

WELCOME

Work of the Soul

*An Ethical Process for Helping Clients with
Work, Vocation, and Career*

DAVID F. HARRIS, MTS, MS

Credentials

Work Experience

49 years

34 years (management)

Education

MTS (philosophical theology)

MS (Clinical Counseling)

Certification in Career Coaching

Additional

Past-President of the GA Career Dev Association



The Art of Practice

Knowledge

Experience

Wisdom

The Art of Practice



Received
Wisdom

Knowledge

Experience

The Art of Practice

Knowledge

Experience

Wisdom

Ethics

Pop Quiz #1

Knowledge

Experience

Wisdom

The Art of Practice

Ethics

AAPC principles:

**Spiritually grounded/psychologically
informed and current**

Association & collegiality

**Promote racial justice & avoid
discrimination**

Self-care

Scope of practice

Legal and ethical (+boundaries)

Knowledge

Experience

Wisdom

The Art of Practice

Ethics

1. Safeguarding the **integrity** of the professional working relationship;
2. Practicing in a **competent and ethical** manner;
3. **Supporting the worth, dignity, potential, and uniqueness of everyone;**
4. **Honoring diversity and promoting social justice.**

Knowledge

Experience

Wisdom

Ethics

The Art of Practice

Principles

- 1. Client's AUTONOMY**
- 2. Avoid harmful actions**
- 3. The GOOD of society & individual**
- 4. Objectivity & equitability**
- 5. Veracity**



