

HOW SUSTAINABLE IS MY CAREER?

**Supporting the sustainability of clients' careers
by fostering sustainable career counseling**

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OVERVIEW

- **Sustainable career**
 - I. **Dimentions of sustainable career**
 - II. **Indicators to measure sustainable career**
- **Sustainable career development**
 - I. **Definition & competencies**
 - II. **Career Shocks activity**
- **Career development scale**
 - Presentation of the Greek National University research**

WHAT MAKES A CAREER SUSTAINABLE?

-Brainstorming



SUSTAINABLE CAREER INDICATORS

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1 Health

physical health,
mental health, joy,
interest, fulfillment,
satisfaction, strong
performance, high
employability,
engagement, life-
work balance, sense
of meaning,
proactivity, control

2 Happiness

3 Productivity



SUSTAINABLE CAREER

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Definition

“Meeting one’s needs in the present without sacrificing one’s needs in the future”





CAREER SUSTAINABILITY: A DYNAMIC FIT

The capacity to adapt and change according to changing needs

Context

Personal and organizational

Time

Events & Changes

3 dimensions

Person

agency & meaning

HOW TO ACHIEVE A SUSTAINABLE CAREER?

Sustainable career



Dynamic, continuous &
reflective process

Sustainable career
development



SUSTAINABLE CAREER DEVELOPMENT PROCESS

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- **IDENTITY**

Harmonizes the multiple subjective forms of the individual's identity

- **AWARENESS**

Promotes the individual's self-awareness and environmental awareness, which ensure their personal and professional development and progress, as well as managing their effective adaptation to contemporary and global conditions

- **MEANING**

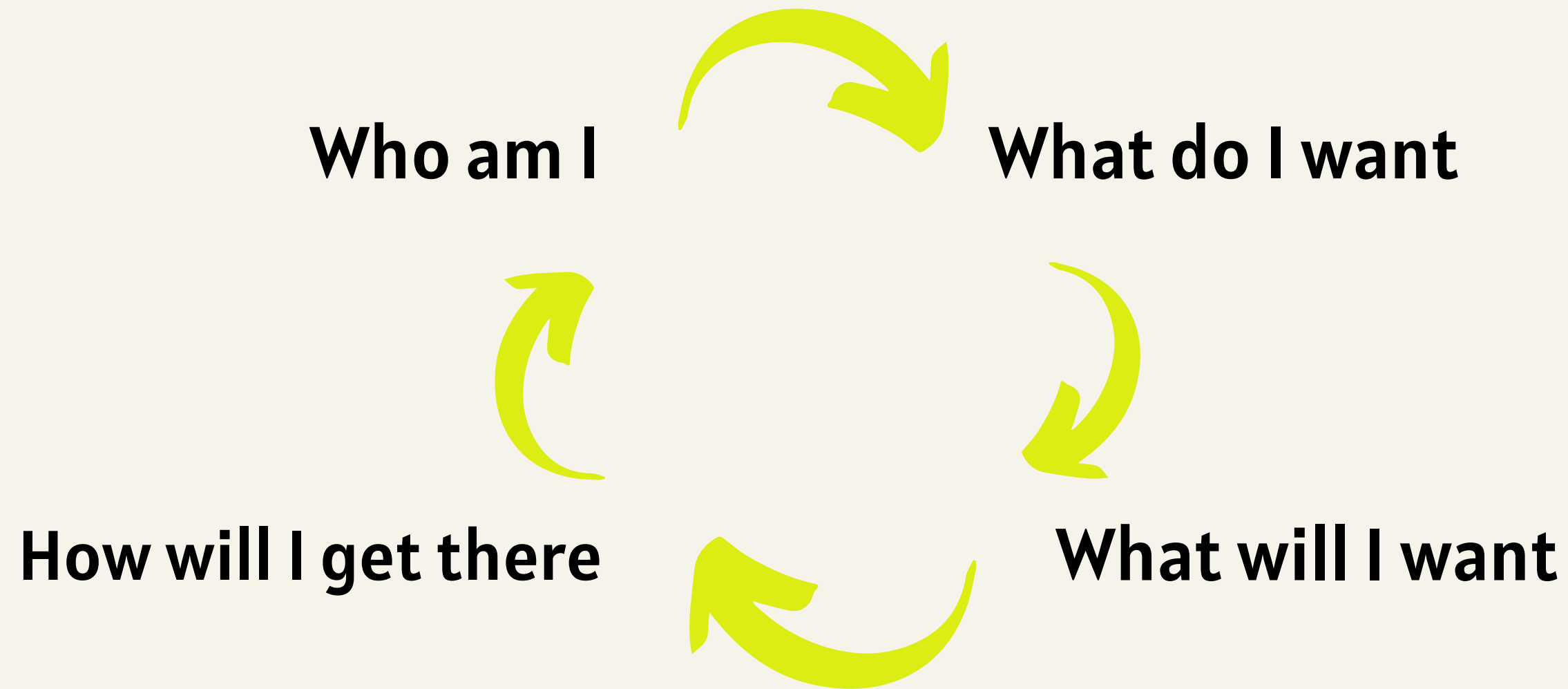
Enhances the social responsibility and the authenticity of values

