



IMPLICIT

CAREER SEARCH

Working on Purpose

First Question



How do I
decide what
work I will
do?

Many Answers...

Anchorman

Priest

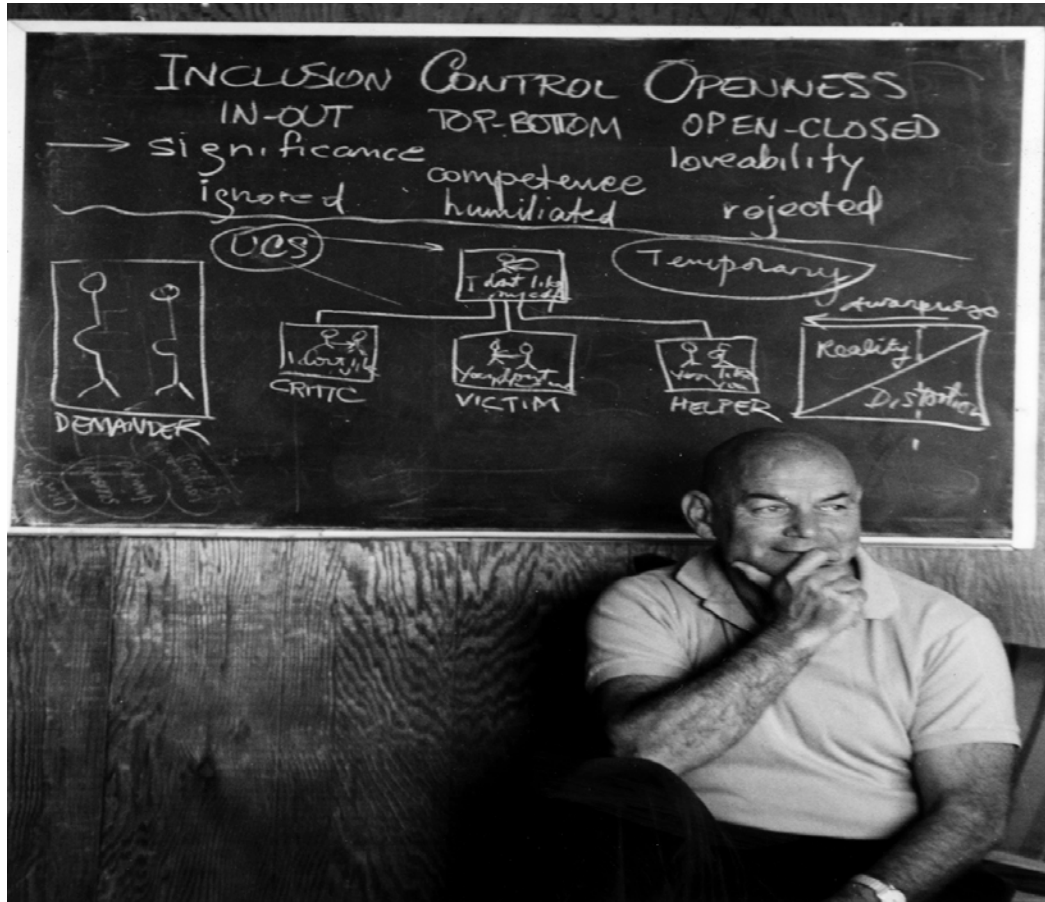
Footballer

Teacher

Scoundrel



First Listener





The Hero's Journey

“A hero ventures forth from the world of common day into a region of supernatural wonder; fabulous forces are there encountered and a decisive victory is won; the hero comes back from this mysterious adventure with the power to bestow boons on his fellow man.” Joseph Campbell *The Hero With a*