ASSESS

BRAINSTORM & EXPLORE

OUTREACH AND IMPLEMENT

**Therapeutic
Experience**

ASSESS

BRAINSTORM & EXPLORE

OUTREACH AND IMPLEMENT

Therapeutic Experience

Building the Framework

Establishing a solid foundation

RIGIDITY

CHAOS

RIGIDITY



Conscientiousness

Openness



CHAOS

RIGIDITY



Conscientiousness



Openness

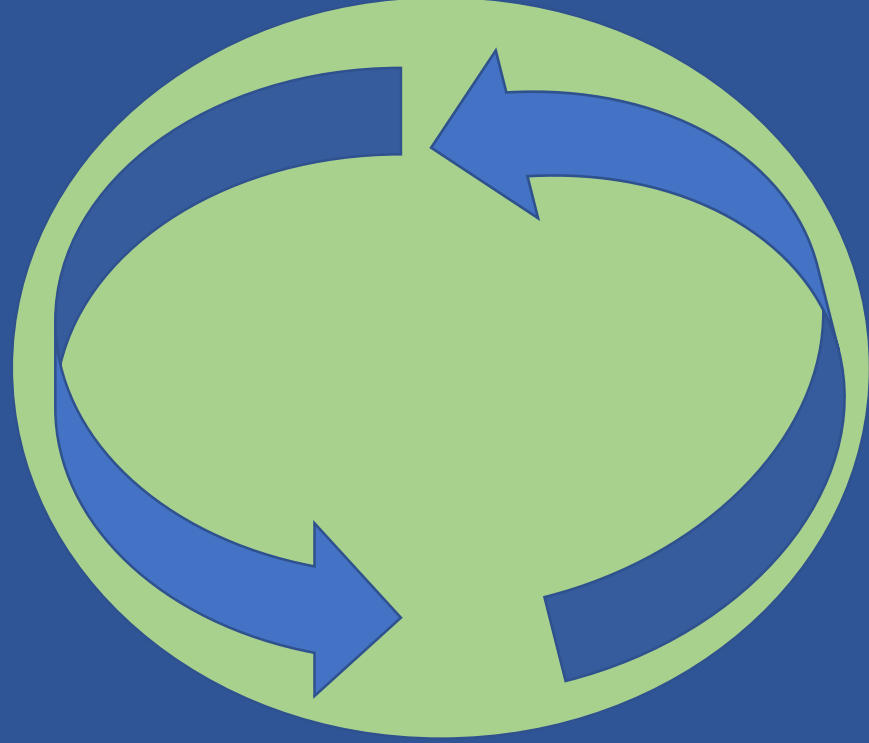


CHAOS





Conscientiousness

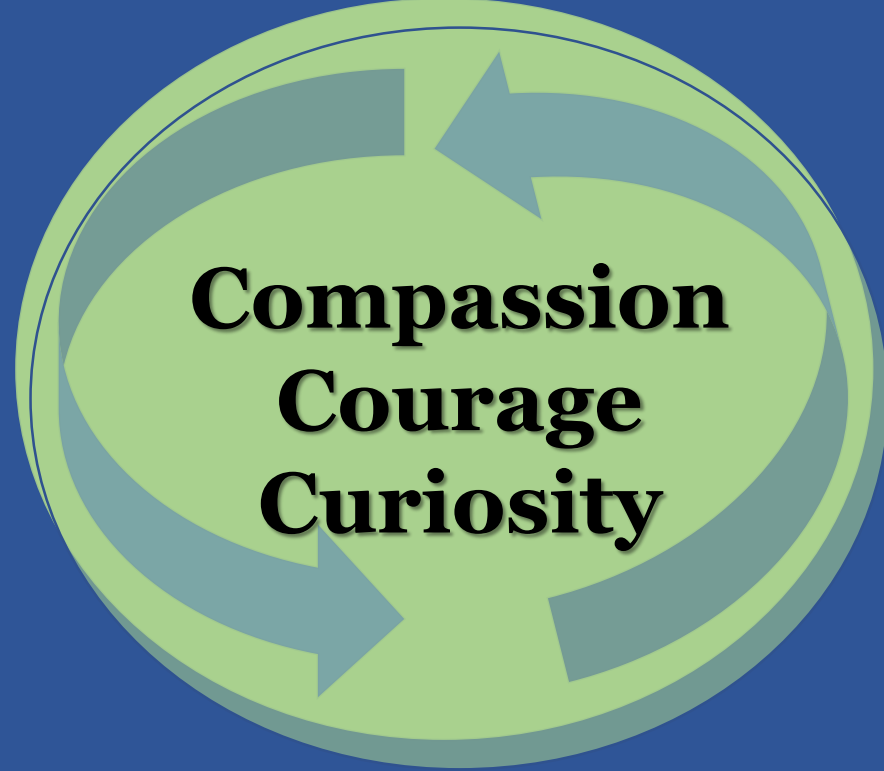


Openness





Conscientiousness



Openness



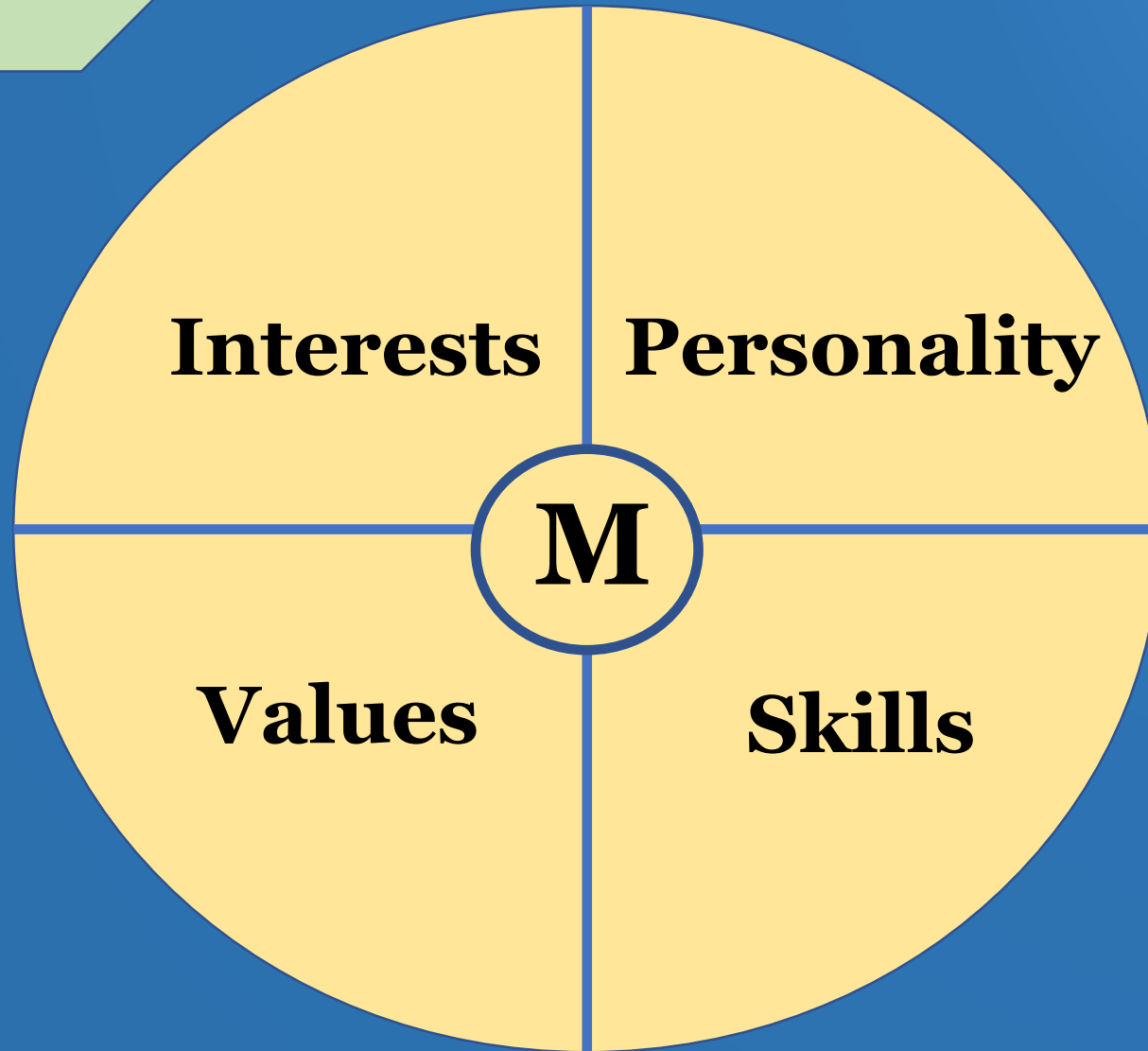


ASSESS

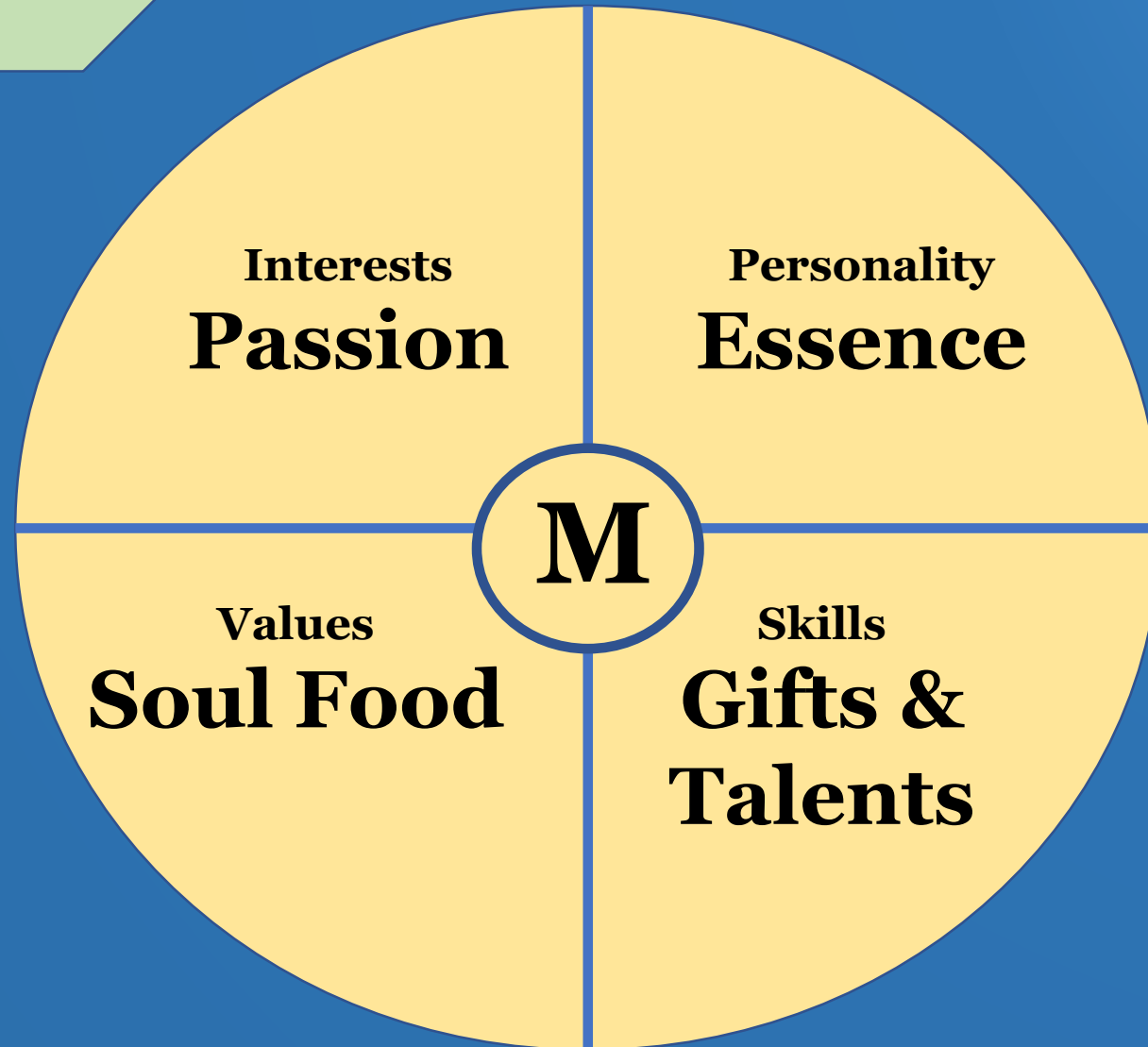
BRAINSTORM & EXPLORE

OUTREACH AND IMPLEMENT

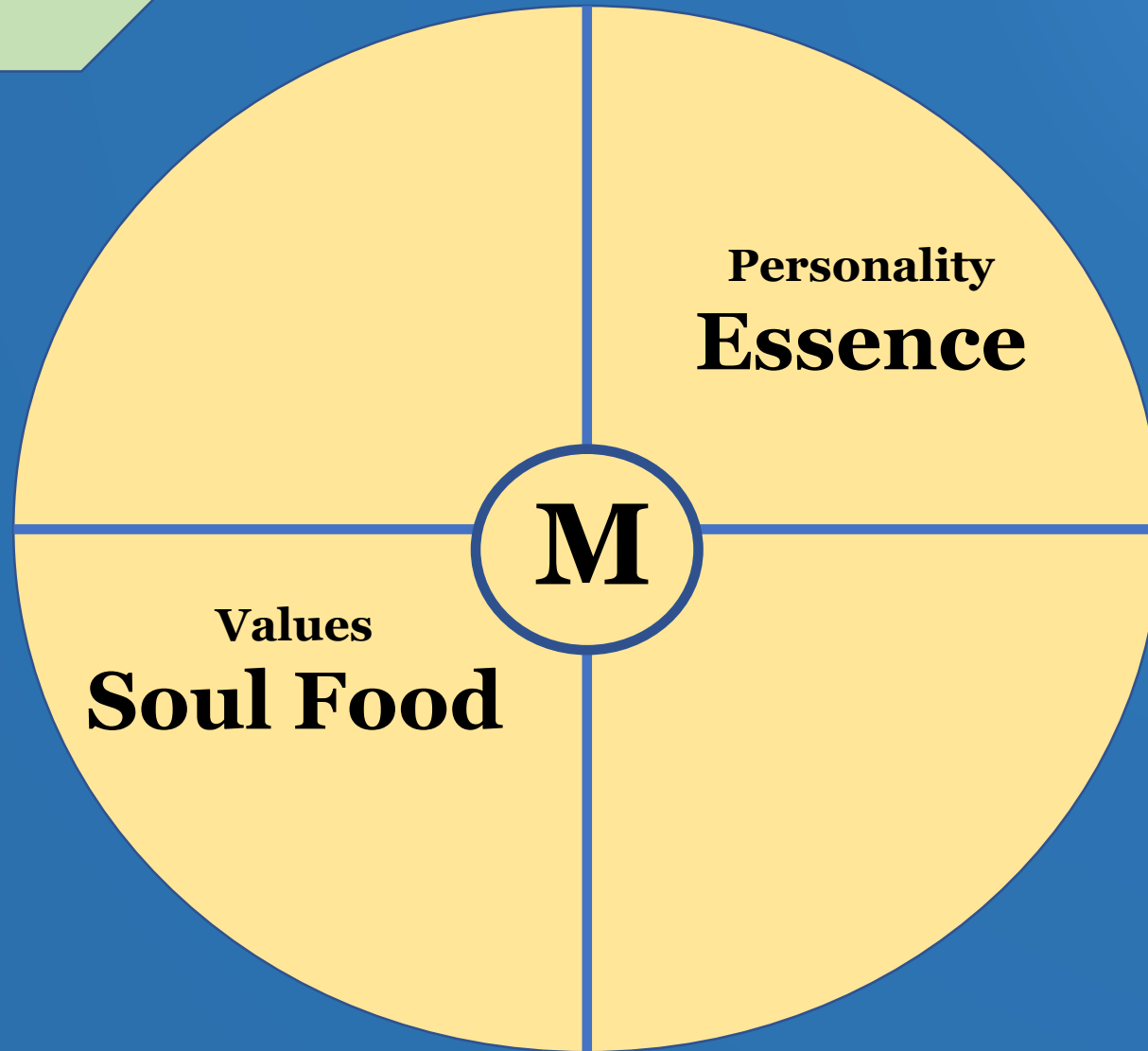
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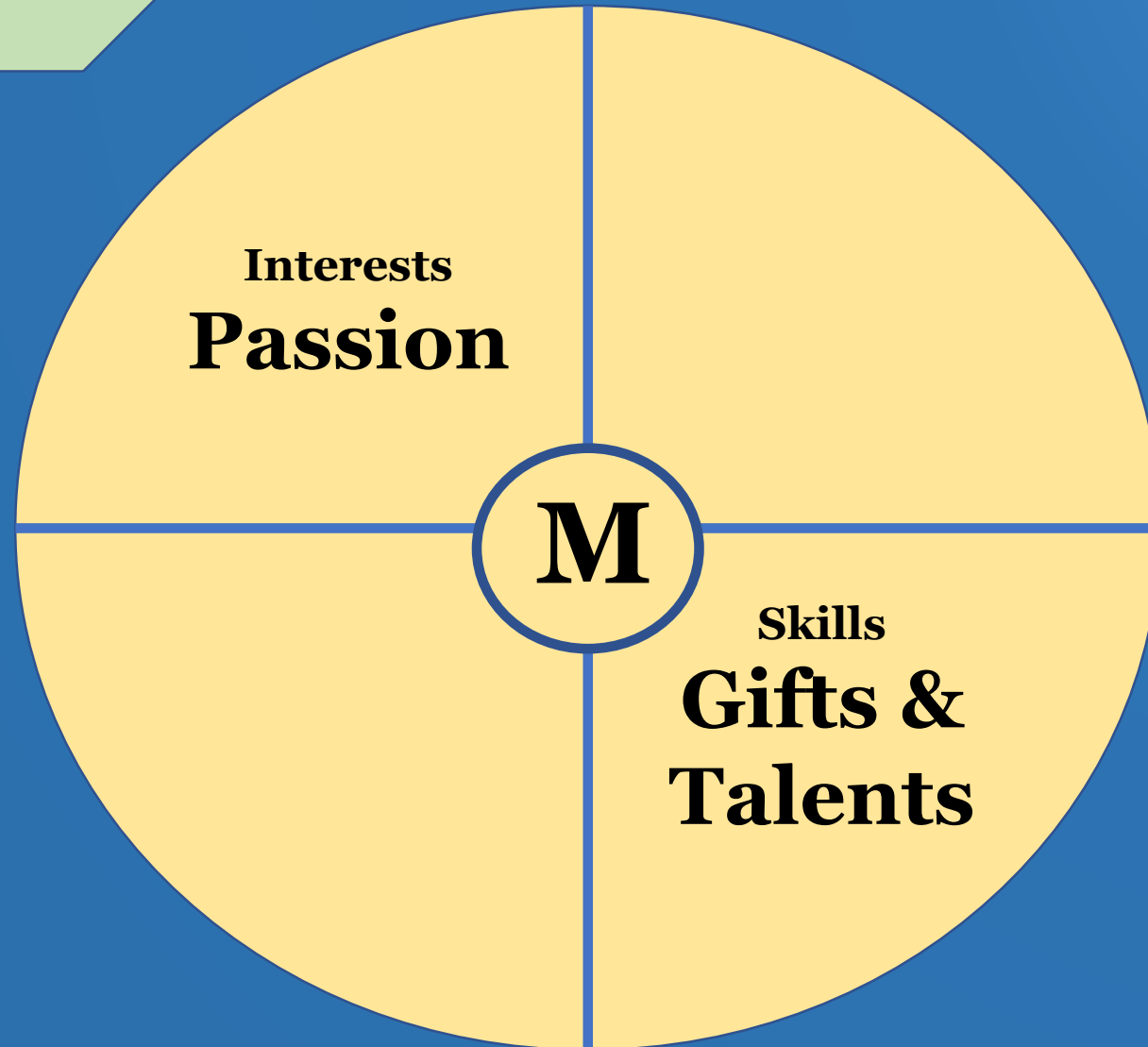
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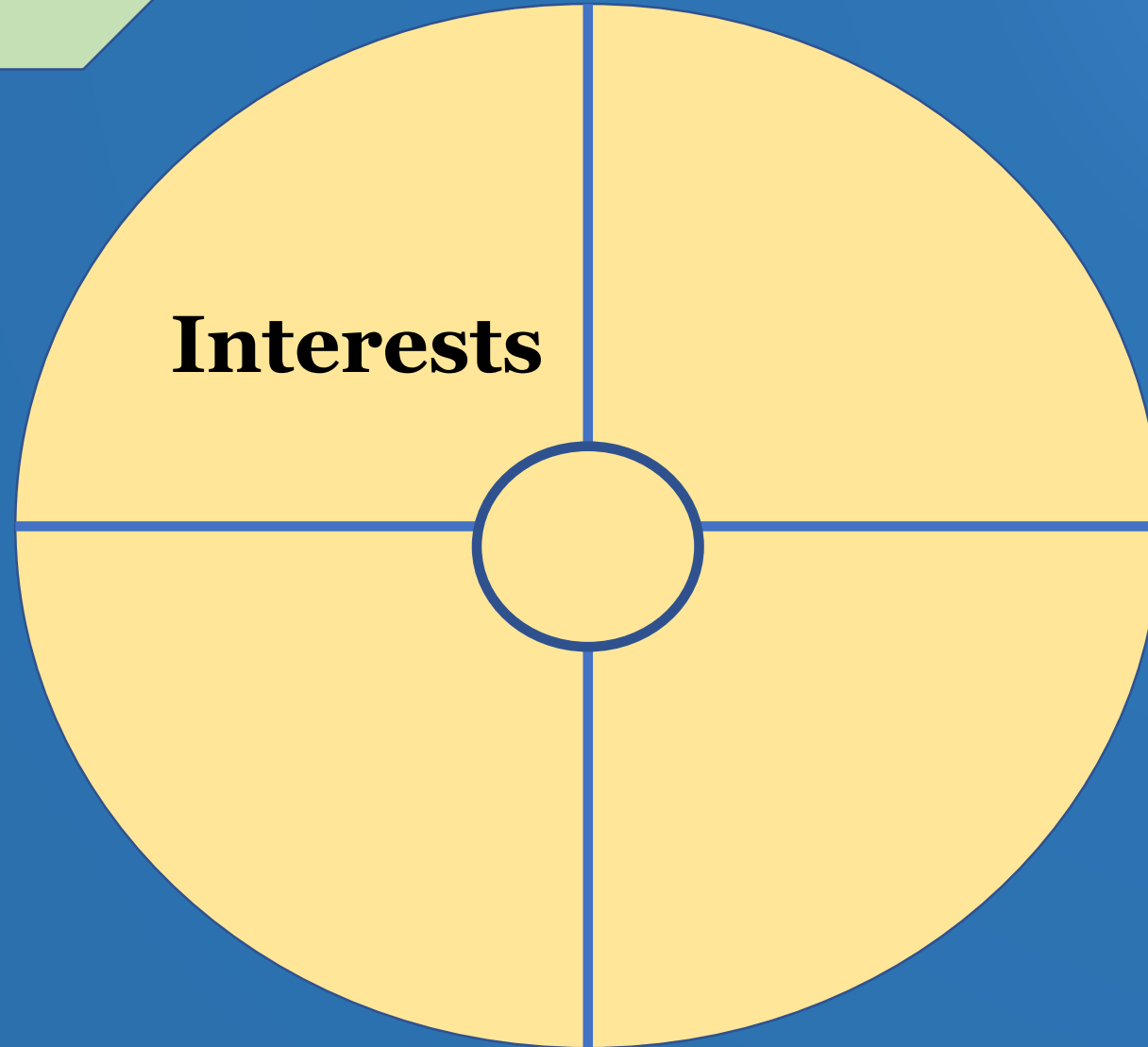
BEING