- **BALANCE**

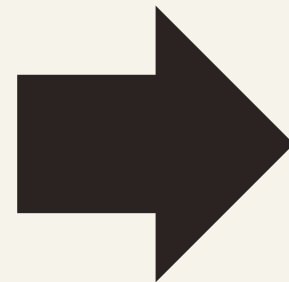
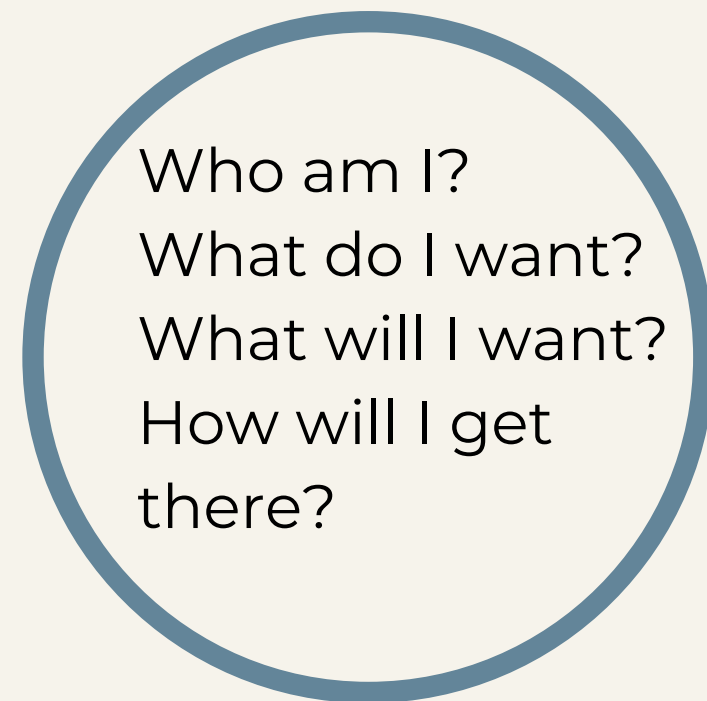
Approaches the balance of life roles and career within the expanding professional context that is sought after, as well as in the orientation one wishes to have in their life

(Mouratoglou, Charokopaki, Argyropoulou, 2022)

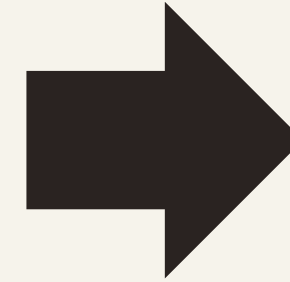
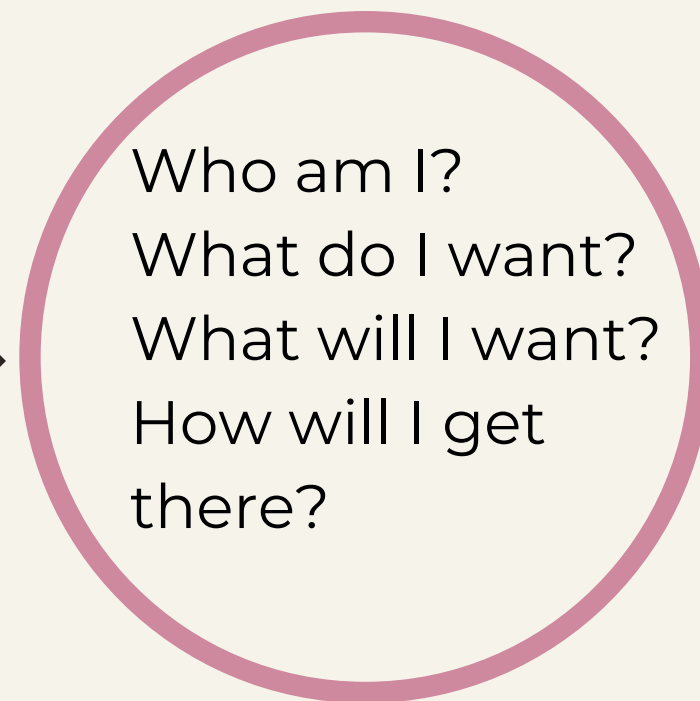
PROMOTING SUSTAINABLE CAREER DEVELOPMENT