Thousand Faces

First Angry Client





2 Assumptions

1. We each have something unique to contribute.
2. We each desperately desire to make that contribution.

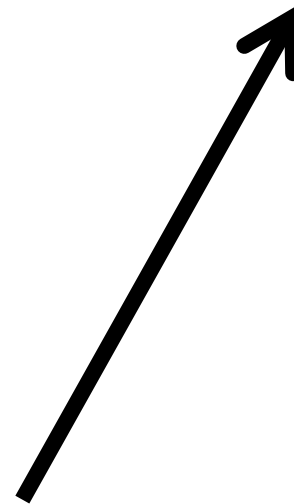
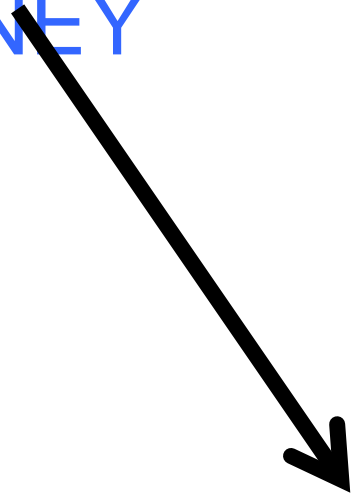


The Implicit Career Search

INNER JOURNEY
JOURNEY

OUTER

ESSENCE





IMPLICIT

Work purpose is “available but not apparent”

CAREER

A vehicle to deliver one’s work purpose

SEARCH

Ongoing process to define and develop one’s work purpose



ESSENCE

*“That place where resides the embryo of
a growing intelligence, a special intelligence
usually buried under the immense weight of
social shams.”*

