

Career consultants training for working mothers

Development of four set of tools for effective helping in Japan

Presenter: Hana Nobuko Hasegawa (nobuko@c-mind.jp)
Facilitator: Shujiro Mizuno (smizun10.sm@gmail.com)

1

Contents

1. Background information
2. Career consulting tool development
3. Training career consultant for how to use the tool
4. Effect of using tools
5. Findings

2

Hana Nobuko Hasegawa

- CEO, C-mind LLC.
1st-grade career consultant
- Certificated supervisor of Japan Industrial Counseling Association
- Committee member of The Skill Development Committee for Working Mother of Ministry of Health, Labor and Welfare in 2017



3

Shujiro Mizuno, Ed.D .

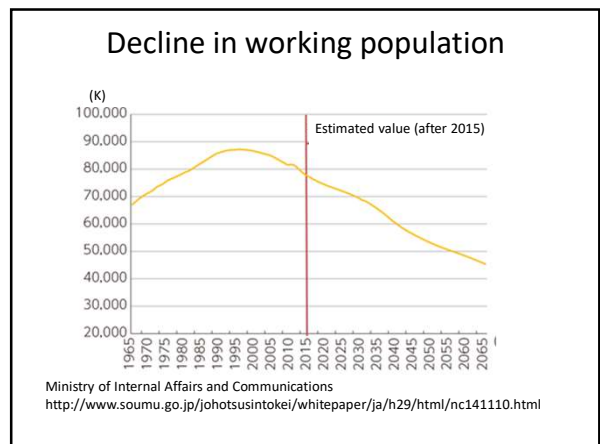
- Director of Japan Life Design Counseling Research Center
- President of Japan Peer Medication Association
Certified clinical psychologist
- Former professor at Rishso University
- Executive director of the Japan Industrial Counseling Association



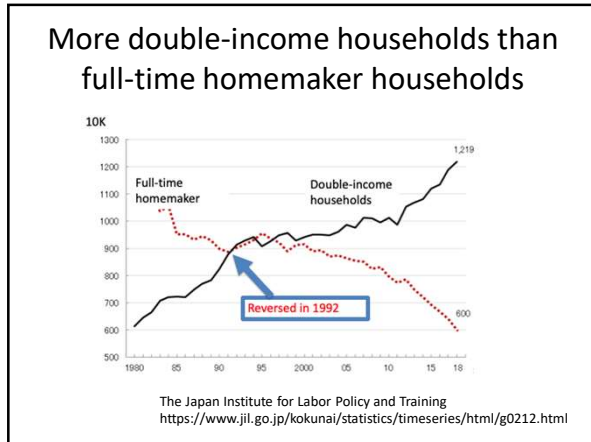
4

1. Background information

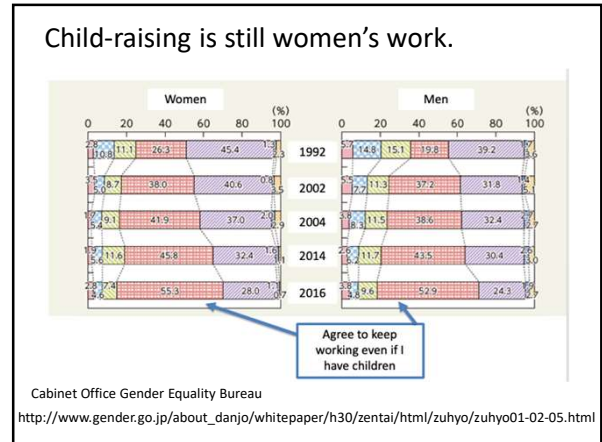
5



6



7



8

- ### Examples of typical Japanese working mother's worries
- Believing that I, as a mother, should do both childcare and housework, I am exhausted.
 - There are time restrictions, such as pick-up at a nursery school, and I feel that I cannot manage my role.
 - I feel guilty that I am working because I cannot do my total duty to care about my family.

9

- ### Questions
- How do women work after birth of child in your country / region?
 - What are the working mother's worries in your country/region?
 - What is career support needed for a working mother in your country / region?