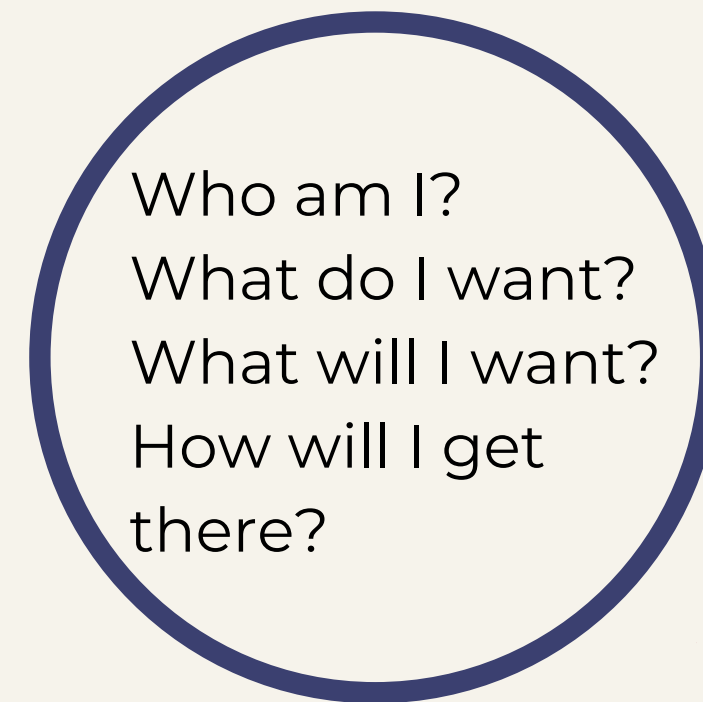
PAST



PRESENT



FUTURE



systemic approach -constant and dynamic process



Sustainable career development

SELF REFLECTION- SELF AWARENESS

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Reflexivity

By reflecting on one's motivations and skills, by planning and exploring opportunities, individuals can *prepare* for major transitions in their career (e.g., Mayotte, 2003), *achieve* higher levels of career success (Kuijpers, Schyns, & Scheerens, 2006) and become more *engaged* in their work (Akkermans, Schaufeli, Brenninkmeijer, & Blonk, 2013).

Adaptability

A sustainable career is as much about proactive shaping (e.g., career crafting; Akkermans & Tims, 2017) as it is about *adjustment* and *dealing* with external influences (e.g., career adaptability; Hirschi, Herrmann, & Keller, 2015).

Meaning making

To have a career characterized by happiness, health, and productivity, it is important for the person to be mindful about *who and what matters to them* in their career (Van der Heijden, 2005)



Activity

UTILIZING CAREER SHOCK EXPERIENCES

- 1 Split in pairs. Take a few moments to think about a **personal career shock**. Discuss the content of the shock and its connection to your person/context/time
- 2 How could you be **better prepared** to address the shock?
- 3 Taking this as an example, how would you work with a client to **enhance their sustainability** and to prepare them for likely career shocks?
- 4 Think in terms of **reflexivity/adaptability/meaning**



GREEK NATIONAL UNIVERSITY RESEARCH: THE SUSTAINABLE CAREER DEVELOPMENT SCALE

By promoting our sustainable professional development, we define ourselves as a sustainable plan that focuses on:

Inclusion: satisfaction of personal needs within the requirements and constraints of the environment

Direction: effort to create a personal career path

Coherence: need for balance in different aspects of life

Meaning: the assumption of personal responsibility, and the achievement of social harmony for ourselves and others

Based on this reasoning we proceeded to the development of the scale.



FACTOR ANALYSIS

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- **Life/Career Management** represents the individual's ability to "navigate" flexibly in their professional path and to manage their life/career effectively.
- **Future life/career plans** refers to self-awareness regarding emotions, values, needs, strengths, and weaknesses, as well as the roles and priorities of the individual in life.
- **Identity awareness**, represents the individual's ability to identify their future life/career plans



RECOMMENDATIONS

- Sustainable career development should begin **before** major life transitions
- The career scale should be **combined** with narrative approaches and reflective techniques
- **Self-efficacy** development, **decision-making** and **problem-solving** should be considered in relevant educational programs
- Actions of **educational and social support**, **volunteer** activities and career **information** activities can further promote sustainable career development



TAKE AWAY

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- Sustainable career development works in **two levels**:
 - **Micro-level**: focuses on individuals and their knowledge, skills, and resources, in the past, present & future
 - **Macro-level**: focuses on the family, community, and broader society to which individuals belong.
- The transition takes place from the micro to the macro-level and concerns the **relationship** between people and society.
- There needs to be **alignment** between the "I," the "we," the environment/context, people, and the world.
- Interventions for sustainable professional development **highlight*** the importance of **connections** and the **meaning** of individual and collective actions.

*or should highlight

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THANK YOU

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