Preparing Students for Career Success with Hope and Confidence: What School Counselors can Learn from an Evidence-based, Narrative Framework

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Sparks
...many people seem to keep the real stories of their careers secret. They keep to themselves the strange links between events, links they describe as “just luck” or coincidence. In truth, it is the secret career stories that reveal the reality.
Deborah Bloch in “Complexity, chaos, and nonlinear dynamics: a new perspective on career development theory”

The paradigm for life design interventions constructs career through small stories, reconstructs the stories into a life portrait, and co-constructs intentions that advance the career story into an new episode.
Mark Savickas in “Life Design: A paradigm for career intervention in the 21st century”

Inspired action naturally and easily follows from profound receptivity to positive clues.
Mark Franklin

Make excellent mistakes.
Dan Pink, Lesson #5 of essential lessons of a satisfying career: “Adventures of Johnny Bunko”

Your Career Is...
The full expression of who you are and how you want to be in the world...  
And, it keeps on expanding as it naturally goes through cycles of stability & change.
What’s your story?
I’d like you to tell me a story from your experience, one that you feel good about, or proud of. It can be from paid or volunteer work, or from your education or personal life. **What comes to mind?**

<table>
<thead>
<tr>
<th>Desires</th>
<th>Strengths</th>
<th>Other People</th>
<th>Possibilities</th>
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| 1. What did you like about this story?  
2. What didn’t you like about it?  
Based on what you didn’t like, what do you now want? | 3. What skills or knowledge did you use? | 4. Who else played a role in this story? How did they influence you? | 5. What possibilities for your future crossed your mind then, or now? |
| E.g. Travel! Now, want more variety [b/c I didn’t like routine] | E.g. Writing & editing | E.g. Dani – supported leadership development |

**Outcome Study Results:** Individuals who went through the CareerCycles Program experienced statistically significant increases in six key measures: hope, optimism, confidence, resilience, (collectively, ‘psychological capital’), personal growth initiative, and curiosity and exploration. Correlations of these findings with clarity, satisfaction, and job-person fit suggest this approach leads to sustainable outcomes and supports a move toward evidence-based practice.

**Sparked by what you heard today?**
- Tune in to **Career Buzz**, Wed. 10-11 CT [ciut.fm](http://ciut.fm) Podcasts at careercycles.com
- **Watch for Clues** newsletter featuring lessons learned from past guests, and upcoming guests, 2x month. Subscribe at careercycles.com

**References & Resources**


Franklin, M. (2010-2014). Career Buzz radio podcasts [http://careercycles.com/category/radioshow2](http://careercycles.com/category/radioshow2) First broadcast on CIUT 89.5FM in Toronto and worldwide online at ciut.fm


