

Work, Career Development & Mental Health

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ACDC 2017



ACDC 2017: The Evolution of Career Development



Overview

Clarity

- about mental health, mental illness, career development...

Work / Working

- ...and mental illness
- ...and mental health

Career Development

- ...and mental illness
- ...and mental health

Next Steps

- deploying career development in the service of mental health

Mental Illness

- “Mental illnesses are...characterized by alterations in thinking, mood or behaviour associated with significant distress and impaired functioning” (PHAC, 2017).
- Mental illness ≠ mental health

Mental Health

- “...feel, think, act in ways that enhance our ability to enjoy life and deal with the challenges we face. It is a positive sense of emotional and spiritual well-being that respects the importance of culture, equity, social justice, interconnections and personal dignity” (PHAC, 2017).
- “...a state of well-being in which every individual realizes his or her own potential, can cope with the normal stresses of life, can work productively and fruitfully, and is able to make a contribution to her or his community” (WHO, 2014).

Mental Illness/Health Together

- Mental health co-exists with mental illness
- Corey Keyes – 2 continua model
- Mark Slomp – U Leth



Emotional (Hedonic) Well-Being

- Positive affect
- Happiness
- Life satisfaction

Eudaimonic Well-Being

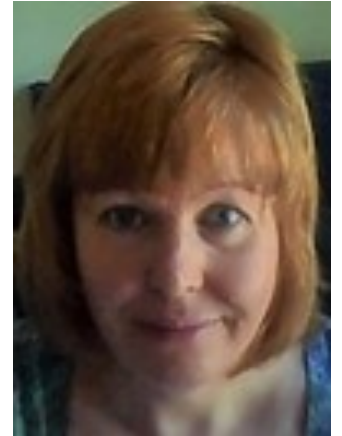
- Social...

- Acceptance
- Actualization
- Contribution
- Coherence
- Integration

- Psychological Well-Being

- Self-acceptance
- Personal growth
- Purpose in life
- Environmental mastery
- Autonomy
- Positive relations with others

Work and Mental Illness



- Thanks to Christa Boychuk!
- Mental illness to work:
 - Little is known re: employment / career development interventions for individuals with mental illness
 - Individualize Placement and Support (IPS) programs (place-then-train) are backed by some evidence for employment (not necessarily good employment or career development)
 - Need to change the “cultural scripts” regarding mental illness

Work and Mental Illness (cont'd)

