

## The 4 Corners of the Holistic Career Counselling Circle

*The arrows represent the space in-between the quarters. It is important to be recognised that all 4 areas are key to our well-being. If we do not, we will leave gaps that will leave us vulnerable. To fill these gaps and make our circle a whole we need to inspect all 4 aspects.*



**Psychological health:** Emotional Intelligence needs to be developed in supervisors, educators and careers leads to be able to support others. Recognising emotions in their voice is key to this and reacting tactfully in the moment and not ignoring them would lead to better outcomes.

**Physical Health:** No, you are not doing health assessment and not making comments on their weight. The idea is to recognise any physical decline you may have observed in them and making them aware that you have noticed. For example, if you notice a trainee is coming into work with red eyes and has a low mood. It would be beneficial for you to ask if they are okay and that you have noticed that they look tired.

**Spiritual Health:** Spiritual awareness is key to making effective career decisions. In essence an understanding of one's values and interests is key to developing an awareness of one's drivers. If one is struggling to align one's drivers with their role, they will eventually lose the motivation to carry on or develop anxiety.

**Socio-Economic Health:** Social and economic factors, such as income, education, employment, community safety and social supports can significantly affect how well and how long we live. We are all different and some of us can manage fine with 100 things going wrong for us, but others struggle with something minute. It is important that we support one another. We are not intervening unless there is a safeguarding issue but giving them the space and time to be heard and explore solutions can be instrumental in them resolving their issues. In some cases, signposting to services maybe required.

To increase likelihood of making successful transitions, career education and guidance needs to build on clients' knowledge of themselves and their potential for development. Developing self-awareness is key to creating balance and harmony in all aspects of life, including career development.

The aim is not a full assessment of these areas but to ensure that we are making space for them in our conversations.

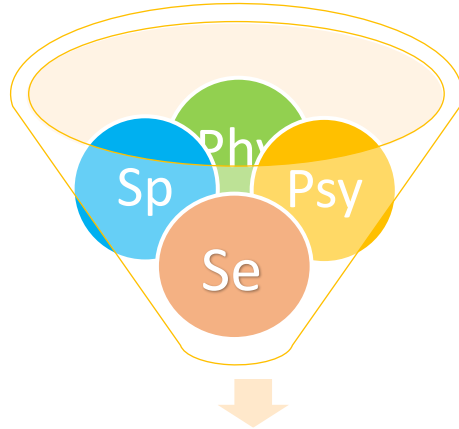
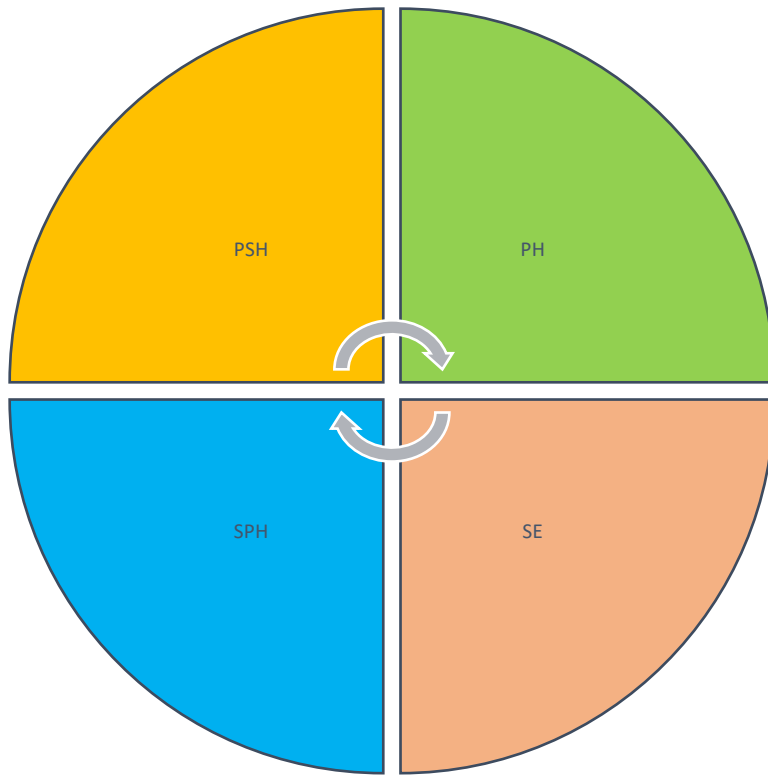
Being observant and spending the first portion of a meeting would be wisely spent and will help build Rapport thus making the rest of the meeting more beneficial.

In practice covering these areas take very little time and "how are you doing?" can be sufficient an open question to get you going and only interjecting if you have observed or noticed something in their voice or behaviours which is incongruent to what they are saying.

In any such conversations it is important to improve our offer to others. The challenge in this portion of any meeting is to be to be genuinely there for them. Developing good listening skills and providing them the conditions to speak and be heard. A rule of 70/30 would be great where you only speak for 30% of the time if not less and spend your time in deep listening.

This tool can also be given to an individual to enable them to explore what is going on for them. Helping them identify the issues that are affecting them. They can then look at the issues and find solutions to them.

Please see page 3 to work on the 4 quarters.



**Actions to be taken**

Action to be taken	Date to be completed