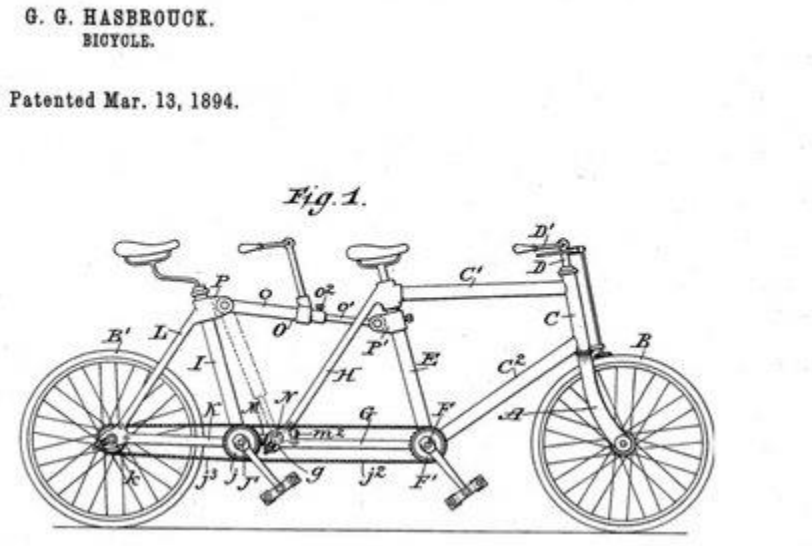
How can I be useful to you as you construct your career?

- Language is important
- Phrasing of the question places the client in the expert role and the practitioner in the helper role
- Record what the person says verbatim and ask follow up questions if more information is needed
- Listen for words like stuck, lost, transition, decision, and unsure when a person is presenting their information
- If not stated, ask the person to identify emotions present while discussing their problem



G. G. HASBROUCK.
BICYCLE.

Patented Mar. 13, 1894.

Fig. 1.

Who did you admire while growing up?

- Explores the person's construction of self-concept
- Role models can be real or fictitious
- Try to avoid parents – other family members are fine
- Focus is on *what* the person admires (characteristics, traits) rather than *who* the person chooses
- Attention is paid to what the person meant, not who the person currently is
- Do not interpret or judge who is chosen
    - Different people mean different things to others – this is all from their perspective
- Use the language of your person
- If they struggle with early childhood role models, explore middle school or high school

What are your current favorite shows or podcasts? What do you like about these shows and podcasts?

- Manifest interests are explored
- Keep focus on current shows/podcasts
- Listen and document what a keeps a person watching/listening
- Descriptors of shows/podcasts represent vocational interests and preferred work environment
- Using the language of the person, a Holland code can be ascertained (RIASEC)
- Understanding and descriptors of the shows/podcast are from the person's perspective
    - It's okay to not know about the show/podcast – the focus is on what the person is interested in
- Use the language of the person
- If no shows/podcasts are indicated, explore other areas (websites, YouTube Channels, apps, video games)

What is your current favorite story?

- This is usually a favorite book or movie
- A person's life script that connects the self with work setting
- A favorite story can convey a central life problem and offer a solution to how a person can overcome the problem
- You can explore who the person's favorite character is in the story. How do they identify with the main character and how does the main character overcome obstacles?
- A favorite story can help identify movement and transition as a way to adapt to a new setting– it is ok to collect more than one favorite story
- As always, use the language of your person

What is your current favorite saying or motto?

- Something said, heard, read, or created that has resonated and has meaning to the person
- This can be a favorite quote or line from a book, movie, play, poem, inspirational person, bumper sticker, or multiple other sources
- A favorite saying or motto is self-advice to overcome problems and push a person's narrative forward
- Explore what the favorite saying or motto means to the person
- You can also ask if a person has a favorite tattoo and what that tattoo means to them

What are your earliest recollections? I am interested in hearing three stories from you when you were around the ages of 3-6.

- ERs explore a person's core problems that present in the current self
- The first questions in the interview are designed to build rapport and trust, allowing a person to open up about their ERs
- As with the other questions, a person is actively selecting memories to "portray a highly personal reconstruction of experience that represents the current self" (Savickas, 2015).
- Ask clients to describe the setting, action, and result of the memory. Memories should be from the person's perspective and not a story told to them that they don't remember happening
- Pay attention the emotions conveyed during the memory and ask the person: What emotions were you feeling/are present during this memory?
- After a person states the memory, ask them to assign a headline, with an action verb, that encapsulates the story
- ERs typically unfold in the following order: the first memory describes the current problem and emotions the person is facing; the second memory deepens and expands upon the current problem and emotions; the third memory offers the solution to the problem the person is facing
- Memories shared can become emotionally charged
- When processing the ERs, ask the person when the last time they experienced the current emotion identified in the memory
- Use the language and imagery of the ER with clients. If a person states feeling abandoned and alone by someone, a good follow up question could be "Is there something currently happening that is making you feel abandoned and alone?"

Processing the Interview

- Summarize the problem that brought the person in
- Process the first memory – emotions, action verbs, metaphors
- Explore the feelings as related to the current problem
- Process the second memory – emotions, action verbs, metaphors
- Further explore the feelings as related to the current problem
- Process the third memory – emotions, action verbs, metaphors
- View this memory through the lens of offering a solution/way out of the current problem
- Bring this solution to role models. Explore how the traits, characteristics of the role models are related to the client

- Explore how the role models would approach the problem/enact the solution
- Move onto the interests. Explore how the interests would look in the client's ideal work environment. What is present? What is missing? How does the client conceptualize these interests?
- Move onto the favorite story. Process and explore metaphors. How are work interests present in the script? What is missing in the person's life from the script?
- Favorite saying or motto moves the action forward. What self-advice does the client enact that can move their story forward?
- Pull the person's story together with the life script. Work on tangible next steps for person to work towards.

_____ Career Story

In facing this transition, my underlying concern is _____.

Question 1: What is your main career concern?

It reminds me of my feelings of_____.

Question 6: Focus on challenge themes and emotions from early recollections.

To solve my problems in growing up I became _____.

Question 2: What values and characteristics from your role models do you most identify with?

They formed my character by turning _____ into _____.

Questions 6 & 2: From your early recollections, who were you? What person are your role models helping you become?

I like being around people who are _____ and _____.

Questions 2 & 3: What are the characteristics you want present in the people you work with?

I like work environments that are _____and that _____.

Question 3: From your interests, what work procedures do you gravitate towards?

My approach to solving problems is to _____.

Questions 2 & 3: What interests, values, or characteristics aid in solving problems?

If I adopt the script from my favorite story, then I will _____.

Question 4: How does the plot of your favorite story apply to your life?

The best advice I have for myself right now is_____.

Question 5: From you saying or motto, how do you apply this advice to yourself?

Career Construction Interview

CAREER SERVICES

1. How can I be useful to you as you construct your career?

2. Who did you admire while you were growing up?

Role Model 1:_____ Role Model 2: _____ Role Model 3: _____

3. What are your current favorite shows or podcasts?

Item 1:_____ Item 2: _____ Item 3: _____

4. What is your current favorite story?

5. What is your current favorite saying or motto?

6. What are your earliest recollections? I'm interested in hearing three stories about things you recall happening to you between the ages of 3-6 years old.
   a. Headline:_____
   b. Headline:_____
   c. Headline:_____