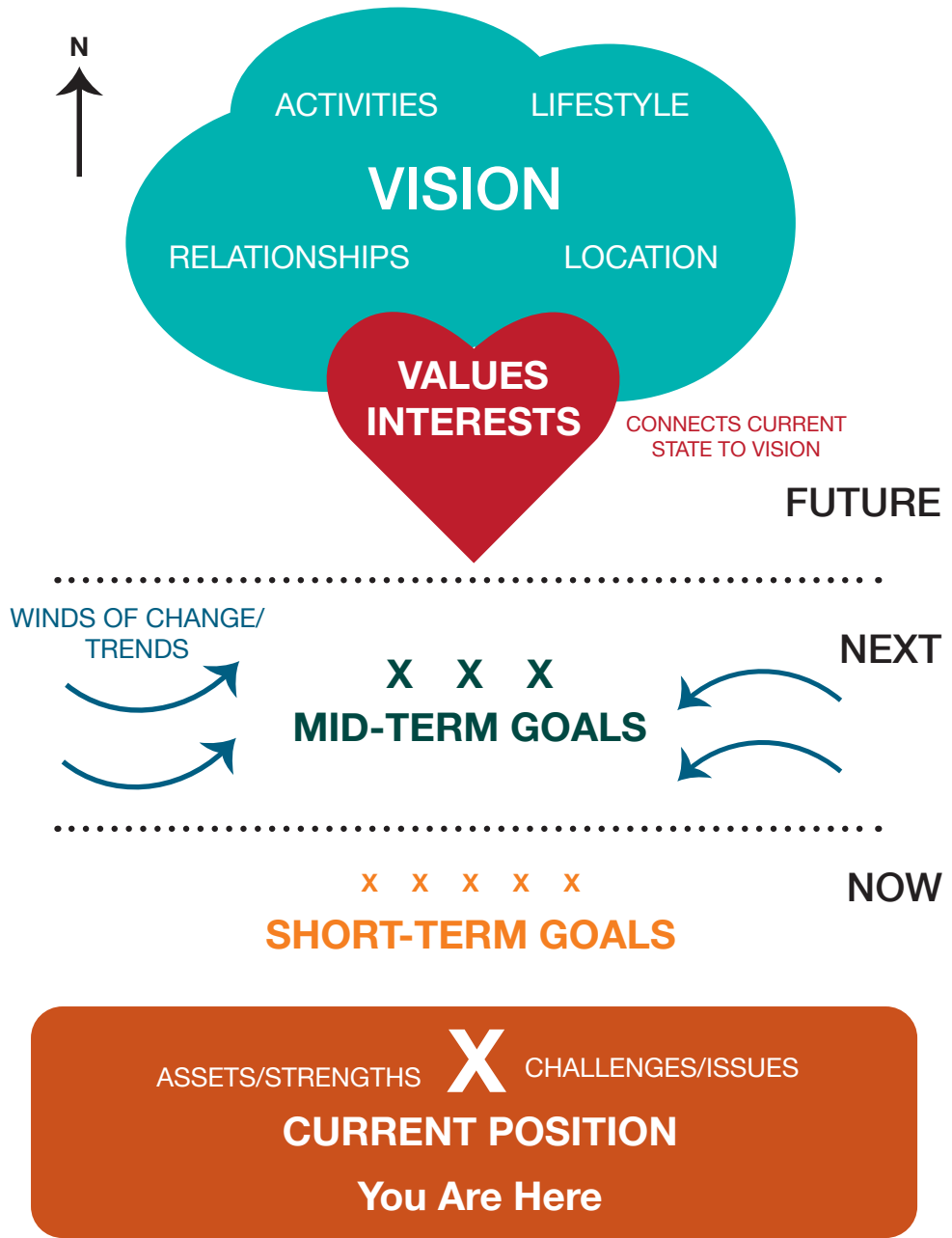
- Work's effects on mental illness:
 - Strong evidence that unemployment is “generally harmful to health, including... poorer mental health, psychological distress, minor psychological/psychiatric morbidity” (Waddell & Burton, 2006)
 - “...re-employment leads to improved self-esteem, improved general and mental health, and reduced psychological distress and minor psychiatric morbidity” (Waddell & Burton, 2006)
 - “meta-analyses...endorsed the assumption that unemployment is not only correlated to distress but also causes it” (Karsten & Moser, 2009)

Work and Mental Health – Warr’s “Vitamins”

- Opportunity for personal control
- Opportunity for skill use and acquisition
- Externally-generated goals
- Variety
- Environmental clarity
- Contact with others
- Availability of money
- Physical security
- Valued social position
- *Supportive supervision*
- *Career outlook*
- *Equity*

Career Development

- Career Development is the lifelong process of managing learning, work, leisure, and transitions in order to move toward a personally determined and evolving preferred future (S&Gs).
- “Work” is only a part of this; “managing” may be the far more important part!