Ken Wilber



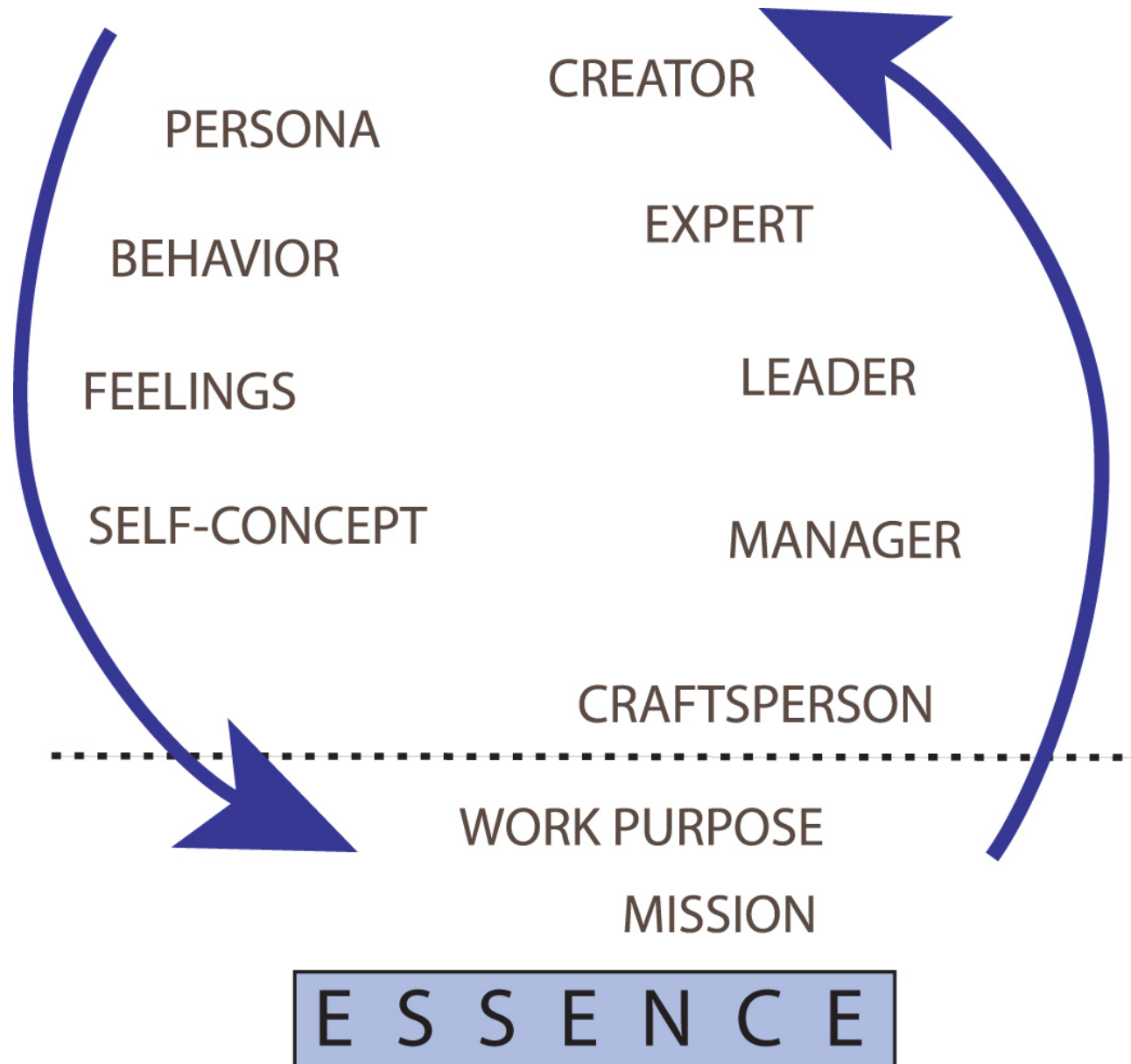
ESSENCE

“Your bullshit-free zone.”

