

# Innovative Approaches to Career Guidance and Counseling

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## To see or not to see

Training Workshop by Jeanine van Halteren

Life is unpredictable. It does not always turn out the way you planned. Jane escaped from slavery and longs to contribute and participate in society, but does not “fit in”. Media calls her a traumatized victim, but she is a survivor and expert on her own life. Based on my study of career development in survivors of modern slavery, I wonder: Are we practicing Career Counseling for inclusion or are we reproducing classes and reinforcing marginalization?

We tend to think linear, plan sequential career development and reward (re)qualifying and efficiency. How do you react when you meet someone who thinks non-linear, believes life “unfolds”, that family responsibilities are more important than personal ambitions? How do you respond to someone who will do anything to survive, can’t afford education or consults gods for guidance? When life aligns with our cultural norms, we experience equilibrium. Meeting someone who behaves differently, we feel uncomfortable. To regain equilibrium, we need to explore different perspectives on several concepts, and adjust. The choice is yours: avoid discomfort and look away or be vulnerable and meet the eyes of the Other.

In this workshop, using creative methods, I challenge you to step out of your comfort zone and engage in developing innovative approaches. Participate in individual and group exercises to look for the “invisible” (people, dysfunctional narratives, skills, resources and opportunities), share ideas and examples of “best practice”. The objective is to discover how career counselling can be used to reach out, notice, respect and include **all** people, use diversity as a resource to co-create opportunities for all (to contribute and participate) and facilitate sustainable development in society.

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