



Name: Phillips, Nigel

Designation: CEO Careers Fast Track & Career Life College & Course Convener Graduate Certificate and Graduate Diploma in Career Development, Swinburne University.

Organization: Swinburne University, Australia.

Contact Information: Suite 109 370 St Kilda Road, Melbourne, Victoria, 3004, Australia.

email: nphillips@careersfasttrack.com.au

Language: English

Type of Presentation: Workshop

About the Presenter:

Nigel Phillips is an international trainer and consultant who specialises in career development coaching and training design. He is the CEO of Careers Fast Track, a human resources consulting business, and Career Life College, a training company that aligns career growth with education and training opportunities. He is the subject convener for Swinburne's Graduate Certificate and Graduate Diploma in Career Development and the author of The Big Question career-life skills development books. In addition to working with secondary school students and adults, he is experienced in designing and implementing career development programs in small and large corporate organisations. The career development programs and tools he has developed are used internationally to assist clients at all life-stages.

Title of Paper: **Career Counselling Tools to Elicit Change: Developing A Case for Constructivist and Narrative Counseling in Career Education**

Abstract:

More than 20 years ago Alvin Toffler identified the problem of the "information age" where effectively using the significant information available superseded the problem of accessing information.

With this in mind, it is interesting to witness the influence that information has had upon adolescents in the 21st century. No longer starved of information, their primary issue appears to be accessing the 'personal motivation' to put this information to use.

Traditional counselling methodologies that 'tell', 'show' and provide alternative 'frames of reference' have proven less effective to rectify apathetic attitudes or to elicit cognitive, emotional and behavioural change.



Put simply, giving people the information they 'need' has proven less effective when helping them to make better choices and to expand their repertoire of behaviours.

This workshop will explore some of the latest brain development theories and how these influence the learning and behavioural patterns of our clientele.

Within this context an argument will be presented to support the use of constructivist and narrative approaches to career development counselling.

Constructivism emphasizes the self-organizing principles underlying human experience and offers a range of very useful tools to assist career practitioners.

Attendees will be exposed to and have an opportunity to practice a number of constructivist tools that will add significant value to their career practice.