Personal Strength and Career Future Vision for College Students

Hsiu-Lan Shelley Tien
Professor, Educational Psychology and Counseling
Taiwan Normal University, Taipei, Taiwan
Line and Chat: shelleytien
Why we conduct this study?

The visions about future and career development are important for emerging adults. However, we do not know exactly what their perception about the future is and how we could do for them.

- What’s the emerging adults’ perception of career future vision?
- How to help emerging adult explore their future career path effectively?
Purpose of the study

1. To explore emerging adults’ perception of career future vision.
2. To develop a Future Oriented Vision Scale (FOV).
3. To develop a curriculum program based on action oriented Hope-Centered Career Program embedded in Life Design Model.
4. To increase the emerging adult’s career adaptability and life satisfaction.
Method – Participants

- **22 students (16 undergraduates and 6 graduates)**
  - 6 students from 5 different majors including Business Management, Design, Human Development & Family Studies, Applied Mechanics, Psychology.

- **10 employees (with less than 2 years of experiences)**
  - 10 participants from different industries including Education, Engineering, Information and Communication.

- All of them are recruited from the flyer announced on campus or through the Internet. (Age M=22.4; SD=1.74)
Method -instrument

• The interview protocol (3 parts)
  • Basic information about broad view of personal career development;
  • Imagination about the future career;
  • Personal preparation and adaptability for future career development.
Process and Data Analysis

• We conducted 8 focused group interviews.
  • Each group with 3-5 young adults and runs for about 2 hours.

• The interview data were transcribed.

• Grounded theory method was conducted.
  (Strauss & Corbin, 1990 ; Frontman & Kunkel, 1994)
Five Factors That Shape Future Vision

- Future vision about self
- Future vision about the world of work
- Expectations from family members
- Social values
- Strategies for the action
Career Future: Five factor model

**Self-vision:**
- Personal conditions
- Self-awareness

**Vision for world of work:**
- Concept about the work world
- Barriers encountered in job market
- Knowledge about job market

**Family expectation:**
- Family members Opinions
- Family members Occupation
- Family economics status
- Family values
- Family relationship

**Social values:**
- Social Factors
- Human visions

**Strategies for action:**
- Self-exploration
- Preparation and ready for work
- Grasp any potential opportunities
- Seeking supports and resources

6/9/19
Future vision about self

- Personal conditions
  - personality, interest, ability
- Self-awareness
  - To sense the importance of career exploration
  - Be aware of the importance of future vision
Vision about future job market

- Worldview
  - Structure of the world of work
- Limitation
  - Low salary, lack of experience, company regulations.
- Knowledge about job market
  - Information about entrepreneurship and trainings.
- Working Condition
  - Potential of Industry, place, climate, culture.
Family Expectations

- Family’s Opinions
  - Suggestions or judgements from the parents and relatives.

- Family’s Occupation
  - Job categories of the family’s members.

- Economics status
  - Financial support from family, attitudes toward money.

- Family Values
  - Attitudes toward procreation, marriage, residency.

- Family Relationship
  - Communication, emotional support.
Social Values

- Work values adhered by co-workers
- Personal Work Values around the work world
  - Meaning of work, attitude to work, choice of work
- Implicit Interactions and work cultures
- Work ethics and rules within organization
Action Strategies

- Self-exploration
  - Join club, participate workshop, find internship.
- Preparation of Future jobs
  - Search information, maintain connections, build up savings.
- Grasp any potential opportunities
  - chance, mentor, openness to different opportunities.
- Seeking government’s support
  - sponsorship from the government or school.
Example of emerging adult’s future vision (1)

- Mark is a junior student majoring in Industries Management at National Taiwan Science and Technology University.
- Because of the rich experiences of tutoring, Mark recruits his own tutoring team and wants to develop an APP to match students, parents and tutors.
- At the same time, Mark starts to build up savings to cover the cost of going to the grad school.
- In the future, he plans to finish his study first, and then he will upgrade his connections and abilities to see if he could continue to be involved in Education.
Example of emerging adult’s future vision (2)

- Sophie is a junior student majoring in History at National Normal University. At the same time, she *audits* some courses of law school at the National Taiwan University.

- Sophie *put emphasis on democracy and media literacy*. She is always interests in the political and social issues. When Sophie was a senior high student, she took a year *leave of absence* from her study to participate in social movements.

- Sophie has a *clear vision of her future*, which is pursuing a master degree in interdisciplinary legal studies and becoming a human rights lawyer.

- In the future, Sophie wants to utilize her specialty to help the underprivileged. Although she *is uncertain about the future*, she still maintains a *positive attitude* to face the challenges.
Common Features for the Emerging Adults career development in Taipei

- Self-exploration through practicum-related experiences
- Family factors play an important role in their future career decision
- Career adaptability is important competences for the changeable future
- Need to be ready for the technological advancement- Creativity and Passion are important
Directions for future research

• Inventory development
  • Item development from the qualitative research
  • Reliability and validity tests
  • Life satisfaction path model
• Hope and Meaning Making Career Curriculum
  • Hope-centered approach
  • RAISE-up model
  • Experimental design
Path model for Career Vision and Life Satisfaction

Career Adaptability

Perception of Chaos

Career Vision

Life Satisfaction
Hope-Centered career model
RAISE-up career model

Stage 1. Relationship establishment
- Intake and Interview

Stage 2. Awareness
- Construction
  - 1. Story telling
  - 2. Life theme converged

Stage 3. Insight
- Deep exploration and interpretation about story contenture
- Meaning of life construction

Stage 4. Strength focused
- Re-construction
  - 1. Insight about self
  - 2. Insight about personal career themes
  - 3. Initiative growth and energy

Stage 5. Extension to the future
- Calling for Action
- Internal resources combined with career future
- Action plan
- Being energized

De-construction and Co-construction

RAISE-up career model
Thanks for listening!

Hsiu-Lan Shelley Tien, PhD
Department Head,
Educational Psychology and Counseling
Taiwan Normal University, Taipei, Taiwan
tienhsiulan@gmail.com;
We chat: shelleytien