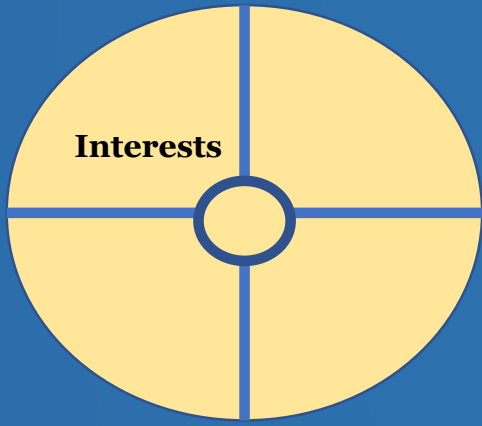


DOING



ASSESS





Investigative

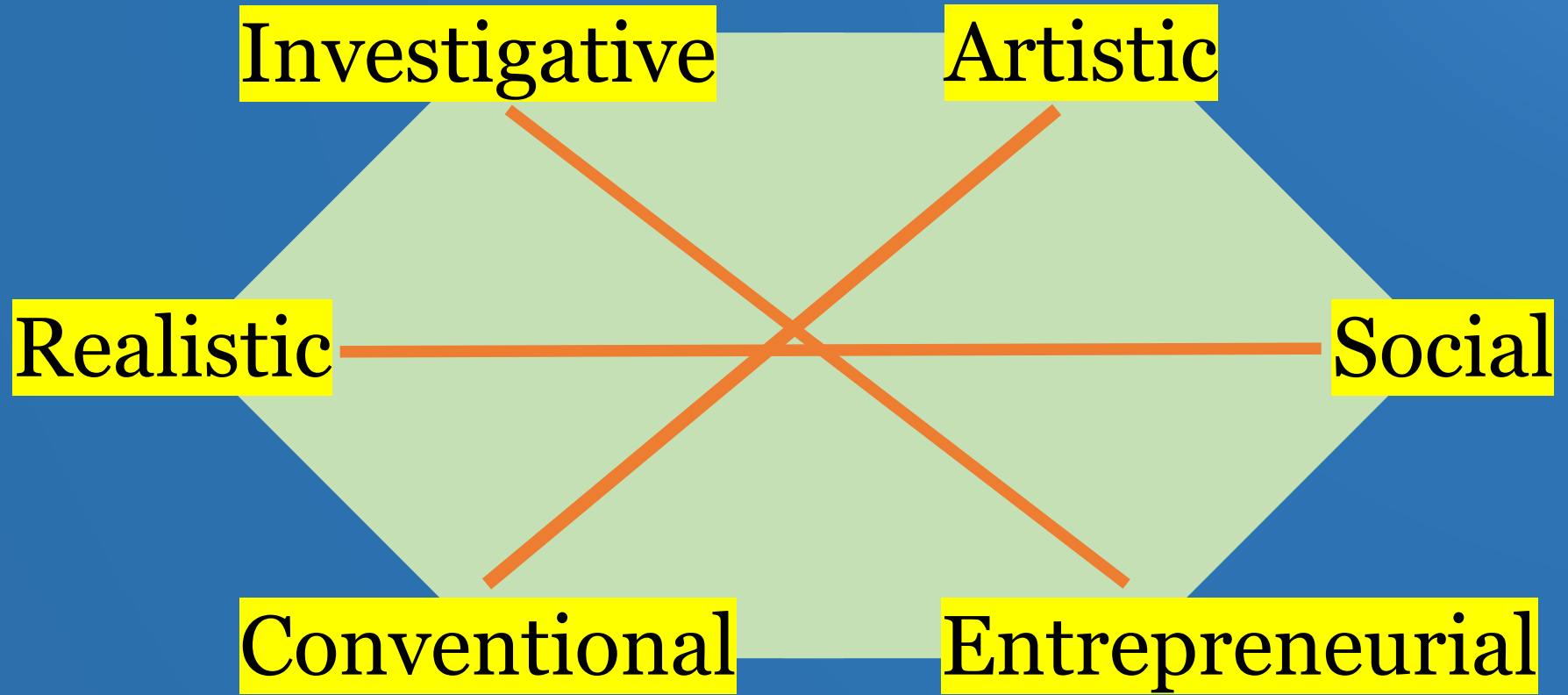
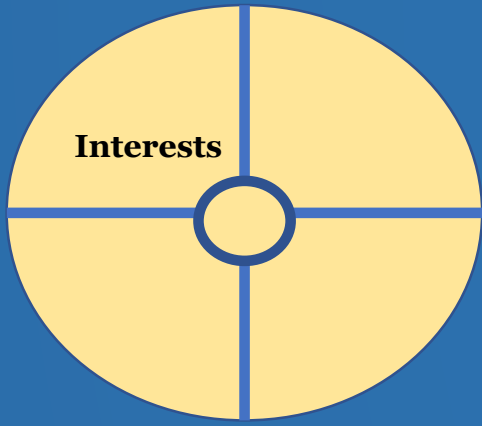
Artistic

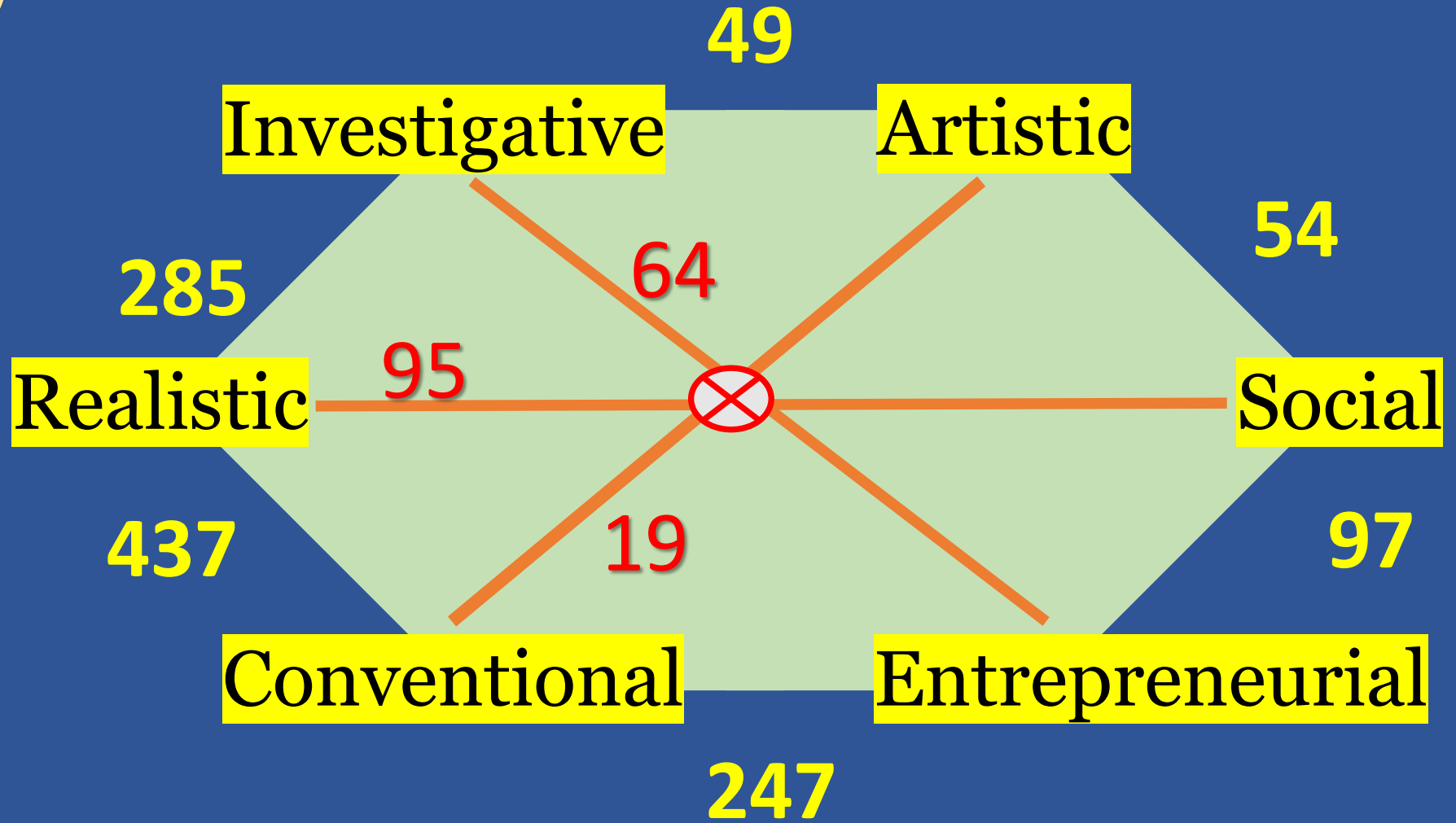
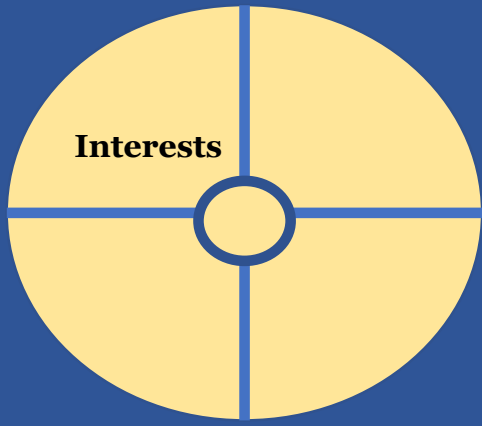
Realistic