Me



The Implicit Career Search





Personal Development Action Plans

Dimension – I want to include others more

Whom? Those I have harmed

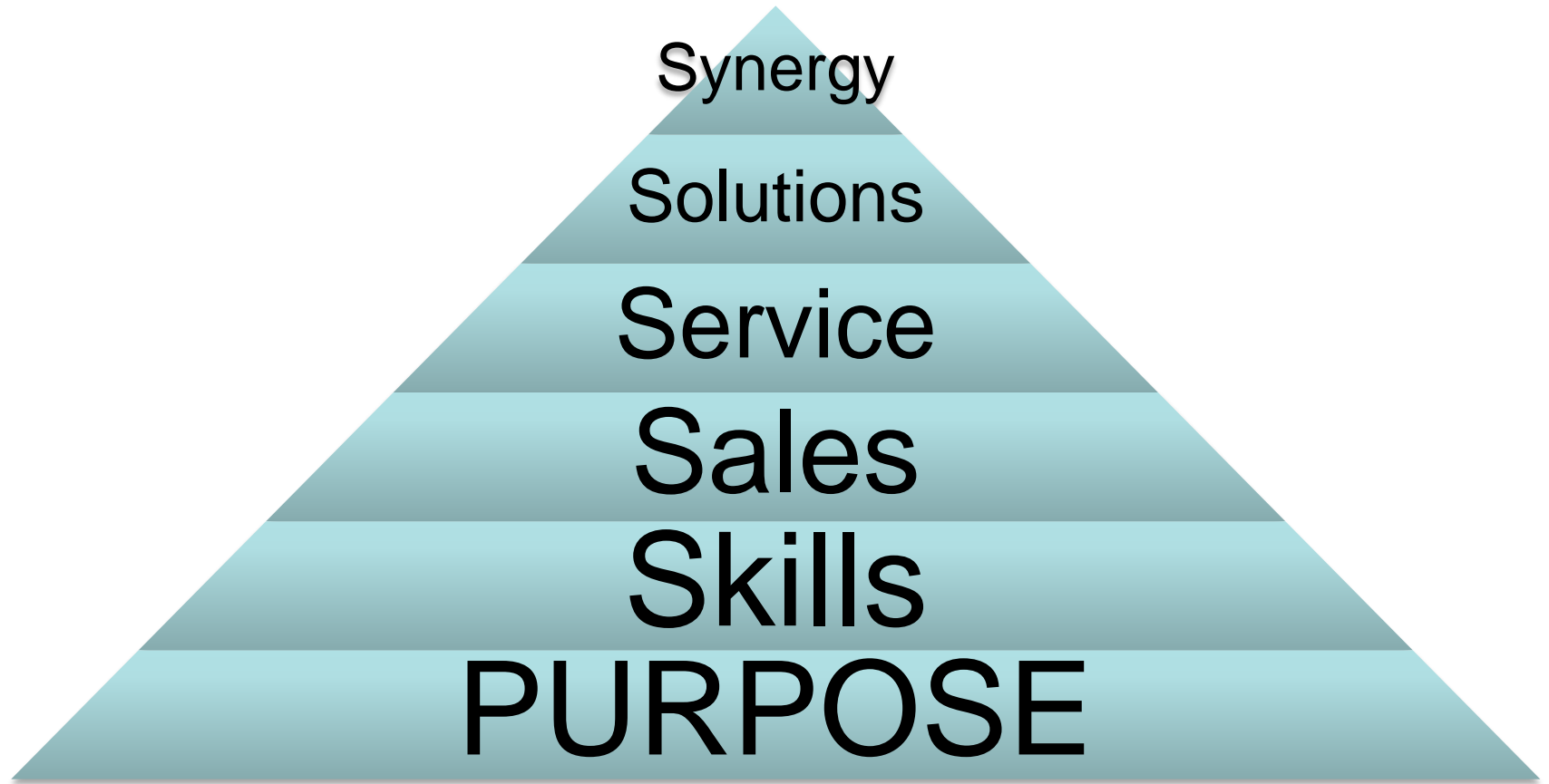
How? Personal apologies

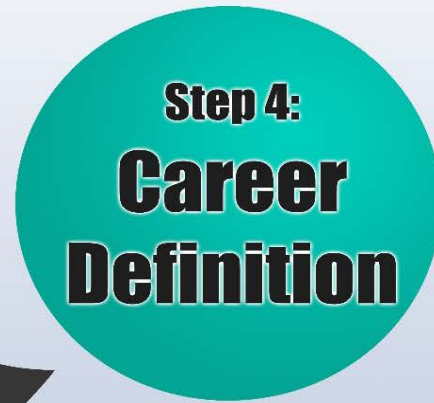
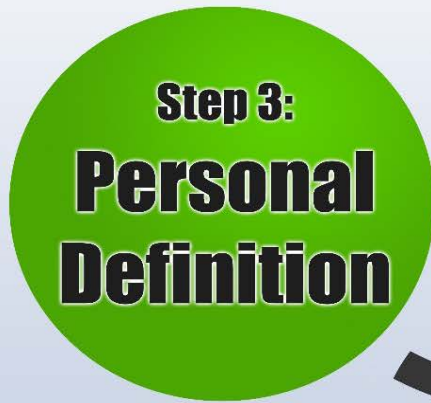
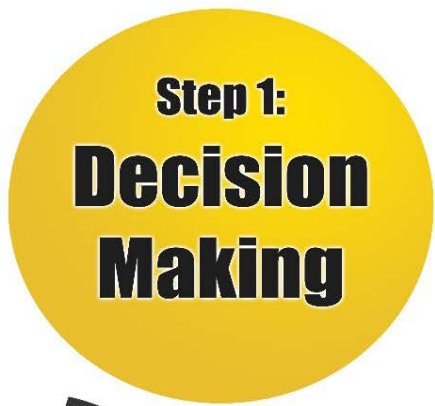
When? By the end of this workshop

