如何運用生涯規劃評估工具的策略和技巧

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職道生涯規劃輔導協會
Career Plan Association
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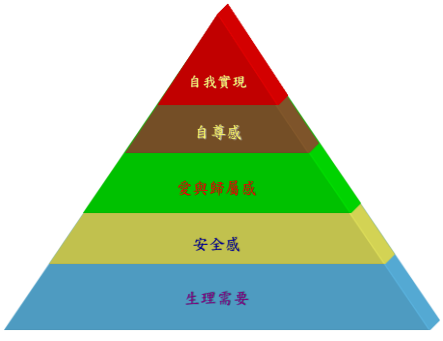
青少年實踐理想，可以嗎？

規劃人生，實踐理想

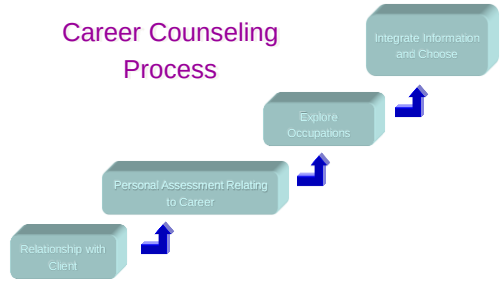
- 目標學歷
- 選擇院校
- 最理想科目
- 如何衡量興趣及能力

規劃人生，實踐理想

- 理想工作及生活
- 甚麼是事業發展計劃？
- 事業發展計劃有何重要？
  - 了解個人能力與特質
  - 發展事業志向與人生目標
  - 促進自我實現
  - 提升工作與生活動機
- 如何計劃未來事業發展方向？



人的基本需要 (Maslow)



生涯規劃 – 基礎理念（1）

"職涯發展由了解自己及建立自我觀開始"

Career and life planning starts with understanding self and developing identity

Identity

Self Understanding

作出明智的職業選擇

(Frank Parsons, 1909)