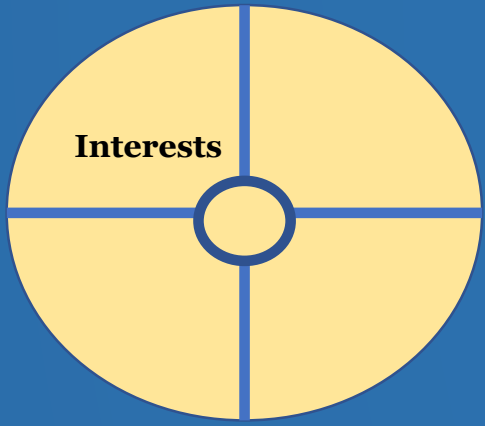
Social

Conventional

Entrepreneurial







Realistic

Investigative

Artistic

Social

Entrepreneurial

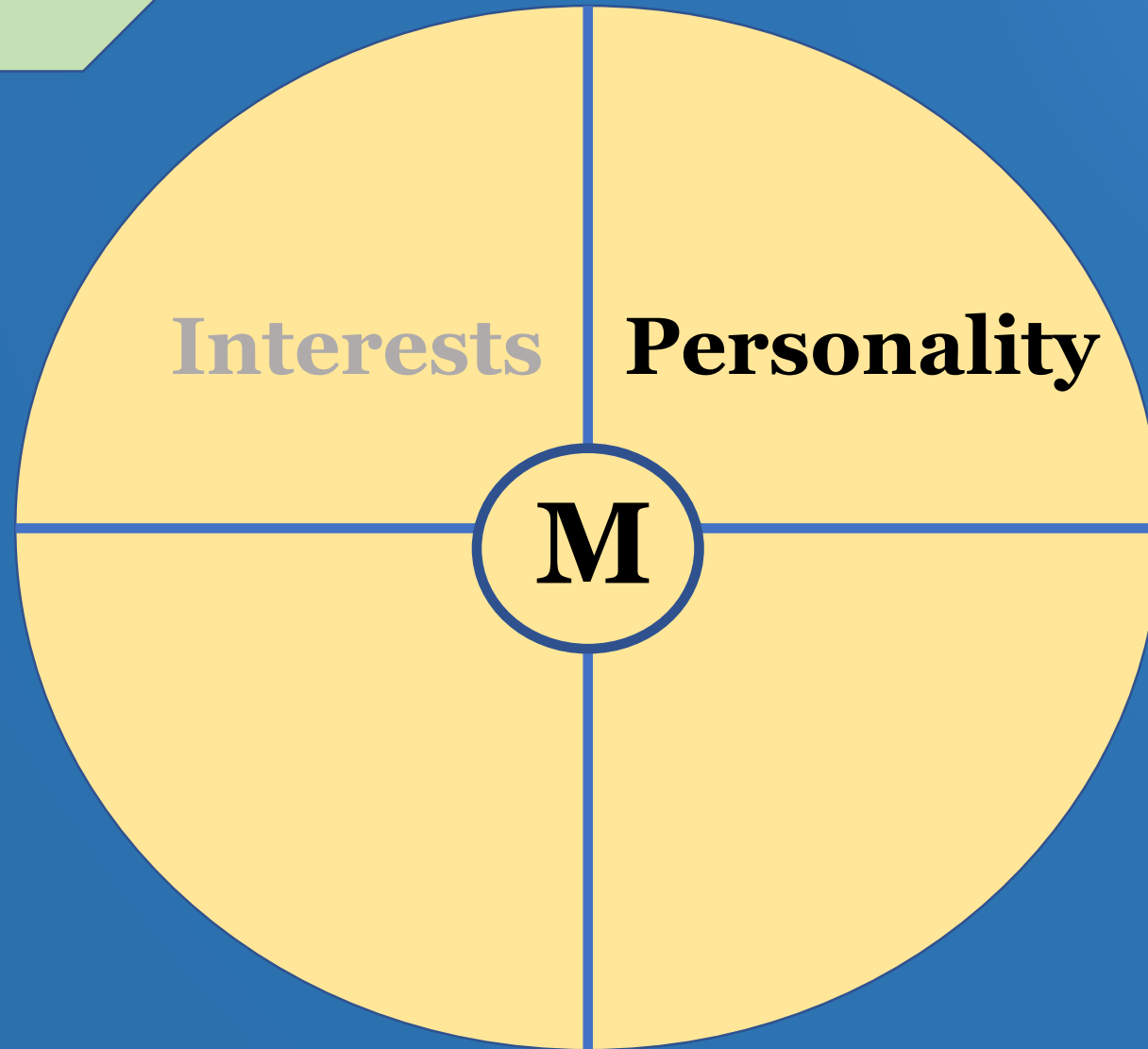
Conventional

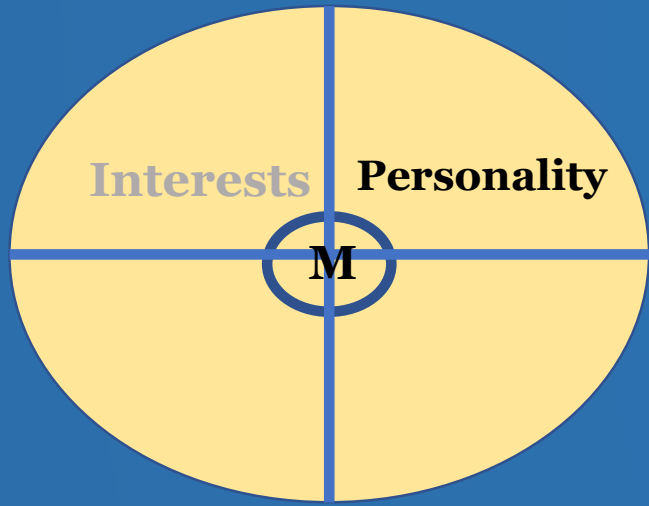
Assessments

1. **Strong Interest Inventory**
2. **Self-Directed Search**
3. **OnetOnline.org**

Pop Quiz #2

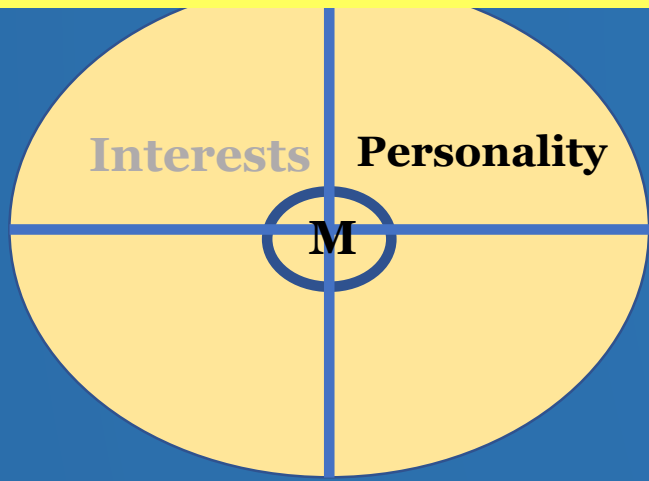
ASSESS





Personality Systems

Brief Overview

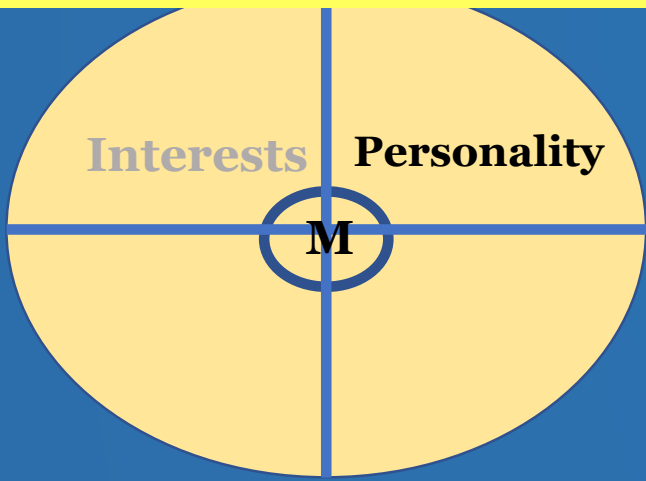


Brief Overview

Brainstorming

- 1)
- 2)
- 3)
- 4)

Others



Brief Overview

MBTI

Energy	World	Internal	Interact
Extrovert	Intuition	Thinker	Judging
Introvert	Sensing	Feeler	Perceptive

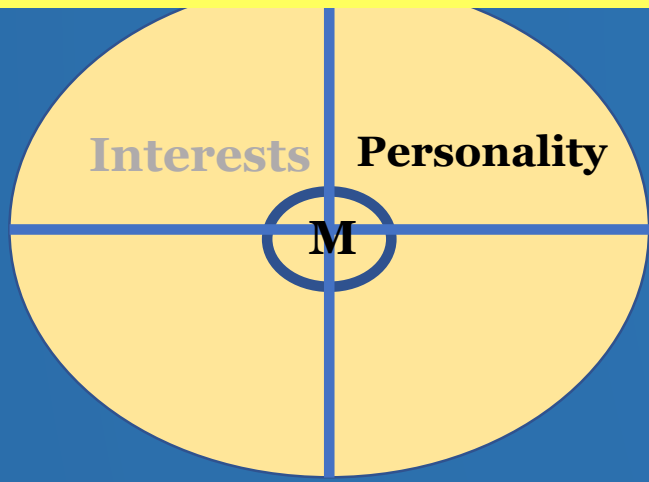
OVER-EXPRESSION AND UNDER-EXPRESSION OF BEHAVIORS TYPES

EXTRAVERTING ACTIVITIES

Mental Process	Behavior	If Overexpressed	If Underexpressed
SENSING	Focusing on details	May become stuck in minutiae	May not be aware of all the facts
INTUITION	Focusing on the big picture	May be indecisive	May lack vision
THINKING	Analyzing, criticizing	May become arrogant	May be too slow
FEELING	Focusing on people	May be too tender	May be cold, too distant

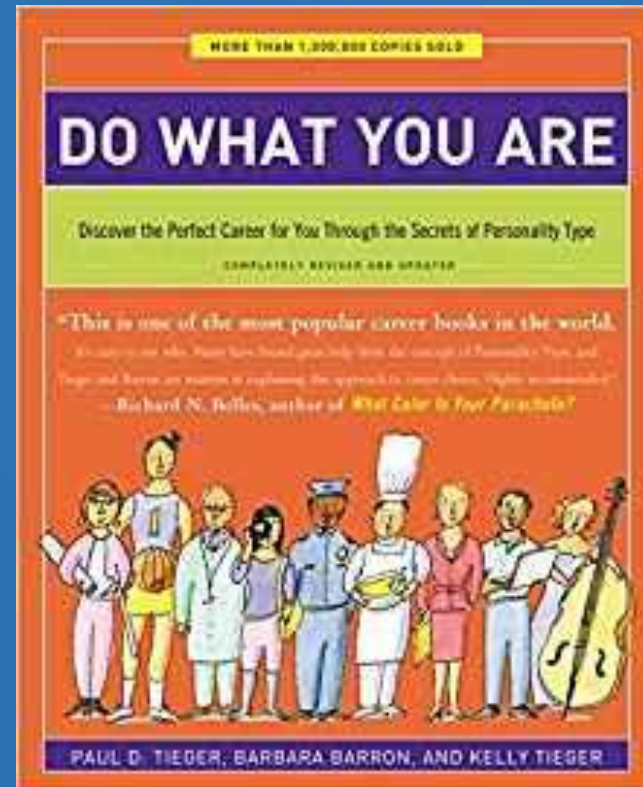
INTROVERTING ACTIVITIES

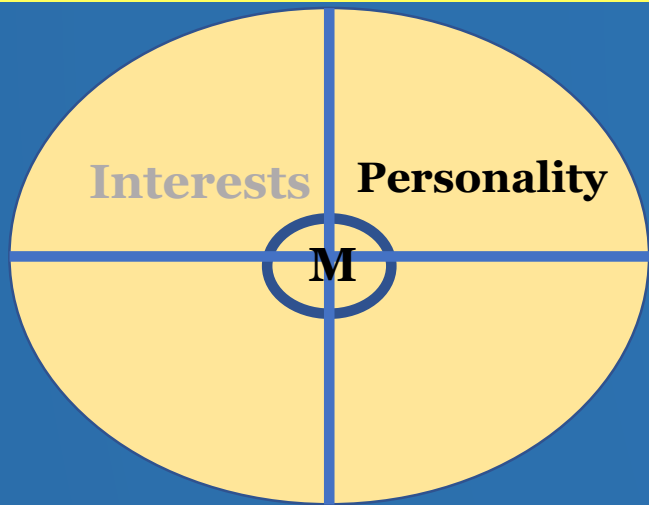
Mental Process	Behavior	If Overexpressed	If Underexpressed
SENSING	Clarifying details	Too few items may consume too much time	May suffer from insufficient data
INTUITION	Envisioning the future	May have unrealistic ideas	May be unable to anticipate outcomes
THINKING	Analyzing pros and cons	May suffer from “analysis paralysis”	May have insufficient rationale
FEELING	Focusing on values	May be too intense	May be incongruent