Payoff for not: Keep avoiding everyone

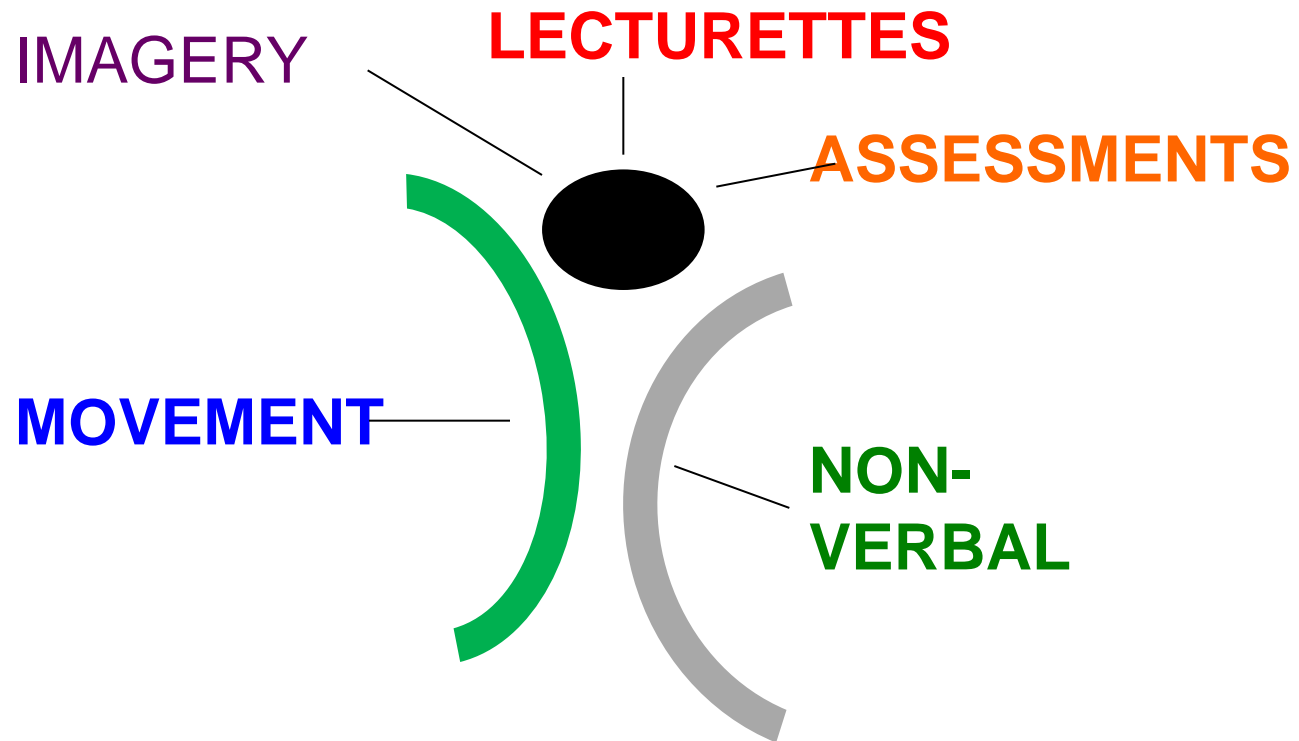


The Career Development Spectrum

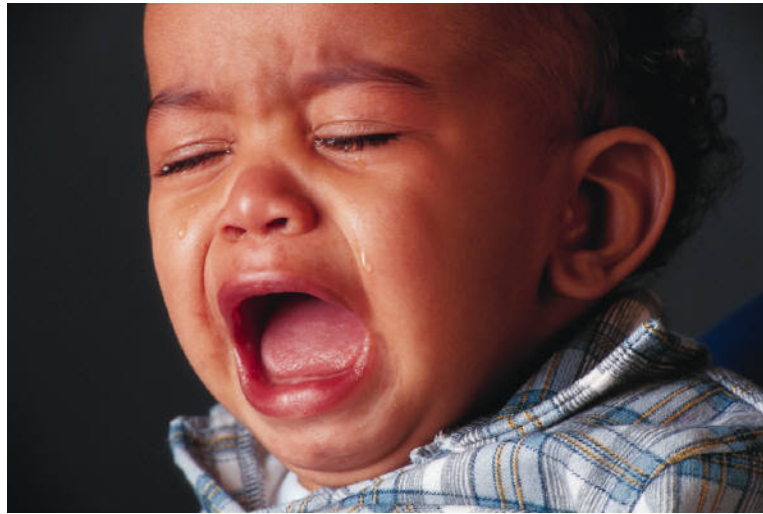




Sources of Awareness



Planning



Dylan
Cider

Mission Statement

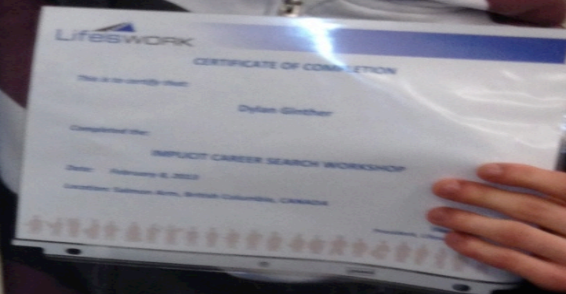
The first thing I'd like to achieve would be to complete the SENL life program after finishing etc. It is noted that the steps I've taken was not only applied for work but also to my personal life. I feel the other I've completed SENL but I'd like to get a part time job and complete my course as I've been a dream of mine for sometime now along with getting my full license and eventually my own place to live. I feel I need to grow to become more open ~~around~~ around people so working in a highly public place would be beneficial. After that I'd like to attend university for my bachelors of Arts as it's the key course to either becoming a head cook or to do the best work out, I would like to enroll in the CHE. and an armed forces. that is my mission statement.

Work Purpose Statement

My purpose for cooking is cause I enjoy cooking.