Career Development...in Pieces



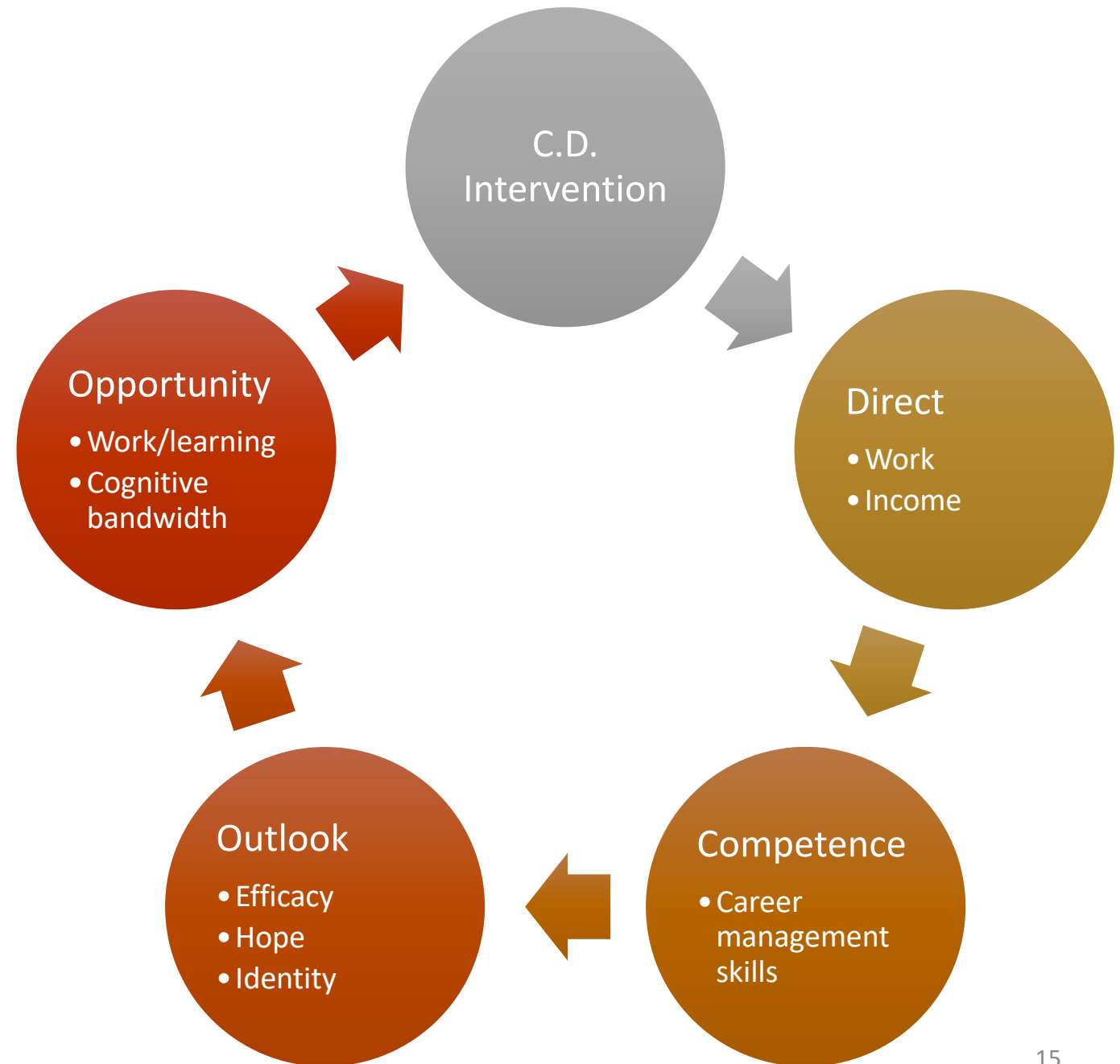
Career Development Effects

Direct Effects – results expected from the intervention

Competence Effects – skills for managing and developing one's own career path

Outlook Effects – changes in how one sees self, the world and the future

Opportunity Effects – changes in the way the world responds to the changed person, and how the changed person has a heightened level of resourcefulness



Competence Effects & Mental Health

A. Personal Management

- Maintain a positive self-image
- Build positive relationships
- Change and grow throughout life

B. Learning and Work Exploration

- Participate in life-long learning supportive of life/work goals
- Locate and use life/work information
- Understand the relationship between work and society/economy

Competence Effects & Mental Health (cont'd)

C. Life/Work Building

- Secure/create and maintain work
- Make life/work enhancing decisions
- Maintain balanced life and work roles
- Understand the changing nature of life/work roles
- Understand, engage in and manage one's own life/work building process

Outlook Effects & Mental Health

- Self-Efficacy
- Hope
- Identity

Opportunity Effects & Mental Health

- Work, experience and learning opportunities
 - The world treats you differently when you treat it differently
- Cognitive bandwidth
 - The more resourceful you are, the more resourceful you can become

Psychological Well-Being

- Self-acceptance
- Personal growth
- Environmental mastery
- Autonomy
- Positive relationship with others



Social Well-Being

- Social acceptance
- Social actualization
- Social contribution
- Social coherence
- Social integration

Emotional Well-Being

- Positive affect
- Happiness
- Life satisfaction

So...?

- What do career development practitioners do with this information?
 - How do we communicate it?
 - To whom?
- What do we not know that we should know?
- What avenues might provide the resources needed to (a) communicate and (b) answer the questions that we need answered vis-à-vis career development and mental health?

Thank You!

Slides will be posted on the conference site

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