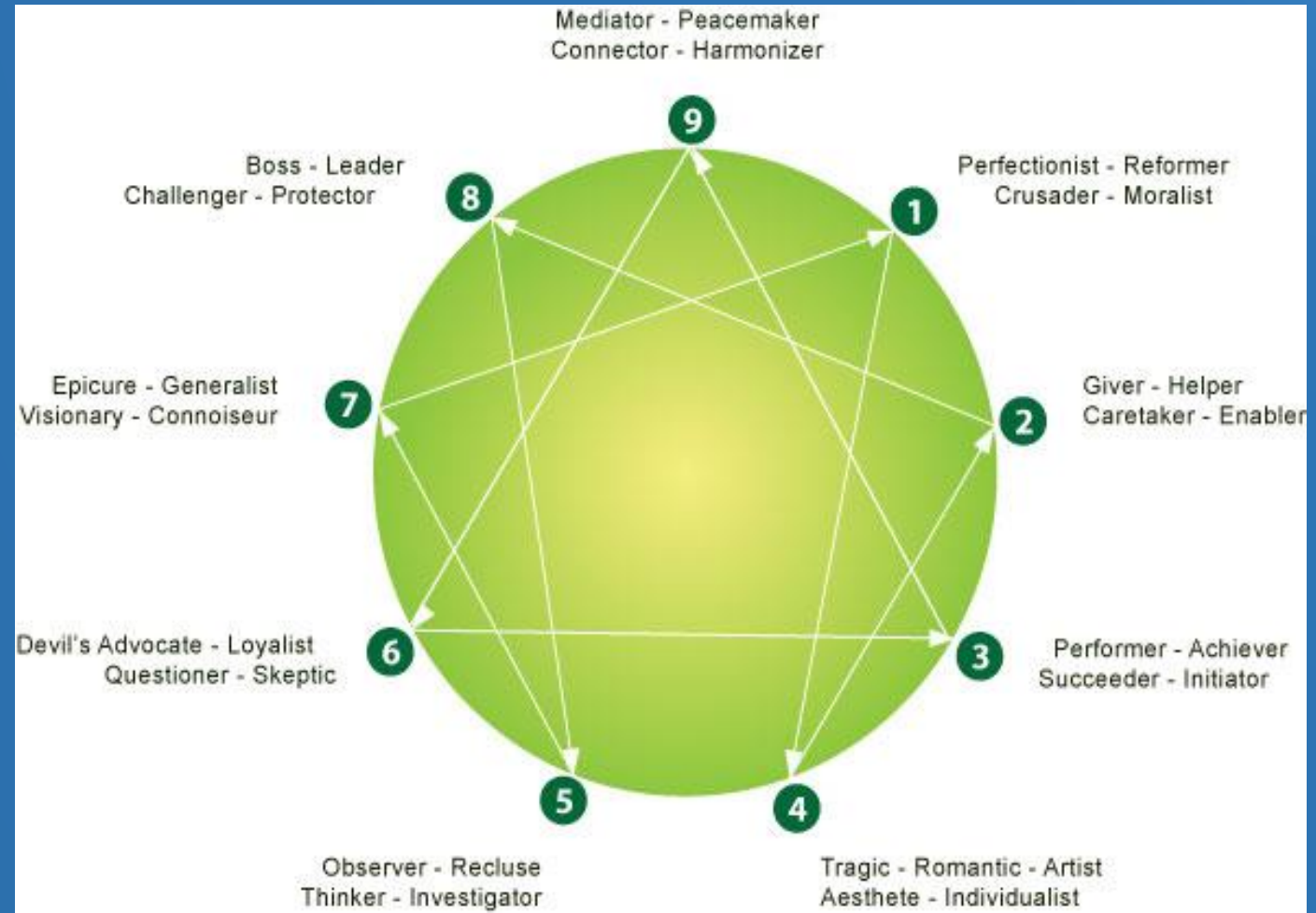
Brief Overview

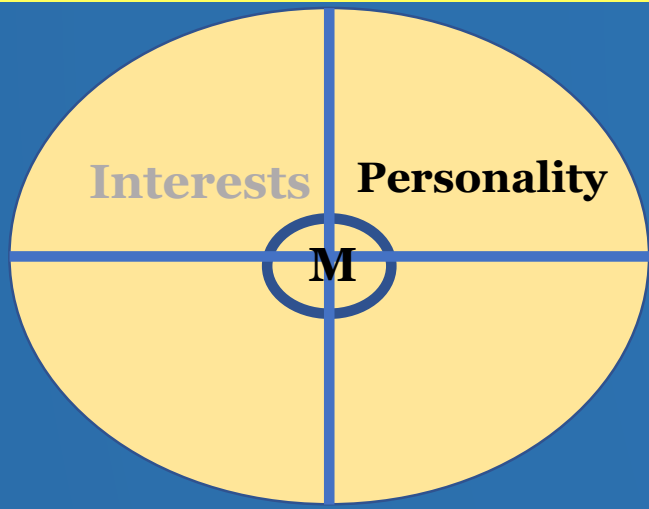
MBTI





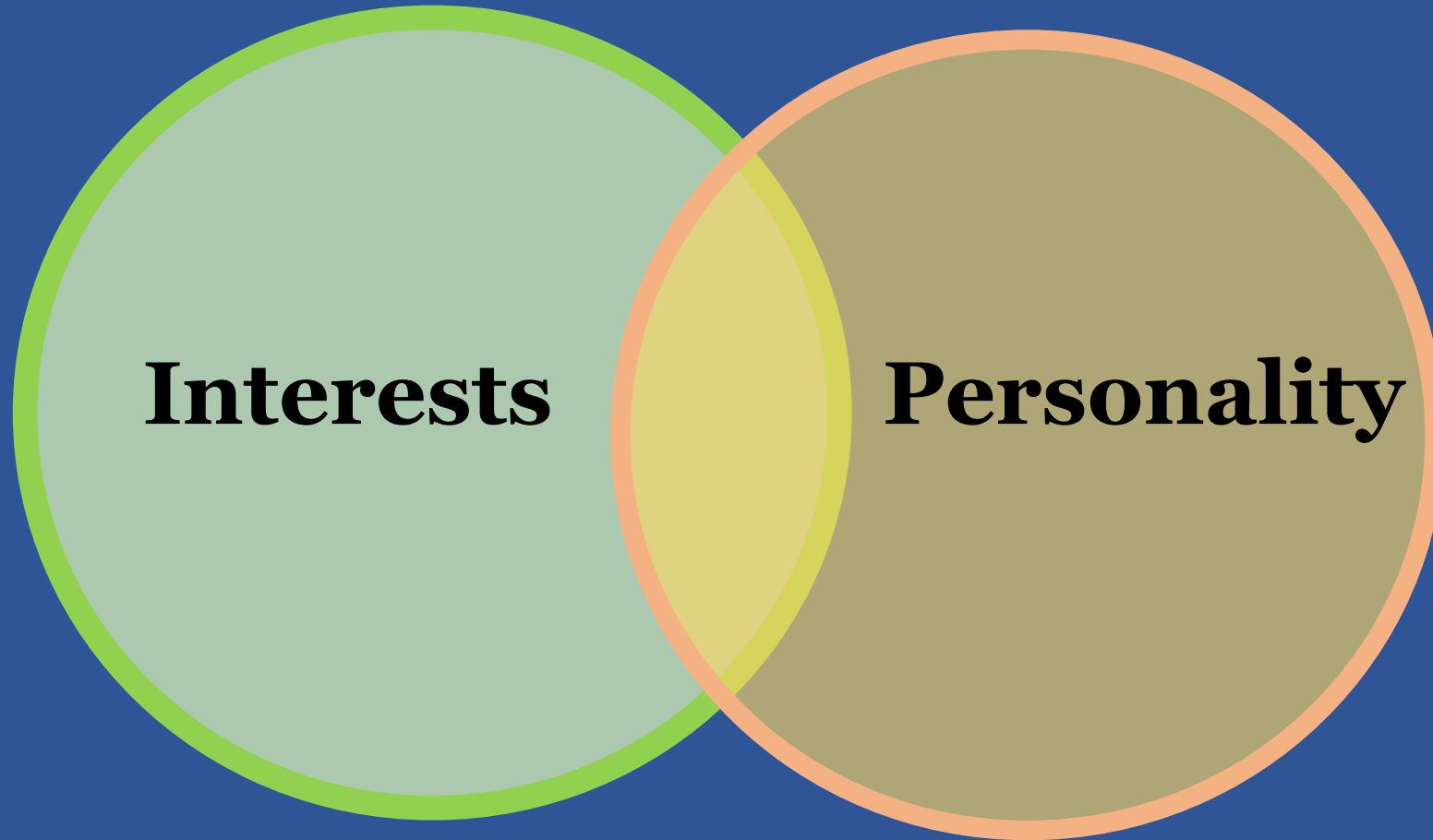
Brief Overview: Enneagram





Brief Overview

Begin Exploration Processing

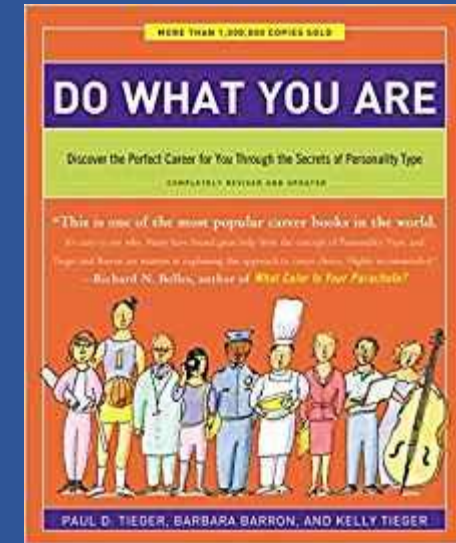
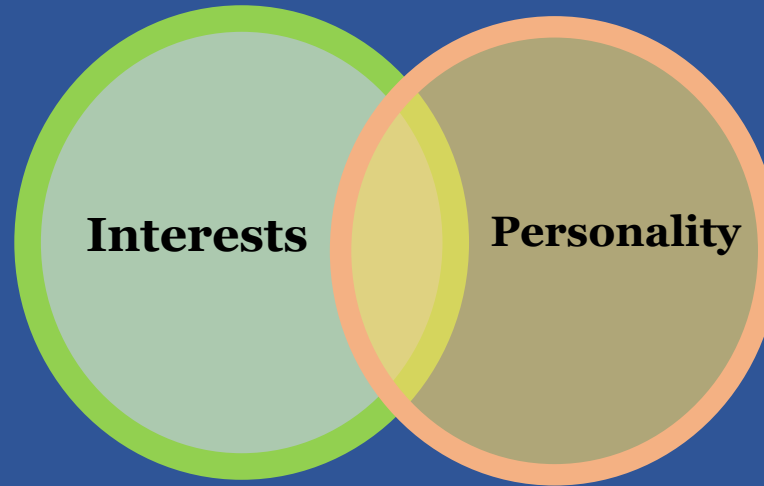


Begin Exploration Processing

The screenshot shows the O*NET OnLine website homepage. At the top left is the O*NET logo and the text "O*NET OnLine". To the right is an "Occupation Quick Search" bar. Below the header is a navigation menu with links for "Help", "Find Occupations", "Advanced Search", "Crosswalks", "Share", and "O*NET Sites". The main content area features a large banner with a construction crane and the text "Build your future with O*NET OnLine." followed by a welcome message and a "What is O*NET?" button. To the right of the banner is a "What's New?" section with a "Learn More" button and a link to "Get O*NET news by email or RSS". Below the banner is an "Occupation Search" section with a search bar for "Keyword or O*NET-SOC Code:". Underneath are three columns: "Find Occupations" with a "Bright Outlook" dropdown, "Advanced Search" with a "Browse by O*NET Data:" dropdown, and "Crosswalks" with an "Apprenticeship" dropdown. On the right side of the page, there are three more sections: "I want to be a..." with a "Find It Now at My Next Move" button, "ATTN: VETERANS" with a "Get Started" button, and "Hot Technologies" with a "Learn More" button.