Vision Stages

1. Schooling stage (pursuer)
2. Job searching stage (pursuer)
3. Working stage (runner)
4. completion of school (leader)
5. university stage (runner)
6. Managing a business (leader)
7. own a business (leader)





ICS Communities in BC

Powell River		Downtown East Side
Courtenay		Kamloops
Port Alberni		Osoyoos
Sechelt		Lillooett
North Van		Vernon
Fort Nelson		Parksville



ICS Internationally

France

Sweden

Holland

Mexico

Belgium

India

Singapore



IMPLICIT
CAREER
SEARCH

SUMMARY OF ICS STUDIES

CAMBIE GROUP STUDY	Standard Job Services	Implicit Career Search
Total employed or doing productive work	31%	78%
Off Assistance due to employment (4mths)	4%	13%
UK STUDY		
Increase in likelihood of sustaining employment	7.5%	15%
Increase in Self-Esteem	7.5%	15%
Participant Satisfaction		
MAX BURGERS RESTAURANT	Pre-ICS	Post-ICS
% of trainers becoming managers	50	85
% of trainers remaining with Max	20	70
Average training time to become a manager	2 years	1 year

FREE

WORKSHOP?



IMEX STRATEGIES

- **The Implicit Career Search**
- **The Human Element**
- **The Emergent Leader Program**