10

2. Career consulting tool development

11

- ### The support tools for the specific population
- The Japanese government has started a project developing tools for helping these specific populations.
- 2017
 - the young
 - working mother
 - the middle-aged
 - 2018
 - People who could not find full-time job during the "ice age" of employment
 - People who are under cancer treatment

12



13

Four tools:

- (1) How to question working mothers to encourage telling about their family life?
- (2) Self-inventory sheet for working mother
- (3) Think from two perspectives: positive and negative
- (4) My career and Family development stage

14

(1) How to question working mothers to tell about their family life?

- Created a set of 16 questions needed to get information how to support women.
- Classified questions under four categories such as family, feeling, thought, work life balance, community.

15

Example

Category: Family

- <Example phrase>
- "Please tell me about your family"
- <Why ask about family?>
- It is necessary to understand the family environment surrounding the client and to develop appropriate career consulting approach. Whom do the clients live with? Her husband might live away from her family. She might be a single mother. Also, necessary support varies depending on the number of family and age of children.
- <Question timing>
- When counselors have established a trusting relationship
- When you realize that it is necessary to know how they relate each other in family.

16

(2) Self-inventory sheet for working mother

時期 period		仕事 work		仕事以外(自分・家族) Other than work			
年月 ~ 年 月	Age: 歳 ~ 歳	会社名 / 業 界職種・ 部門・職位等 Company name/positi on	大きな出来事や 最も注力した/ 苦労した事柄 Major Events	得た能力・ スキル等 Acquire d skills and knowled ge	家族構 成 family	大きな出来事や 最も注力した/ 苦労した事柄 Major efforts needed	上手くできるよう になったこと/ 自分が成長した こと What you become good at
~ 年 月	~ 月						
~ 年 月	~ 月						
~ 年 月	~ 月						

17

(3) Think from two perspectives: Career & parenting analysis sheet

	良かった事、役立つ事、 充実する事 Positive happenings	迷った事、困った事 Negative happenings
子供にとって children		
家族にとって family		
職場にとって Work place		
私にとって Myself		

18

(4) My career and Family development stage

年齢 Age	<子供の成長をイメージしてみましょう> Please make a image of the proses of child development	私のキャリアについて書き込んでみ ましょう <今できる事、準備する事> My career What you can do now? What you can prepare for future?
20歳		
25歳		
30歳		

19

Please give us your ideas

Any innovative and creative ideas to support working mothers?

20

3. Training Career consultant for using the tools

21

- Free download
- Teaching video
- 6 hours training
- 106 career consultants from all over Japan participated
- Modifiable files (Microsoft Word)

22

Why did you join the training?

- Interests of tools
- Improve skill
- Many female clients
- Few experience to support women


23

Comments after joining the training

- | | |
|------------|---|
| Training | <ul style="list-style-type: none"> • Learned from skilled career consultant • meaningful group discussion • New perspective • Practice rather than just listen to the explanation |
| Tools | <ul style="list-style-type: none"> • Visualize what we can do • Easy to use • Useful for various types of clients (men, young people) • Flexible |
| Reflection | <ul style="list-style-type: none"> • Importance of relationship building • Importance of reducing the bias (both CC and CL) • Tools are used for clients • Motivation |

24

Train the instructors for using tools



Training was held only in Tokyo, but we decided to develop trainers so that training can be conducted nationwide. Last year, 12 trainers were certified.

25

Certificated instructors



With the training of these four tools, a group of effective career consultants for working mothers is emerging!

26

4. Effect of using tools

27

- Fun
- Shared with the career consultant
- Self-understanding
- Self-esteem
- Became clear (my strength, purpose to work, future)

28

5. Findings

29

- Tool → interest → motivation
- Roleplay
 - "understanding" VS "practicing"
 - Safe space to try new things
 - got a role model
 - Opportunity to get feedback
 - Client experience
 - Created a network

This project contributed not only supporting working mothers but developing career consultants. We are now creating great network to support women.

30