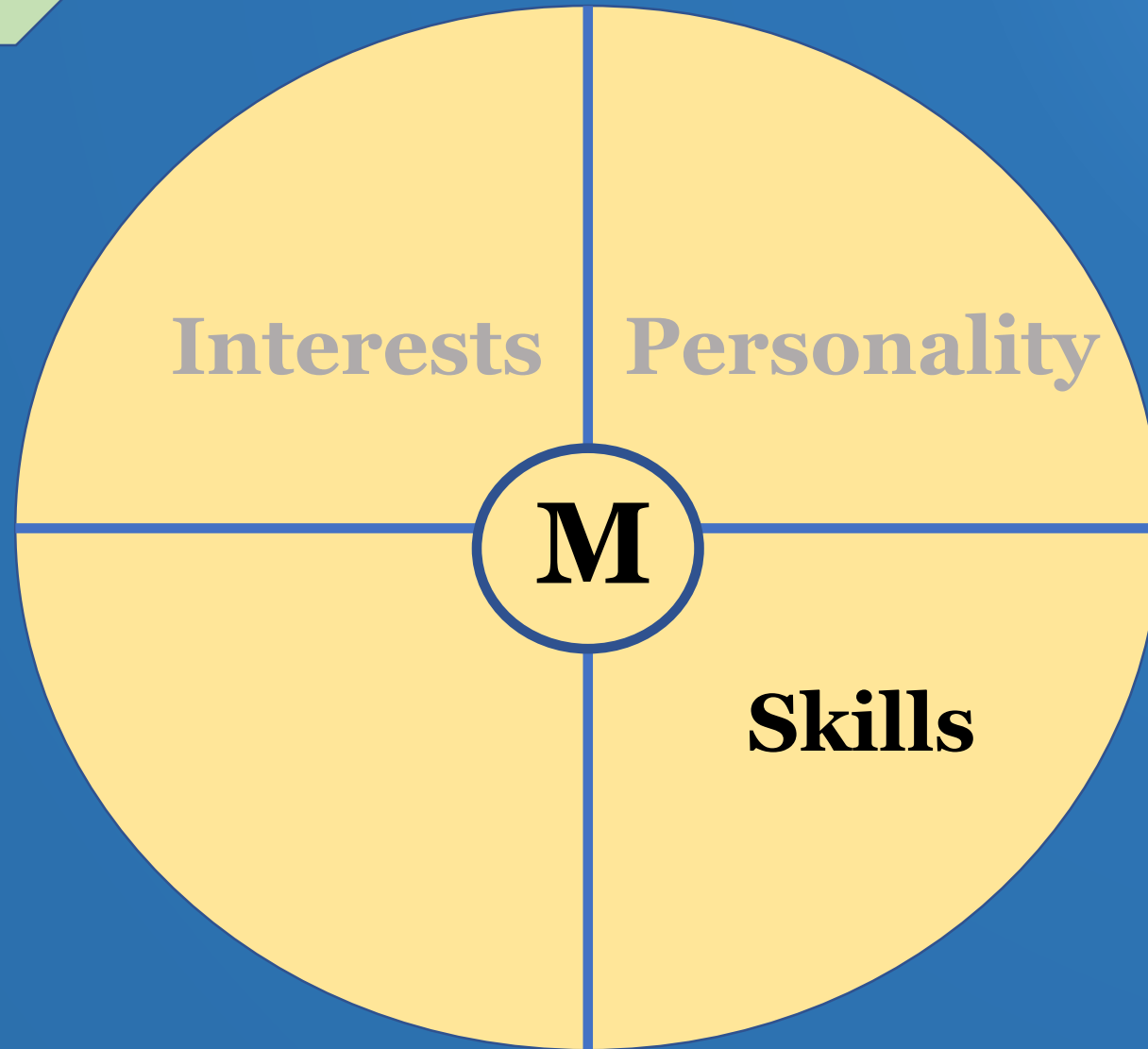
Synthesize results: Use O*NetOnline

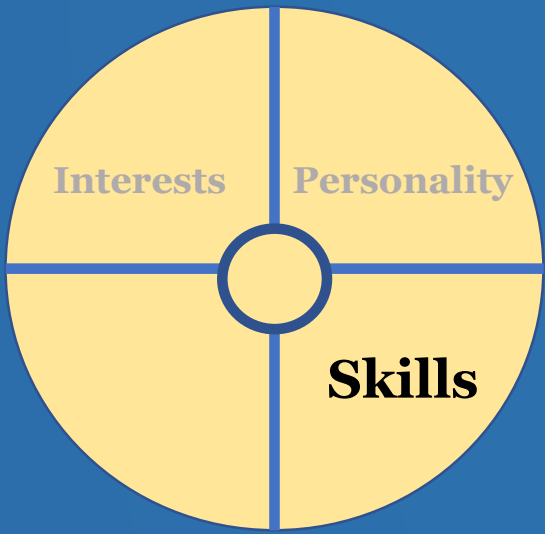
Begin Exploration Processing

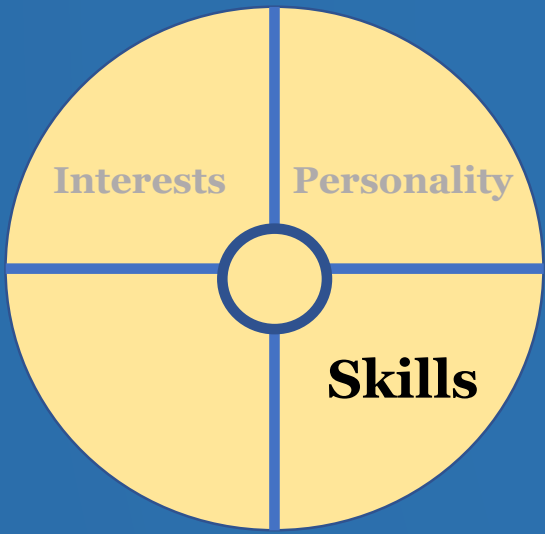


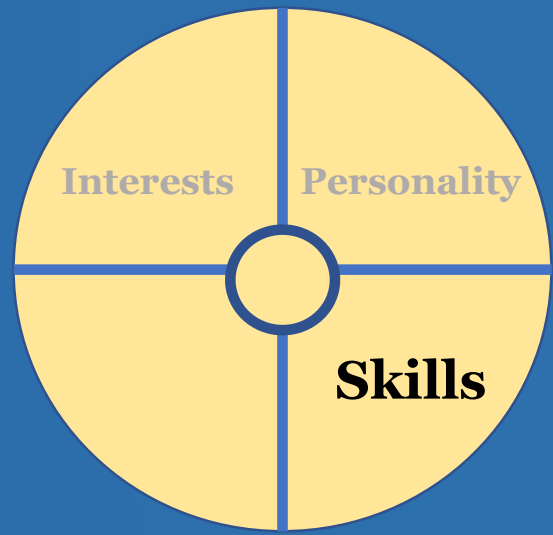
Synthesize results: Use O*NetOnline together with recommendations from **Do What You Are** (Tieger & Barron)

ASSESS









Vista Card Sorts

<http://www.vista-cards.com/>

Organize skills

ENTERPRISING Plan/strategize skills

ARTISTIC Conceptualize skills

SOCIAL Encourage skills

CONVENTIONAL Budget skills

INVESTIGATIVE Analyze skills

REALISTIC Physical strength/coordination skills

INVESTIGATIVE Trouble-shooting skills

SOCIAL Teach/instruct skills

INVESTIGATIVE Gather information skills

INVESTIGATIVE Reasoning skills

CONVENTIONAL Classify skills

CONVENTIONAL Estimate skills

CONVENTIONAL Count skills

CONVENTIONAL Proofread, edit skills

INVESTIGATIVE Evaluate/diagnose skills

INVESTIGATIVE Draw conclusions/synthesize skills

INVESTIGATIVE Observe skills

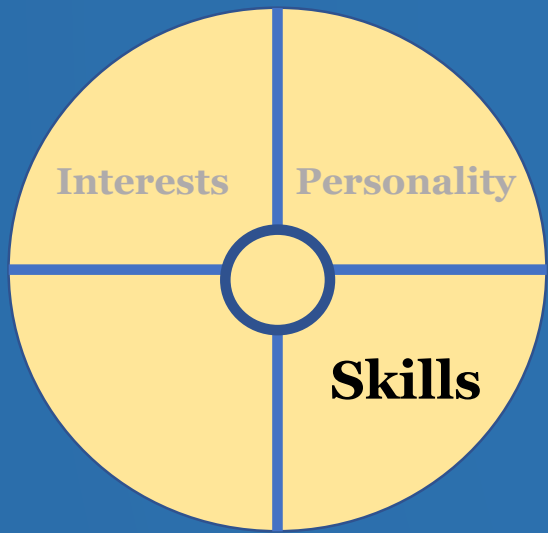
INVESTIGATIVE Solve mathematical problems skills