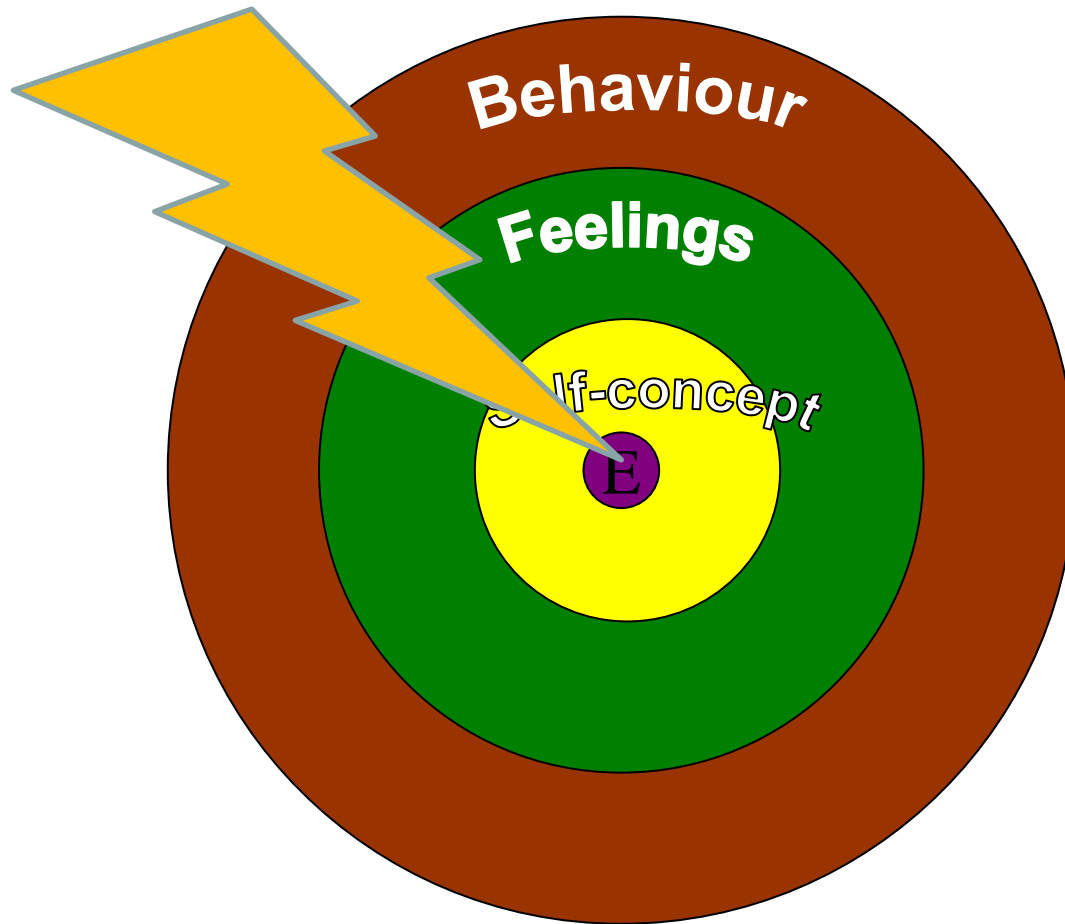


FIRO Theory

BEHAVIOUR	Inclusion	Control	Openness
FEELINGS	Significance	Competence	Likability
SELF-CONCEPT (Behaviour)	Alive	Self-Control	Self-Aware
SELF-CONCEPT (Feelings)	Self- Significance	Self- Competence	Self- Likability

Involution

Persona



Evolution

Persona





CAREER DEVELOPMENT SPECTRUM

EVOLUTION	DEVELOP	INDIVIDUAL
IMAGINATION	WISDOM	CREATOR
INFORMATION	KNOWLEDGE	EXPERT
INDUSTRIAL	SERVICE	LEADER
AGRICULTURE	SALES	MANAGER
HUNTING/ GATHERING	SKILLS	CRAFTSPERS ON



ELEMENT B RESULTS

I DO/ I GET		I WANT		D
I INCLUDE PEOPLE	2	I WANT TO INCLUDE PEOPLE	7	5
PEOPLE INCLUDE ME	4	I WANT PEOPLE TO INCLUDE ME	3	1
I CONTROL PEOPLE	6	I WANT TO CONTROL PEOPLE	2	4
PEOPLE CONTROL ME	5	I WANT PEOPLE TO CONTROL ME	1	4
I AM OPEN WITH PEOPLE	2	I WANT TO BE OPEN WITH PEOPLE	1	1
PEOPLE ARE OPEN WITH MEN	2	I WANT PEOPLE TO BE OPEN WITH ME	4	2