

Career Counseling: A Holistic Approach

CHAPTER 5: CAREER COUNSELING INTAKE INTERVIEW

Interview

The purpose of the interview is to learn as much as possible about the individual and use this information to make connections between career and personal concerns

Use self report forms

May also want to clarify the reasons clients have given for coming to counseling

Self report information can be discussed to establish rapport with one's clients

Suggestions for Interviewing Multicultural Groups

Developing a greater sensitivity to diverse clients has become increasingly important for career counselors

The core dimension of interviewing is effective communication between clients and counselors

The counselor must be aware of a wide spectrum of ethnic and cultural characteristics that influence behavior

The Changing Nature of Work

Establishing a work identity and having a job that sustains one's family has been and remains a part of the American dream

The changing nature of work is ongoing

Many in the workforce are “knowledge workers” who maintain their position by staying up-to-date in their fields

Negative Cognitions

Faulty beliefs and assumptions have been a primary target of human service practitioners over time

Negative views of the future, about self and about the world of work, suggest that a client has low self-esteem as well as self-concept and self-efficacy deficits

Negative cognitions usually increase the level of demeaning self talk that can lead to indecision and negative overgeneralizations

Psychological Disorders

Psychological disorders can affect all life roles including work

Human service practitioners address a variety of client problems including concerns that are identified by symptoms of psychological disorders

Detecting early symptoms of disorders is key

Anxiety Disorders

Apprehension, worry, fear and panic characterize anxiety disorders

Phobias are fears of specific objects such as a spider or some other animal. Agoraphobia is a fear of places such as malls

Social Phobia: fear of being judged harshly by others in public

Generalized Anxiety Disorder: excessive worry that persists for at least six months

Somatoform Disorders

This group is characterized by concerns with the physical body and its functions

Imagined illnesses and physical complaints that have no medical basis are good examples of this disorder

Hypochondriasis

Somatization

Conversion Disorders

Mood Disorders

Emotional states defined as depression or “lows” and euphoria or “highs”

Mood can change rapidly

There are two types of mood disorders—depression and bipolar disorder

Over time one can experience repeated episodes and may develop long lasting symptoms

Personality Disorders

Cluster A--referred to as odd or eccentric disorders

Cluster B--antisocial, borderline, histrionic and narcissistic

Cluster C--avoidant, dependent and obsessive compulsive

Substance Abuse Screening

Alcoholism and drug abuse in the workplace has not only been a hot topic of discussion over several decades but continues to be a major focus of concern by personnel offices worldwide

Substance Abuse Subtle Screening Inventory

Substance Abusive Subtle Screening Inventory A2

Clarifying Problems

Client problem identification is important and always a first step

Counselors are to clarify client concerns and needs into a format that is straightforward and concrete