INVESTIGATIVE Research skills

ENTERPRISING Liaison skills

INVESTIGATIVE Scientific experimentation skills

VITA CARDS MOST PROFICIENT skills



Skills Assessments

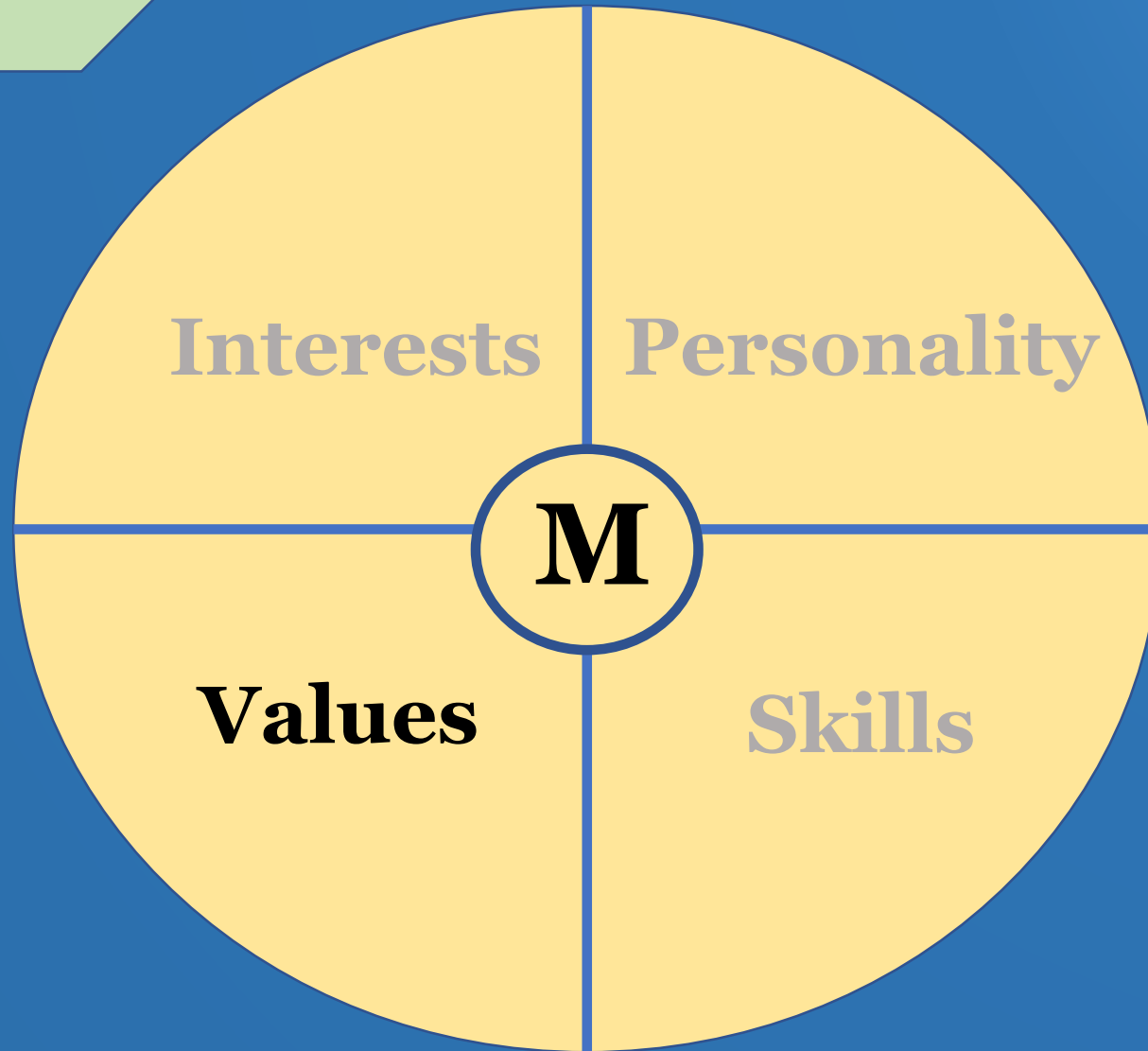
1. Vista Card Sorts

<http://www.vista-cards.com/>

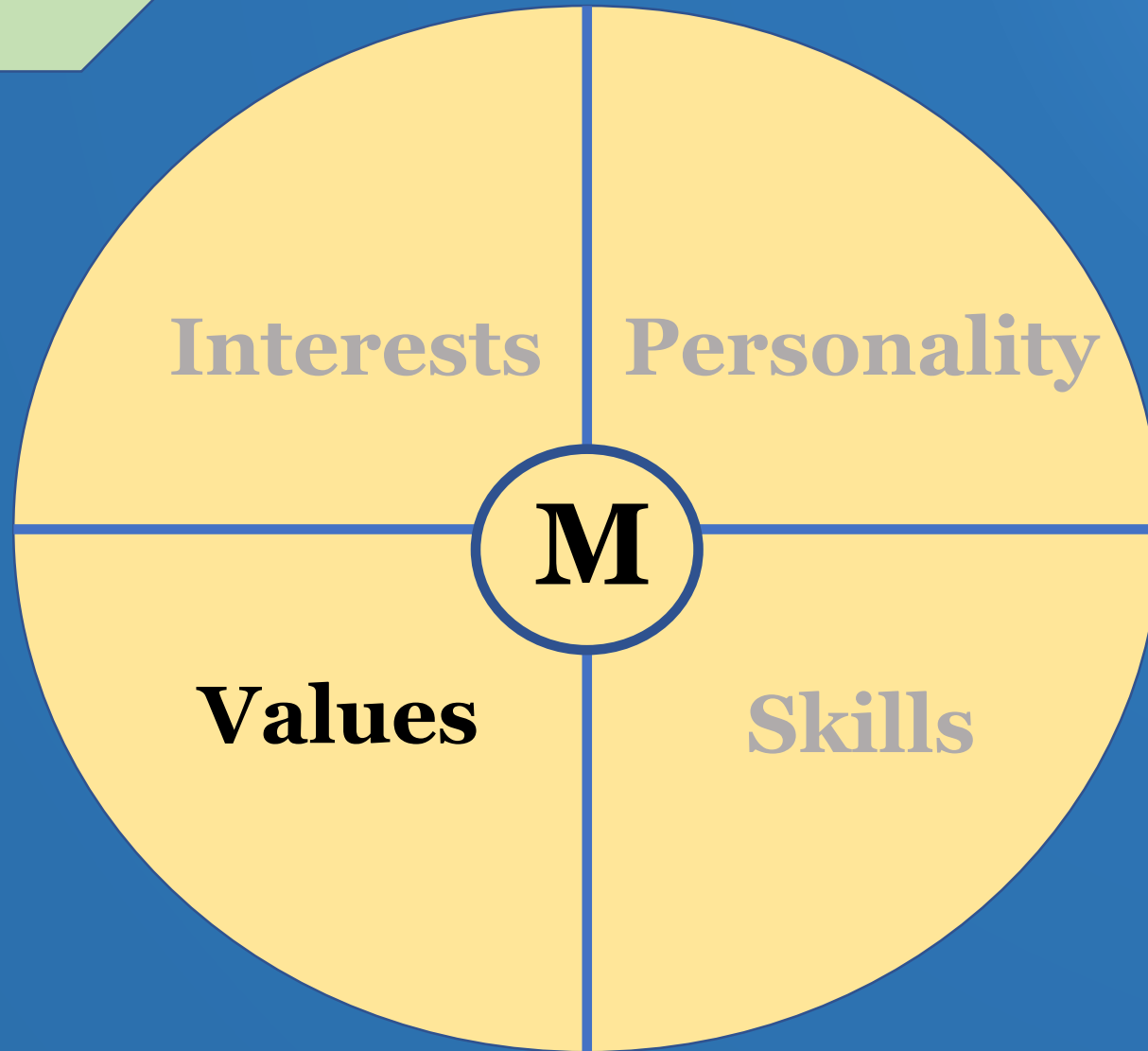
2. Knowdell Cards

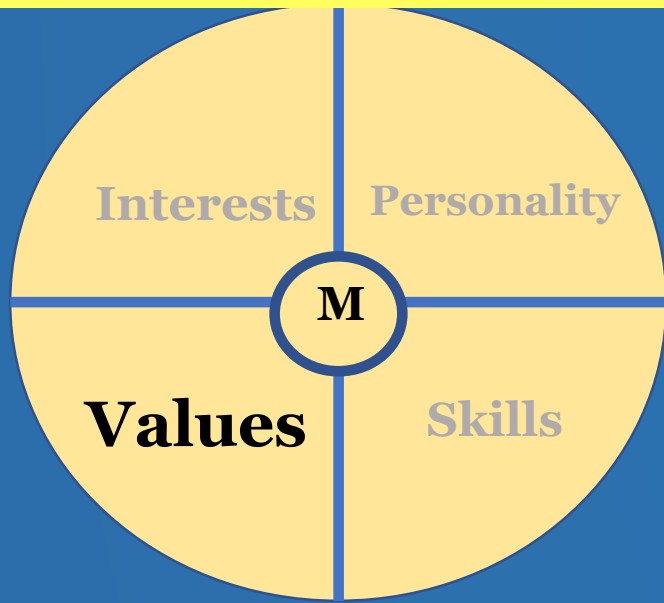
<https://www.careernetwork.org>

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ASSESS





Values Assessments

1. Vista Card Sorts

<http://www.vista-cards.com/>

2. Knowdell Cards

<https://www.careernetwork.org>

3. Career Belief Inventory

John Krumboltz

ASSESS



Interests
Passion

Personality
Essence

Values
Soul Food

M

Skills
Gifts &
Talents

Motivation

What gets you UP in the morning?

What gets in the way?

Motivation

Interests
Passion

Personality
Essence

Values
Soul Food

M

Skills
Gifts &
Talents

Assessments & Screenings:

Mental Status Exam

BDI, BAI, Connors ADHD, MAST

Therapeutic
Experience

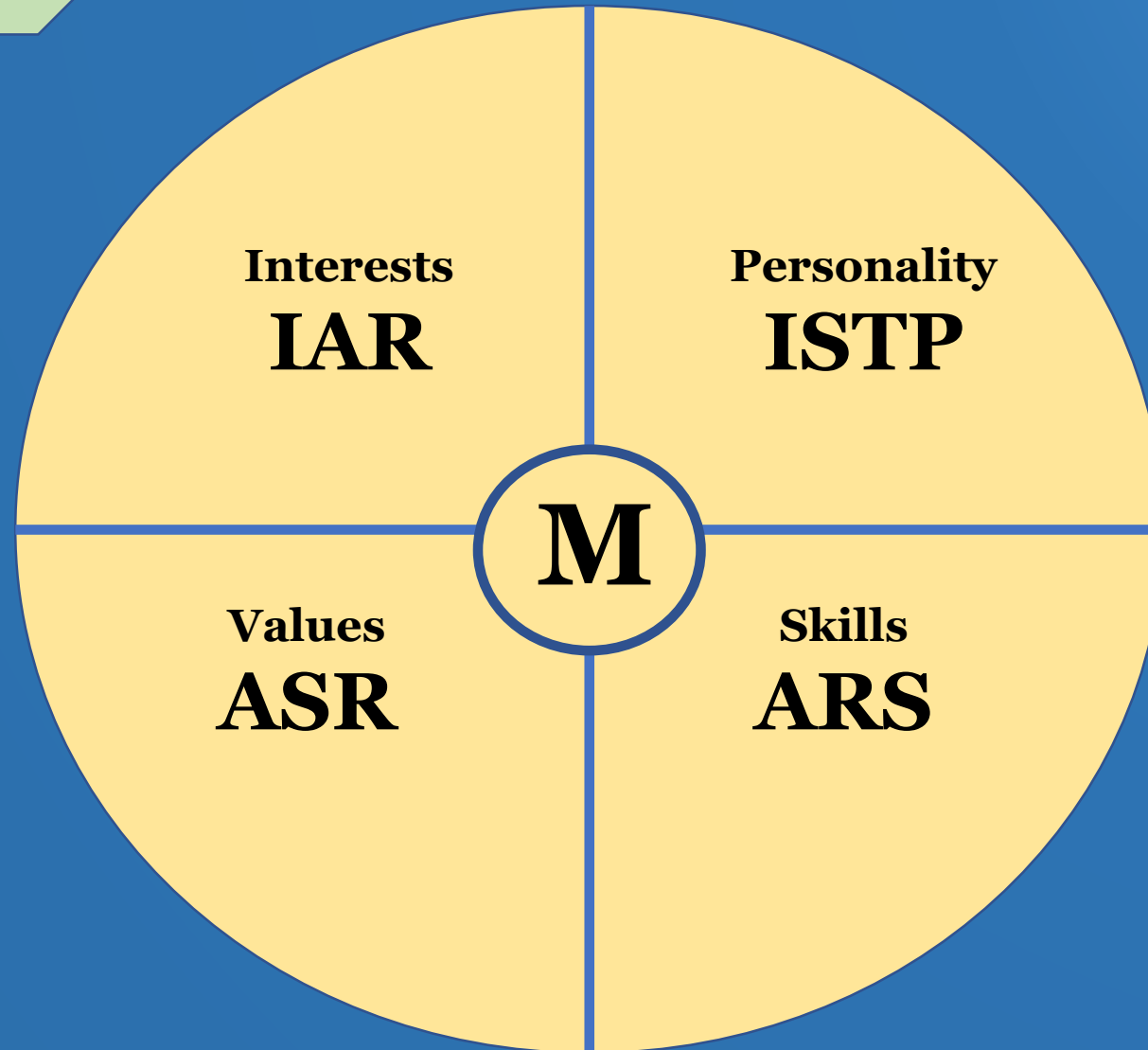
ASSESS

BRAINSTORM & EXPLORE

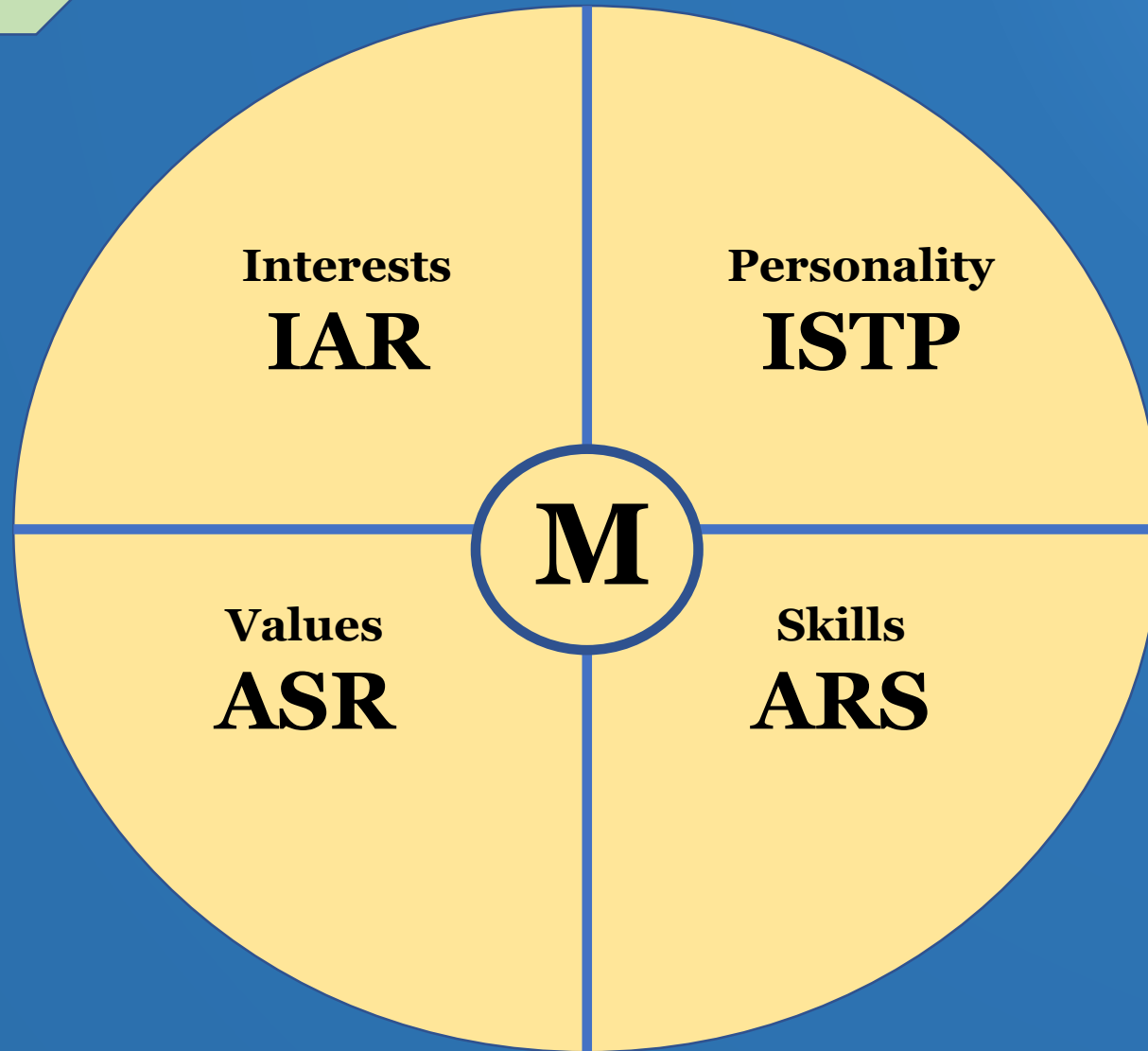
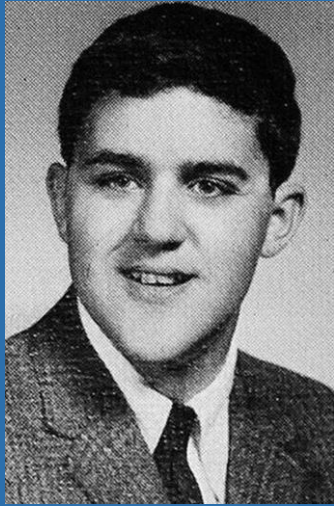
OUTREACH AND IMPLEMENT

**Therapeutic
Experience**

**BRAINSTORMING &
EXPLORATION**



BRAINSTORMING & EXPLORATION



ALTERNATIVE TO PROFESSIONAL ASSESSMENT?

