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About the Presenter:

Prof. Dr. Wouter Reynaert (1949) was born in Bandjarmasin, Indonesia. He is a Labour and Business Psychologist and Professor of Career Development at Fontys University of Applied Sciences in Tilburg, The Netherlands. Important for the IAEVG-community are his presentations and publications about the Dilemma Approach, *National Career Development Quarterly*, Vol 54, nr. 1, September, 2005; *It is in the AIR! A dynamic co-design model for development*, Reflectoration series nr. 4, Tilburg, June, 2005; and *The serendipityGame. Explore your latent talents for work and income*, Department of HRM and Psychology, Tilburg, 2006.

Title of Paper: **Career Transformations: Playing with perspectives**

Abstract:

We live in a complex world where career isn't linear or isolated from the context. Old ancient Eastern and Western philosophers searched for a holistic paradigm where feeling and thinking are balanced. In our research we looked for new concepts and tools that combine the wisdom of both sides of our globe. The Talent Transformation Hypothesis could be a good start. It gives researchers and practitioners an opportunity to explore the best of both worlds and to join their expertise for new challenges that are mentioned by your five themes. The Hypothesis is characterised by three perspectives:

The first perspective is Indo-European. Being a child of parents who migrated from Indonesia to the Netherlands and working as an Indo-European in a Western University of Applied Sciences, I lived in between two worlds. In this research I worked with a team of eight second generation Indo-Europeans or *Indo's* that investigated their roots in Indonesia. The intent of the research was to determine the influence of our specific history on the second generation Indo's strengths who live in the Netherlands now today. This history is characterised by their parent's experiences in World War II and their migration to the Netherlands. We found specific qualities that could contribute to new leadership today: kesabaran, layankan, kali, and jembatan.



The second perspective corresponds with our research on 'serendipity careers' (serendipity: the unsearched found). The word serendipity was borrowed from the fairy by the Persian poet Amir Khusrau about the three sons of king Serendib (1302) of former Ceylon (now Sri Lanka). We found evidence for 'good luck', 'group wisdom', the possibility to call in the richness of the 'unconsciousness' and to work with sustainable talents.

The third perspective explores the fascinating metaphorical possibilities of music for understanding career development. So we tried to understand the influence of other combo players on our freedom to improvise and to let our talents go. We discover similarities about learning musical competencies for reaching excellence and career competencies for fully showing your unique contributions for that special context you are in.