

Career Counseling: A Holistic Approach

CHAPTER 9: CAREER COUNSELING FOR
MULTICULTURAL GROUPS

Career Counseling for Special Populations

Career Counseling for Multicultural Groups

- Culture as complex concept
- Cultural differences in work-related activities
- Five major culture groups
- Skills for cultural competence
- Strategies for dealing with multicultural influences
- Mental health issues of cultural groups

A Global Society

By the mid 21st Century the US will be a true multicultural society

An increasingly diverse society will present significant challenges to all human service practitioners

Career counselors are intent on developing career counseling objectives and strategies that will assist individuals of various ethnic groups

What is Culture?

Researchers are in the early stages of studies to determine appropriate intervention strategies and assessment instruments for specific ethnic groups

There are examples of many meanings of culture

Culture is a dynamic system of rules, explicit and implicit, established by groups in order to ensure their survival, involving attitudes, values, beliefs, norms and behaviors that are shared by a group

Culture is a learned behavior

Cultural Differences in Work Related Activities

Collective Cultures: Africa, Asia and Latin America

How different cultural groups view time and the importance of being on time

How different groups view human nature can be important

Personal Space and Privacy are cultural issues

Cultural Differences in Work Related Activities

Power Distance

Uncertainty Avoidance

Individualism/Collectivism

Masculinity

Culture has an important role in work related values

The Challenge of Becoming Culturally Competent

Counselors must develop appropriate services cross-culturally

- Understand one's assumptions, values and biases
- Understand the worldview of culturally different clients
- Develop appropriate intervention strategies and techniques

Five Major Cultural Groups

African American

Asian

Hispanic

Native American

White

Some Mental Health Issues of Cultural Groups

Anxiety Disorders

Depression or Mood Disorders

Personality Disorders

Somatoform Disorders

Schizophrenia

Strategies for Dealing with Multicultural Issues

Ethnicity and Gender

Individualism and Collectivism

Helping Clients to live and work in a Culturally Diverse Society