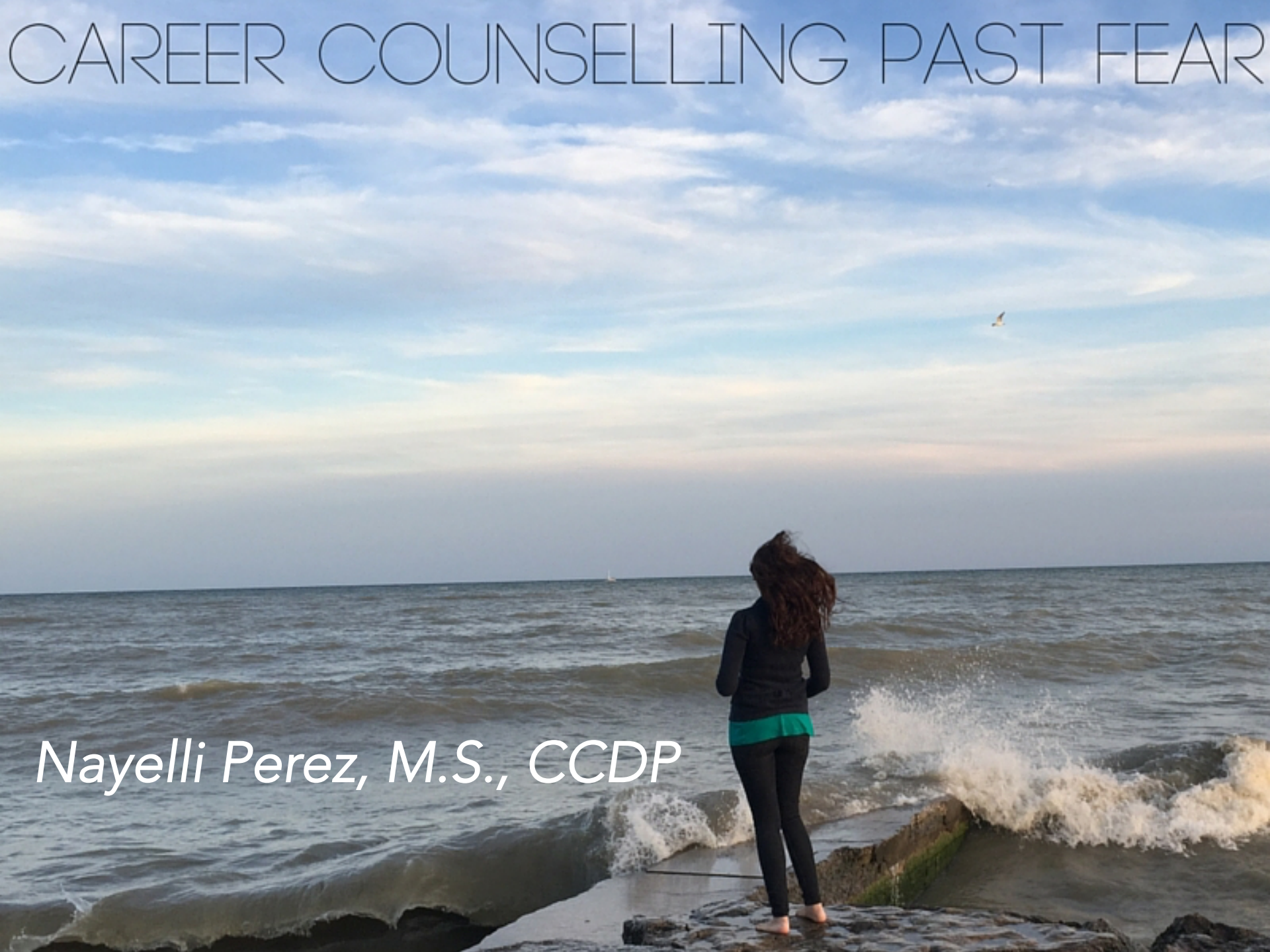


CAREER COUNSELLING PAST FEAR



Nayelli Perez, M.S., CCDP

false evidence appearing real

What is Fear?

the confidence gap

FROM FEAR TO

DR RUSS HARRIS
best-selling author of *The Happiness*



F E A R

ESSENTIAL WISDOM
FOR GETTING THROUGH THE STORM

THICH
NHAT
HANH

BESTSELLING AUTHOR OF
"EACH BREATH IS EVERY STEP"

20th Anniversary Edition
FEEL THE FEAR
...AND **DO IT ANYWAY**

20th Anniversary Edition

With a new Foreword by the author

Dynamic techniques

for turning fear, indecision, and anger into

power, action, and love



Make it

HAPPEN

SURRENDER YOUR FEAR
TAKE THE LEAP
LIVE ON PURPOSE.

LARA

#1 NATIONAL BESTSELLER
THE GIFT OF FEAR
"This book can save your life."
AND OTHER
SURVIVAL SIGNALS THAT PROTECT US FROM VIOLENCE
GAVIN DE BECKER

CONQUER YOUR HIDDEN FEAR AND TAKE LIFE TO THE NEXT LEVEL

THE BIG LEAP



GAY HENDRICKS
New York Times Bestselling Author of *FIVE WISHES*

ELIZABETH GILBERT
author of *EAT, PRAY, LOVE*

BIG MAGIC

CREATIVE LIVING
BEYOND FEAR

NEW YORK TIMES BEST-SELLING AUTHOR OF *MIND OVER MEDICINE*

LISSA RANKIN, M.D.