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自我了解

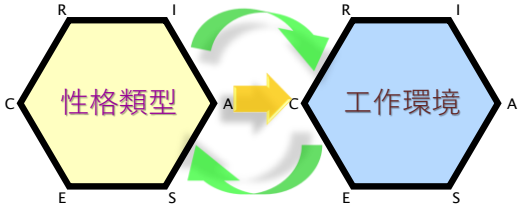
認識工作世界

清楚了解個人的性向、能力、興趣、抱負、擁有的資源、知識及限制

尋找兩者的匹配與關係

認識工作對個人的要求、成功條件、薪酬與福利、入行的機遇、未來發展的優勢與弱勢及可持續發展的機會

性格類型與工作環境的關係

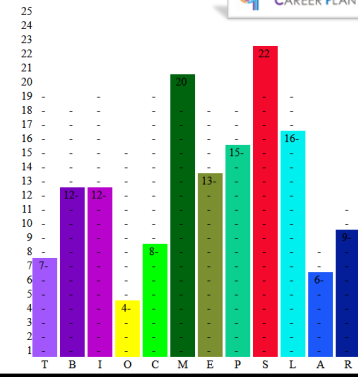


- 我們傾向尋找能發揮個人技巧與能力、能表現個人特質、態度與價值觀的工作環境
- 個人行為受着性格與環境的互動影響

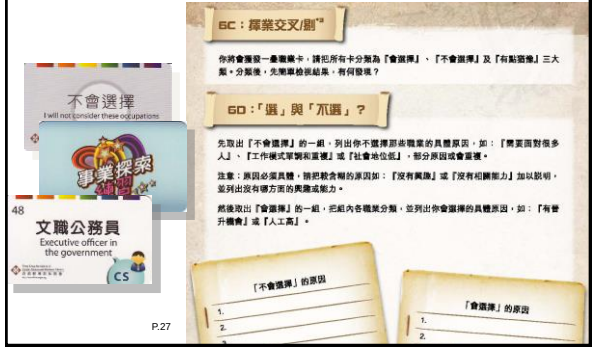
Holland, 1997

職業性向評估報告

職道生涯規劃輔導協會 CAREER PLAN ASSOCIATION



探索對工作的價值觀



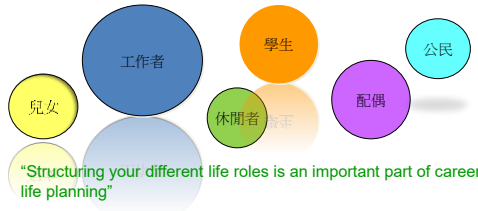
探索對工作的價值觀

對職業發展選擇的喜好

P.30

生涯規劃 – 基礎理念（2）

- 生涯規劃包括探討你的不同生命角色，這些角色之間的關係/相互動力，角色的重要性，和他們與你的生命意義與目的的相關。



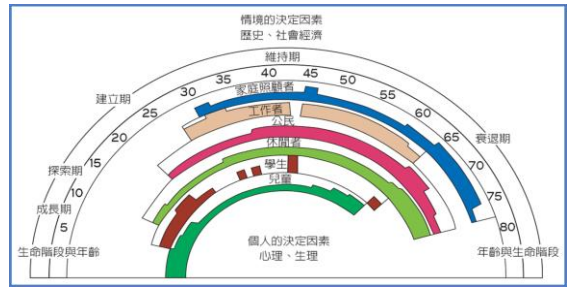
"Structuring your different life roles is an important part of career and life planning"

生涯發展階段 *(Super, 1990)*

- Stage 1: 成長期 (4-13歲)
- Stage 2: 探索期 (14-24歲)

- Stage 3: 建立期 (25-44歲)
- Stage 4: 維持期 (45-59歲)
- Stage 5: 衰退期 (60歲以上)

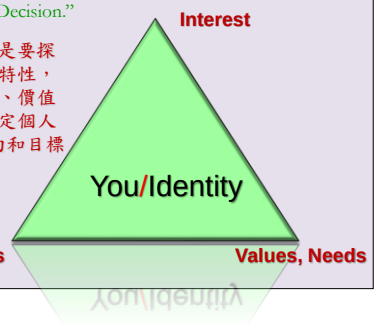
生涯彩虹圖 *(Super 1980)*



生涯規劃 – 基礎理念（3）

- "The beginning point of a decision-making process is Exploration, not Decision."

生涯規劃的起點是要探索和了解個人的特性，包括需要、興趣、價值觀和技能，以確定個人的事業/生涯方向和目標

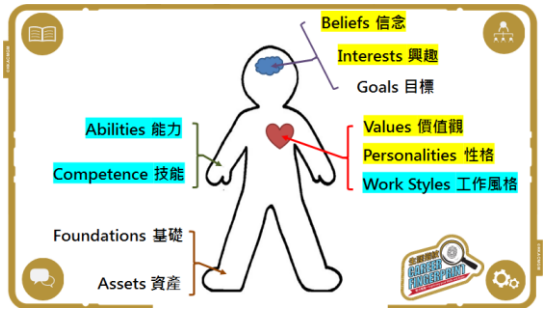


實踐理想與自我了解（互動練習）

- 請舉出一種你以前曾經非常嚮往, 但至今仍無緣實現的 "我的志願"。這些工作當中有哪些特質吸引我? (one unfulfilled occupation daydream)
- 你在就學期間最喜歡的學科是什麼? 是什麼讓你最喜歡? (Academic subject you like)
- 通過以上的兩項問題，你認識到對方有何特質？

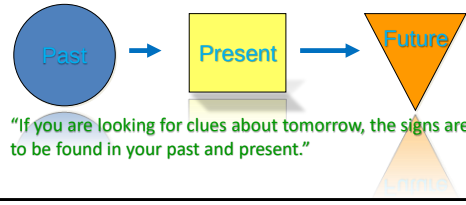
Embrace our "heart" and "mind"; requires time to understand our needs and wants and dreams … as we learn to balance them with those of our loved ones

