Introductions

- Trina Bučko
- Participants build the 7 minute network
- The Aboriginal Human Resource Council
Today’s Agenda

• Introduce Guiding Circles
• The importance of starting with the individual & where they are at in life
• Booklet 1: Understanding Yourself
  • My Favourite Things
• Booklet 2: Finding New Possibilities
  • Even more Possibilities
• Draw & wrap up
Guiding Circles

Guiding Circles
an Aboriginal guide to finding career paths

Booklet 1: Understanding Yourself
Rod McCormick
Norm Amundson
Gray Poshnell

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Booklet 2: Finding New Possibilities
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Canada’s leading innovators in Aboriginal recruitment, retention and advancement.
Ralph Walder Emerson said....

“Every spirit builds itself a house, and beyond its house a world; and beyond its world, a heaven.

Know then that the world exists for you.”
Guiding Circles

- Authored by Dr. Norm Amundson, Gray Poehnel and Dr. Rod McCormick.
- The GC program launched in 2003 as a partnership between the Aboriginal Human Resource Council and authors via a national demonstration project with 11 Aboriginal organizations.
- It is a career coaching approach that combines contemporary career theory infused with Aboriginal worldview.
- The program consists of client workbooks and training for practitioners.
- While originally created to help Aboriginal people; it is being used by a wide variety of clientele today.
Career paths ... many twists & turns on the uncertain path of life

GOAL FINAL GOAL?

crossroads

1 2 3 4

others on the path
The starting point should be where the individual is engaged in life.
The Career Circle
Guiding Circles addresses 4 challenges

1. Need for culturally sensitive tools and processes
   • Aboriginal story telling, communal decision making

2. Sense of disconnection with the mainstream world of learning and work
   • Both formal and informal work and learning should be recognized
Guiding Circles addresses 4 challenges

3. Lack of positive & focused self reflection
   • Individuals may not comfortable with the opportunity to tell their own story

4. Enculturated humility
   • “don’t be boastful” vs. “sell your self”
Guiding Circles honours an holistic approach
Guiding Circles Booklet 1: Understanding Yourself

- Booklet 1 helps individuals build a positive and complete self portrait
- By using story telling in *Patterns* a set of skills are discovered, perhaps for the very first time
- Individuals begin to gather an understanding of the pieces to a career path
Guiding Circles

“My Favourite Things” Activity
Favourite Things

up to 12 things I like to do

last time?

cost or free?

planned or spontaneous?

alone or with others?

mind, body, emotion, spirit?
Favourite Things

• Does anything surprise you?
• Do you see any themes?

• What are some benefits from this activity?
“Patterns” Storytelling

- Select one activity from Favourite Things
- Tell a focussed story of one specific and positive experience in detail
- Reflect on the story and look at the positive attributes/skills
- “What does this say about you?”
The Last Baseball Game
My Story.

- Won all regular games but lost in semi-finals.
- Lost the game against Newton.
- Whole team tried their best.
- Very fun.
- Hot, humid day.
- Parents were proud.
- Felt sad because we lost.
- But happy because it was very fun to play and parents watched for first time.

- Thinking about next year and how they can do better.
- Had baseball outfit on.
- Had to leave early from school for game.
- Woke up early to be fresh for game.

My Patterns:

- Happy
- Sporty
- Hard worker
- Organized
- Prepared
- Proud
- Balanced
- Social
- Athletic
- Big appetite
- Determined
- Active
Stepping Stones

1. vision
Create a positive vision to work towards

2. decision
What are the necessary decisions to be aware of?

3. action
What are the key actions to help move us toward our vision?

Often we rush from vision to action...

without considering or being aware of decisions that need to occur daily, monthly, etc..
The Journey Continues
• Yo! The GC Book
  Gotta' take a look
  Yeah, it helps me see
• It's okay to be me
  It's a real cool tool
  Says ya' gotta stay in school
  Don't get off track
  Gonna' land on your back
  But June our friend
  Will help us again
• Gotta' stay in gear
  Gotta' find my career
  So you need this tool

• Ya' gotta' stay in school
  Don't be you Mama's fool
  Get a job!
Jesse Kelly, and his community used Guiding Circles to overcome challenges with autism to make a contribution through this strength - his memory.
Booklet 2: Finding New Possibilities
Guiding Circles 2: Finding New Possibilities

- There are similar activities used with different perspectives; helps foster a consistent format
- Booklet 2 helps individuals generate & explore career possibilities
- Explores the entrepreneurial spirit
- Using the Career Circle possibilities are reflected upon to help refine choices and decision making
- Action plans are generated with input from community network
Guiding Circles: More Possibilities

A basic rule of learning...
“Move from the known
To the unknown”

Once mental connections
have been stimulated,
lists of careers will make more sense.
A career generation approach

- To help move from the known to the unknown explore all the aspects of a career using the career circle as a starting point.
- Then ask who or what other career has similar qualities?
Guiding Circles: Possibilities

Are cooks the only one who …?

Caterer, hospital cook, restaurant head cook, family events

School and hands on; red seal

Shift work, seasonal, or entrepreneurial

Who else …?

Restaurants, resorts, neighbors,

Baking, problem solving, customer service

Food, people,

hard working; creative; detail oriented

independence
teamwork

Cooking, problem solving, customer service

School and hands on; red seal

Shift work, seasonal, or entrepreneurial

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Guiding Circles: Even More Possibilities

What is the problem with career goals like “decorator”, “teacher”, or “baker”?

They are too general;
It is difficult to make specific decisions from generalities
Career Idea Generation

Decorators...what are the possibilities?

• Brainstorm...
  • What kind of decorators are there?
  • Where do decorators work? Who or what needs decorating?
  • What services support decorators?
  • What type of businesses or organizations also use decorators?
Aboriginal Human Resource Council

connections - partnerships - solutions

Canada's leading innovators in Aboriginal recruitment, retention and advancement.
Entrepreneurial Spirit

• There can be a misconception of what an “entrepreneur” is in terms of career
• Using a creativity perspective may help individuals identify new work ideas they may not have explored before.
• Use qualities from their career circle to get started in the activity
Guiding Circles – Comparing the Circles

Who you are points to what you can do

My Career Circle

Career Info Circle

Canada’s leading innovators in Aboriginal recruitment, retention and advancement.
Guiding Circles: Expanding the Decision Circle

- personal research
- others’ feedback

(REASONS)
(CAREER POSSIBILITY)
(DECISIONS/ACTIONS)
(RESOURCES)
(CHALLENGES)
Guiding Circles

Web: www.aboriginalhr.ca

- Guiding Circles Training
  - March 2-3, 2010
    Guiding Circles 2 - Vancouver, BC
  - May 11-12, 2010
    Guiding Circles 2 - Toronto, ON
  - May 19-20, 2010
    Guiding Circles 1 - Winnipeg, MB
  - June 9-10, 2010
    Guiding Circles 1 - Halifax, NS

- Inclusion Works Conference 2010 Toronto April 27-29
  Email: tbucko@aboriginalhr.ca