OUTREACH & IMPLEMENT

Networking

Resume,
Flyer, Gigs

Information
Interviews

Word Cloud

Networking

Assignment #1

On a large poster board and **without using address book or social media, draw your social solar system**

- 1. Put yourself in the center as a circle (you're the star!)**
2. Moving in concentric circles, list your network
3. Large circles for individuals of influence (either way)
4. Those close to the sun are closer in time or affiliation
5. Those further away played an important role in your life

Networking

Give assignment early and check on progress before using.

i=
50

Explore relationships (gradually add information to the system such as jobs, how they were important, interrelationships, moons)

e=
100

Networking

Assignment #2

Email 7-10 of friends and colleagues who know your work style

I'm working with a career coach and he asked me to ask you this question:

“When you think of my work style, what are five positive attributes or characteristics about me that come to mind?”

Networking

Assignment #2

1. Client collects and forwards to me
2. I copy to Excel spreadsheet
3. If necessary, consolidate phrases to single words
4. Sort and consolidate similar words (e.g., communicate, communicator)
5. Copy to Word Cloud site and produce word cloud

A word cloud of positive traits centered on the word 'TRUSTWORTHY'. The words are arranged in a roughly triangular shape pointing downwards. The largest word is 'TRUSTWORTHY' in a dark brown color. Other prominent words include 'COMMUNICATOR' in green, 'ORGANIZED' in dark blue, and 'THOUGHTFUL' in brown. Smaller words include 'GENTLE', 'HUMBLE', 'COLLABORATIVE', 'PROFESSIONAL', 'CURIOUS', 'ACCEPTING', 'GIFTED', 'TENACIOUS', 'ANALYTICAL', 'MENTOR', 'EMCOURAGING', 'TEAM-PLAYER', 'ENCOURAGING', 'SOLUTIONS', 'CREATIVE', 'GRATEFUL', 'HUMOR', and 'PATIENT'. The colors used for the words are primarily shades of brown, green, and blue.

TRUSTWORTHY

COMMUNICATOR

THOUGHTFUL

ORGANIZED

HUMBLE

COLLABORATIVE

GENTLE

ACCEPTING

PROFESSIONAL

CURIOUS

GIFTED

TENACIOUS

ANALYTICAL

MENTOR

EMCOURAGING

TEAM-PLAYER

ENCOURAGING

SOLUTIONS

CREATIVE

GRATEFUL

HUMOR

PATIENT



A word cloud of positive traits. The most prominent words are 'TRUSTWORTHY' and 'COMMUNICATOR'. Other significant words include 'ORGANIZED', 'THOUGHTFUL', 'HUMOR', 'PROFESSIONAL', 'GENTLE', 'HUMBLE', 'COLLABORATIVE', 'CURIOUS', 'PATIENT', 'TEAM-PLAYER', 'EMCOURAGING', 'ANALYTICAL', 'MENTOR', 'GIFTED', 'TENACIOUS', 'SOLUTIONS', 'CREATIVE', and 'GRATEFUL'.

TRUSTWORTHY
COMMUNICATOR
ORGANIZED
THOUGHTFUL
HUMOR
PROFESSIONAL
GENTLE
HUMBLE
COLLABORATIVE
CURIOUS
PATIENT
TEAM-PLAYER
EMCOURAGING
ANALYTICAL
MENTOR
GIFTED
TENACIOUS
SOLUTIONS
CREATIVE
GRATEFUL



A word cloud of professional and personal traits. The most prominent words are 'Diligent', 'Communicator', 'Responsive', 'Problem-Solver', and 'Flexible'. Other significant words include 'Thorough', 'Kind', 'Funny', 'Efficient', 'Consistent', 'Tactful', 'Thinker', 'Analytical', 'Questioner', 'Collaborative', 'Open-Minded', 'Accessible', 'Straightforward', 'Logical', 'Considerate', 'Positive', 'Thoughtful', 'Accountable', 'Big-Picture', 'Knowledgeable', 'Patient', 'Honesty', 'Balanced', 'Proactive', and 'Clear'.

Diligent
Communicator
Responsive
Problem-Solver
Flexible
Thorough
Kind
Funny
Efficient
Consistent
Tactful
Thinker
Analytical
Questioner
Collaborative
Open-Minded
Accessible
Straightforward
Logical
Considerate
Positive
Thoughtful
Accountable
Big-Picture
Knowledgeable
Patient
Honesty
Balanced
Proactive
Clear

OUTREACH & IMPLEMENT

Networking

Resume,
Flyer, Gigs

Information
Interviews

Word Cloud

Business
Cards,
LinkedIn

Business
Plans

Joining,
Volunteering

Pop Quiz #3

1. What are the FIVE areas of ASSESSMENT to address in the Harris Model?
2. What are the THREE phases of Career Coaching in the Harris Model?
3. List 4-5 additional pieces of information you want to remember from this workshop.



NCDA & State Chapters

NCD&A

National Career Development Association

- ABOUT NCD&A
- MEMBERSHIP
- PROFESSIONAL DEVELOPMENT
- PUBLICATIONS
- STANDARDS
- ADVOCACY
- RESOURCES
- QUICK LINKS



NCD&A
National Career Development Association
2016 APEX Award for Publication Excellence!

ENCE



Need Career Help?

Enter your city, state, zip code, or country to search for an NCD&A credentialed member to help you meet your career-related needs.

Find

[Click here for a more detailed search](#)

Career Convergence

NCD&A's monthly web magazine for career practitioners

Training Programs

Providing individuals with relevant skills and knowledge to assist others in planning careers and obtaining meaningful work

Credentialing

Diverse, high quality competency-based credentials that effectively uphold NCD&A's standards and ethics

Career Resource Store

NCD&A offers carefully selected products for all career development professionals

Welcome!

The National Career Development Association (NCD&A) provides professional development, publications, standards, and advocacy to practitioners and educators who inspire and empower individuals to achieve their career and life goals.

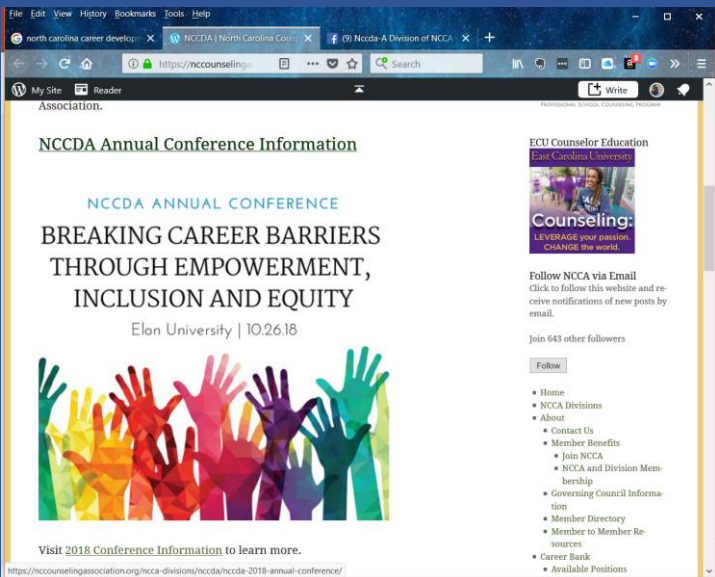
Quick Demo

My Summary Code



State CDA Chapters

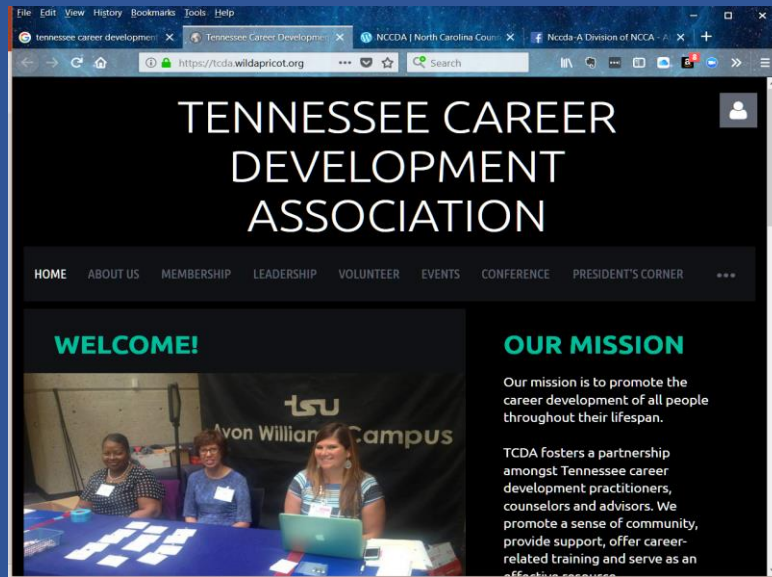
[nccounselingassociation.org/
ncca-divisions/nccda/](https://nccounselingassociation.org/ncca-divisions/nccda/)



The screenshot shows the NCCDA website with the following content:

- Header: NCCDA Annual Conference Information
- Main Text: NCCDA ANNUAL CONFERENCE
BREAKING CAREER BARRIERS THROUGH EMPOWERMENT, INCLUSION AND EQUITY
Elon University | 10.26.18
- Image: A graphic of colorful hands raised in a circle.
- Text: Visit 2018 Conference Information to learn more.
- Right sidebar: ECU Counselor Education, Counseling: LEVERAGE your passion. CHANGE the world., Follow NCCA via Email, and a list of links including Home, NCCA Divisions, About, Contact Us, Member Benefits, Join NCCA, NCCA and Division Membership, Governing Council Information, Member Directory, Member to Member Resources, Career Bank, and Available Positions.

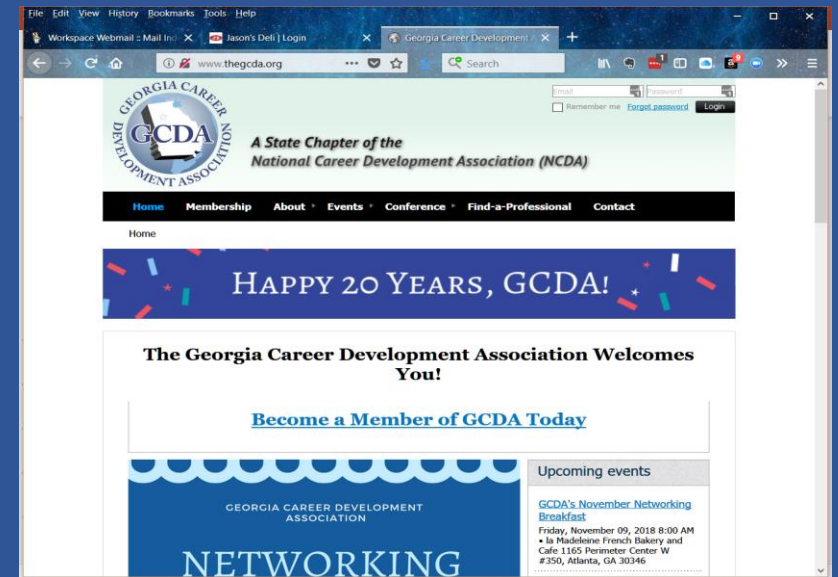
www.TCDA.wildapricot.org



The screenshot shows the Tennessee Career Development Association website with the following content:

- Header: TENNESSEE CAREER DEVELOPMENT ASSOCIATION
- Navigation: HOME ABOUT US MEMBERSHIP LEADERSHIP VOLUNTEER EVENTS CONFERENCE PRESIDENT'S CORNER
- Main Content: WELCOME! and OUR MISSION. The mission statement reads: "Our mission is to promote the career development of all people throughout their lifespan. TCDA fosters a partnership amongst Tennessee career development practitioners, counselors and advisors. We promote a sense of community, provide support, offer career-related training and serve as an effective resource."
- Image: A photo of three women sitting at a table with a laptop, with a banner for "LSU Avon William Campus" in the background.

www.TheGCDA.org



The screenshot shows the Georgia Career Development Association website with the following content:

- Header: GEORGIA CAREER DEVELOPMENT ASSOCIATION (GCDA) A State Chapter of the National Career Development Association (NCCA)
- Navigation: Home Membership About Events Conference Find-a-Professional Contact
- Main Content: HAPPY 20 YEARS, GCDA! The Georgia Career Development Association Welcomes You! Become a Member of GCDA Today
- Image: A graphic with the text "NETWORKING" and "GEORGIA CAREER DEVELOPMENT ASSOCIATION".
- Right sidebar: Upcoming events: GCDA's November Networking Breakfast, Friday, November 09, 2018 8:00 AM at la Madelaine French Bakery and Cafe, 1165 Perimeter Center W #350, Atlanta, GA 30346.

For more information:

David.Harris@RockSprings.us

404-441-2347

Conscientiousness



Openness