生涯指紋



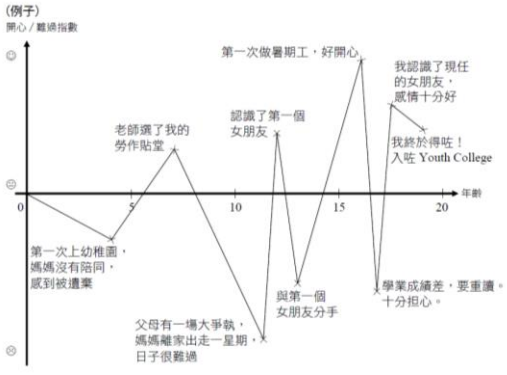
生涯規劃 – 基礎理念（4）

生涯規劃不只是看明天，也要看昨天和今天
- 要有勇氣面對昨天，超越成長障礙，並從以往不同的經驗中找尋 “我是誰?”
- 要積極地生活於今天，擴闊對自己的了解和視野。
- 了解昨天和今天的我，我該如何小心走明天的路？

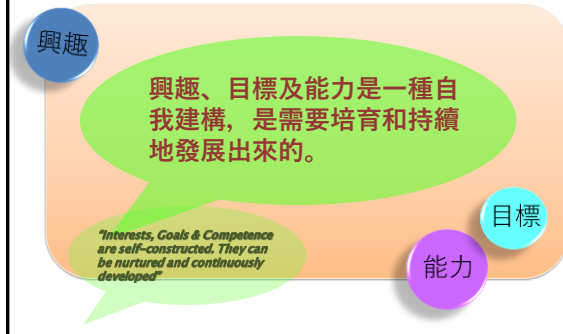


“If you are looking for clues about tomorrow, the signs are to be found in your past and present.”

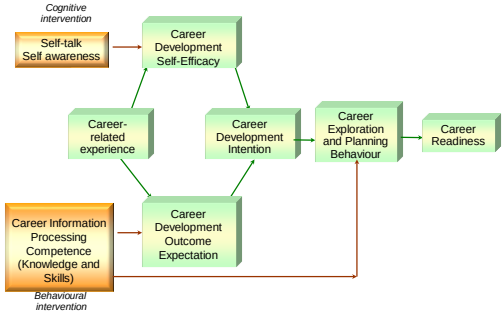
成長生命線



生涯規劃 – 基礎理念（5）



Cognitive Behavioural Career Intervention (CBCI)



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Exploring Further …

把 “不會選擇”和 “有點猶疑”的職業，再次分類 . . .

Please re-choose…..

Identifying Beliefs

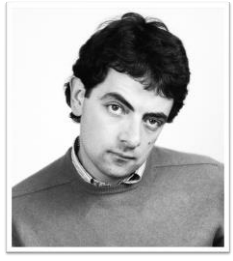
Exploring Further …

1. Self-efficacy
   - "Can I do this?"
   - How people view their abilities, which affect their development of career interests
2. Outcome expectations
   - "What will happen?"
   - Physical / social / self-evaluative
3. Goals
   - "How much and how well do I want to do this?"
   - relate with interests, translate into actions
4. Barriers and supports (e.g. gender role expectations, role models in specific occupations, etc.)

思考個案

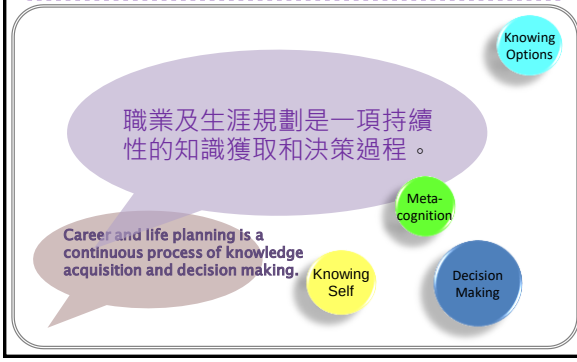
職道生涯規劃輔導協會 CAREER PLAN ASSOCIATION

- 嚴重口吃，看心情是不是很緊張，讀書時常受同學欺負，朗誦課老師也希望他去改選別的課程。
- 有點笨拙、幼稚，腦筋不轉彎和靦腆。
- 大學專業為電氣工程，之後轉入牛津大學攻讀碩士。
- 畢業後因笨拙的行為舉止而找不到工作。極度自卑，四處碰壁，苦惱至極。
- 對演話劇甚有興趣



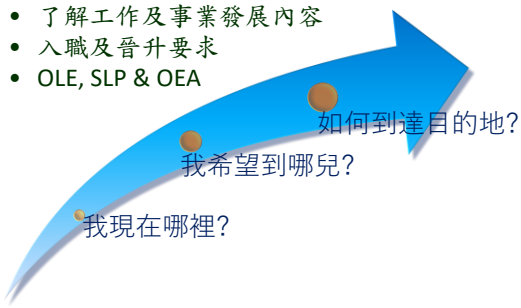
應如何理解他的生涯發展需要?