AS SEEN ON PUBLIC TV



The
FEAR CURE

Cultivating courage as medicine for the body, mind, and soul

FOREWORD BY RACHEL NADMI-REHMAN, M.D.

conquering
FEAR

Living Boldly
in an
Uncertain World

Harold S.
Kushner

Author of *WHEN BAD THINGS HAPPEN TO GOOD PEOPLE*

TAKING THE LEAP
Freeing Ourselves from Old Habits and Fears

Our relationship to fear...



How does fear play a role in career development?

- ❖ The client who hesitates to ask for an informational interview
 - ❖ or can't get words on his/her resume or cover letter
 - ❖ or procrastinates in applying to positions of interest

What has been (or was) the most challenging aspect of your career development in the past or currently?

Reflection

having the courage to start your own practice

moving up the ladder

doing the networking necessary to enter or grow in your field or business

getting the support/ approval of the people in your life



Fear Assessment

Find out your prominent fear

FEAR OF FAILURE (mostly a's)

Symptoms	HOW IT PLAYS OUT WITH CLIENTS
<p>Procrastination</p> <ul style="list-style-type: none">• Want a guarantee of the outcome before they take steps onto a new path• Fear of getting out of comfort zone• Waiting for "the right time" to begin putting ideas and plans into action	
<p>Lack of ambition and initiative</p>	
<p>Lack of decision making</p> <ul style="list-style-type: none">• The habit of permitting others to do one's thinking.• Staying "on the fence."• Looking for you to have the answers	
<p>Thinking of only negatives and all the ways you could fail, instead of the ways you could succeed.</p>	

Solution

Ask yourself “what if” questions to ease your fear and create a Plan B

FEAR OF SUCCESS (mostly b's)

Symptoms	HOW IT PLAYS OUT WITH CLIENTS
Confident in your abilities to reach a goal, but don't like the pressure of maintaining success once you have it - <i>success means more responsibility and higher expectations</i>	
May feel it's easier to be the big fish in a little pond than to venture into bigger waters	
May feel that people will find out you're not really as great as they think you are	

Solutions

Watch how you think of and explain your successes - *rather than brushing your success off to luck or circumstances, give yourself credit for your talent, tenacity, and other personal attributes that will lead to your success*

FEAR OF DISAPPROVAL (mostly c's)

Symptoms	HOW IT PLAYS OUT WITH CLIENTS
You often seek the approval of others before making a decision, and may get stuck when you don't get that approval or perceive that you won't get it	
May also seek validation in things, titles, and money	
May fear that you're not "good enough"	
Timidity in conversation and in meeting strangers	
Awkward movement of the hands and limbs, shifting of the eyes	

Solution

Make a choice to value your own approval more than others' and your authentic self will find the right path

Rather than focusing on what you see as weaknesses, focus on your strengths

FEAR OF LOSING CONTROL (mostly d's)

Symptoms	HOW IT PLAYS OUT WITH CLIENTS
May catastrophize what will happen if you follow our heart or make a risky decision, imagining the worst-case (perhaps irrational) outcomes	
May be overwhelmed by the prospect of change	
May cause negative self fulfilling prophecies	

Solution

Imagine an equally irrational best-case scenario, then ask yourself what's the likely scenario - the worst case or best case one?

Put it Together:
career challenge and fear

Ways to Deal with Fear

- I'm having the thought that...
- Reverse counselling
- Pick top 6 values and brainstorm on how goals could be achieved with those values
- DARE (Defusion, Acceptance of discomfort, Realistic goals, Embracing values)
- Exposure therapy
- What's the worst that could happen?/What's the best that could happen?
- Rejection therapy

Which Assessments Currently
Assess Fear?

Career Thoughts Inventory

CTI

**Overall
CTI Score,
and scores
on 3 scales**

Uses

Decision
Making
Confusion

to identify an individual who is likely to need counselling assistance

Commitment
Anxiety

to identify the nature of an individual's career problems

External
Conflict

to help an individual identify, challenge, and alter negative career thoughts that interfere with effective career decision making

48 item
assessment

Career Attitudes and Strategies Inventory™ (CASI™)

Inventory of
person's
current
work
situation

allows clients to
check specific
areas of concern
from a list of 21
potential career
obstacles (e.g., health
or emotional problems,
financial worries,
education).

surveys nine aspects
of career or work adaptation:

Job Satisfaction
Interpersonal Abuse
Work Involvement
Family Commitment
Skill Development
Risk-Taking Style
Dominant Style
Geographical Barriers
Career Worries

brief survey of:

- attitudes
- barriers
- experiences
- strategies for coping with job, coworkers, supervisors and family

Career Decision Scale (CDS)

CDS

assessment for college and high school students

Overall CDS Score, and scores on 3 scales

Students indicate on a scale of 1 to 4 how closely each statement describes their own thinking process regarding their educational and occupational plans.

19 items

Certainty scale (items 1 and 2) - measures the degree of certainty a student feels about his/her decision of a college major and/or a career

Indecision scale (items 3-18) - provides a measure of career indecision

Open – ended (item 19) – student can provide additional information about career decision making

How can we use the fear concept in our practices/positions?



challenge:

use one of the “fear” books in your career practitioner practice

“Twenty years from now you will be more disappointed by the things you didn’t do than by the ones you did do.” – Mark Twain

QUESTIONS?