility and adaptation

PILLARS OF GC PROGRAM

- Relationships - Mattering, Collaboration, Involvement of Significant Others
- Appropriate Cultural Concepts (Balance; Medicine Wheel) and Images (Metaphors - Circle)
- Active Involvement - Physically and Mentally Engaging, Storytelling, Fun

Endings can lead to new Beginnings

- To continue the dialogue

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