生涯規劃 – 基礎理念 (6)

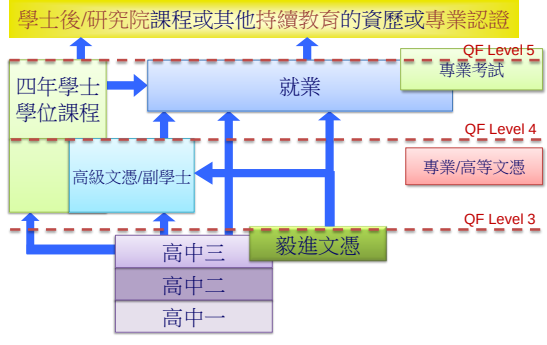


生涯發展進程

- 了解工作及事業發展內容
- 入職及晉升要求
- OLE, SLP & OEA



升學多元化出路，職涯輔導的需要

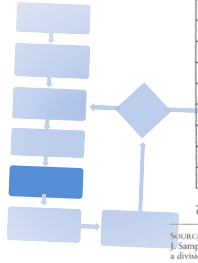


生涯規劃過程

- 找出個人目標
- 認清目標的可能性
- 建立次目標及階段性目標
- 評估對目標的承擔
- 訂定行動計劃

My Future CV 2030

Individual Learning Plan



Individual Learning Plan

Career Resource Center
Central Community College—110 Social Science Building

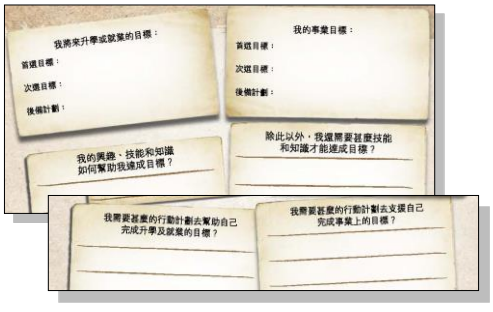
Goal(s) 1. Understand personal barriers to decision making
2. Clarify self-knowledge and occupational knowledge
3. Improve decision-making skills.
4.

Goal	Priority	Activity	Purpose/Outcome
1, 2 & 3	1	Individual Counseling	Clarify issues and obtain information
1	2	Modules EPP and EPA and cognitive exercise	Explore self-talk
1	3	Monitor thoughts related to career decision	Monitor self-talk
3	4	Module IPP	Clarify decision-making knowledge
2	5	OCC-U-SORT 4 Module JKP	Self knowledge and generate options
2	6	SDS: CV	" "
2	7	Written Summary of Self-Knowledge	" "
2	8	Career Key 4 module OKP	Identify resources & obtain occ. info.
2	9	CHOICES	Narrow options
2	10	Video tapes, information interviews and shadowing	" "
2	11	Print materials	" "

Client: Jane Williams
Career Counselor: Marcelyn Abby
Date: 2/12/90

SOURCE: From *Career Development and Services: A Cognitive Approach*, by G. Peterson, J. Sampson, and R. Reardon, p. 231. Copyright 1991 by Brooks/Cole Publishing Company, a division of International Thomson Publishing, Inc.

Action Planning



老師/社工在青少年生涯發展中的角色

- 以學生的角度出發，提供**引導**及**支持**。
- 引導學生針對**生活型態**、**未來發展**及**個人成長**之需要進行探索及思考。
- 協助學生作出較周詳、全面的考慮，作知情的**決定** (well-informed decision-making)。

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規劃人生的秘訣SUCCESS

- Self-acceptance自我接納
- Understanding 自我瞭解
- Courage 要有勇氣面對各樣挑戰
- Chance做好充分準備，把握機會
- Efficacy建立自我效能感
- Self-confidence 加強自信心
- Self-direction 自我導向

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