

# Career and Mental Health: Beyond the Connection

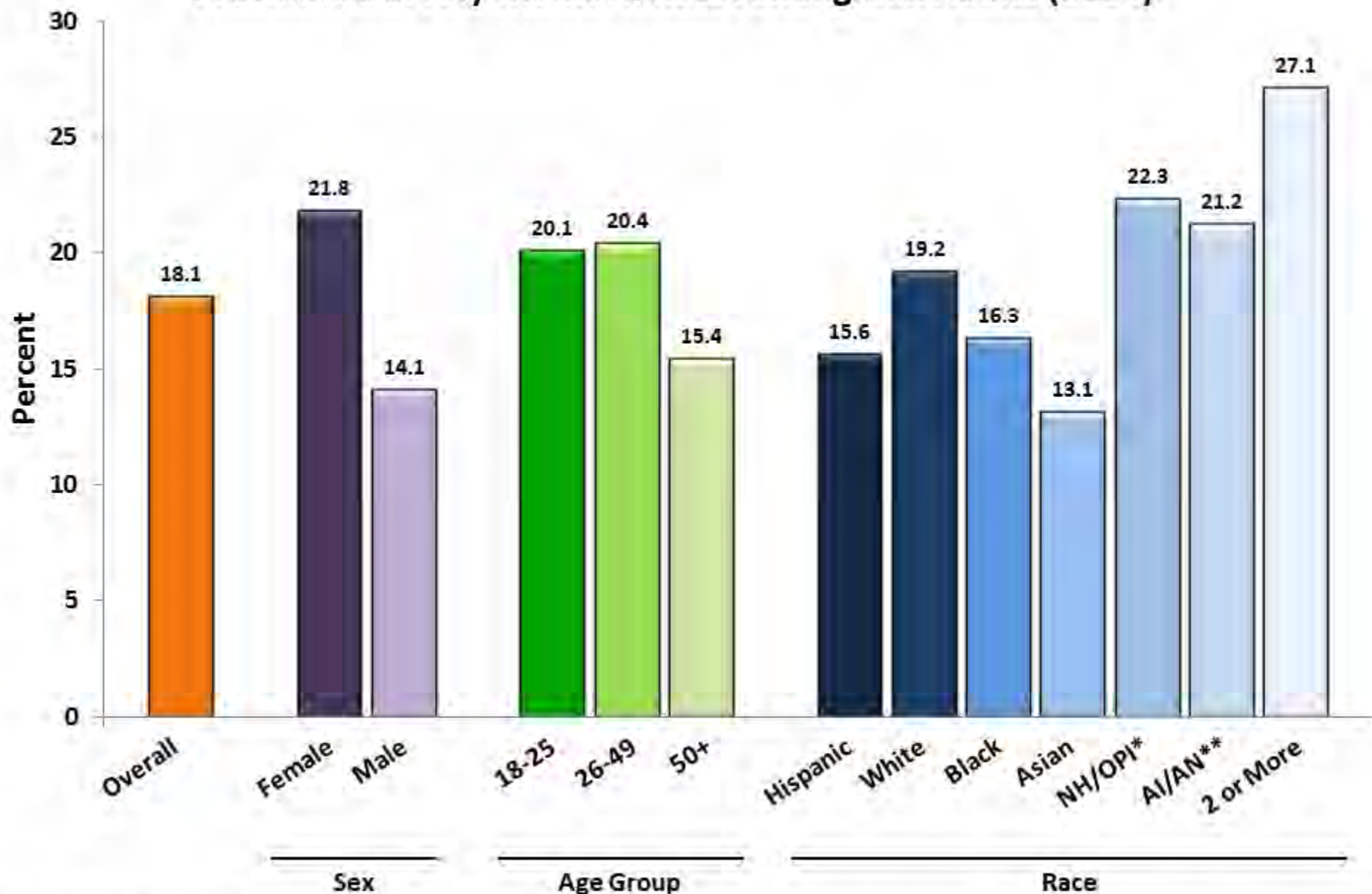
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NCDA CPI, New Orleans  
2/19/16



# Interconnectedness of career & mental health

- ◆ Theo is highly introverted, with few verbal interactions, indicates having no friends and wanting a job that doesn't involve people. No career option or career intervention is interesting to him, and yet he wants to find a job. Is this a career problem or a mental health problem?
- ◆ Kelly's fiancé is wanting her to relocate to another state to be with him. She does not really want to move as she sees that she has greater work opportunities here, but as they are newly engaged feels like she doesn't really have a choice. When she tries to explain her reasons for wanting to stay, it explodes into a huge argument. Is this a career problem or a relationship problem?
- ◆ Hannah has been unemployed for 2 years, gets by on staying with friends and relatives for short stints, food stamps, and food pantries. Consistent housing and transportation, lack of professional attire, spotty job history, limited education, and poor interpersonal skills are challenges she faces. She wants a job but feels like she has no skills to offer, and multiple rejections reinforce this belief. Is this a career problem, mental health problem, educational problem, poverty problem, or societal problem?

# Prevalence of Any Mental Illness Among U.S. Adults (2014)



Data courtesy of SAMHSA

\*NH/OPI = Native Hawaiian/Other Pacific Islander

\*\*AI/AN = American Indian/Alaska Native

# Prevalence

- ◆ 1/4 adults diagnosable mental disorder
  - ◆ (<http://www.nimh.nih.gov/health/statistics/prevalence/any-mental-illness-ami-among-us-adults.shtml>)
- ◆ 1/17 adults have a serious mental illness (NAMI, 2013)
- ◆ 18.6% had diagnosable form of mental disorder (SAMHSA, 2012)
- ◆ Unemployment (3.1 million, SAMHSA, 2014)
- ◆ Issues of prejudice & discrimination in life and work (hiring, promotion, etc.)
  - ◆ (Sangganjanavanich & Headley, 2014-2015)

# Why do we care?

- ◆ “Mental disorders are usually associated with significant distress or disability in social, occupational or other important activities”
  - ◆ DSM-5, p. 20
- ◆ Impacts their ability to use services effectively
  - ◆ (Lenz, Peterson, Reardon, & Saunders, 2010)
- ◆ They come to us for help



# CD & Mental Health

- ◆ Increased focus on this connection (Blustein; Walker & Peterson, 2012; Zunker, 2008)
  - ◆ Often reciprocal in nature (Hinkleman & Luzzo, 2007)
- ◆ Correlates:
  - ◆ **Career adaptability** and **positive personality** traits (NE); Rossier et al., 2012 and others), **positive life orientation** (Rottinghaus et al., 2012), **internal locus of control**, **less procrastination**, **less dependence on/desire to please others** (Gadassi et al., 2012, 2013)
  - ◆ **Undifferentiated profiles** (may be depressed, apathetic, etc.)
  - ◆ **Career indecision** and **dysfunctional career thinking** (CITE)
  - ◆ **Long term unemployment & depression** (Rottinghaus et al. 2009; Saunders 2000; Walker III & Peterson, 2012) & anxiety (Gati et al., 2012; Nauta, 2012; Saka & Gati, 2007).
  - ◆ **Career decidedness** and **subjective well-being** (Uthayakumar, Schimmack, Ulrich, Hartung, & Rogers, 2010)
  - ◆ **Career decision making difficulties** and **anxiety** (Lancaster et al., 1999)
  - ◆ **Career adaptability** and **neuroticism** (Rossier et al., Rottinghaus, et. al, and others)

# Connections: CD and Anxiety

- ◆ Long term unemployment
  - ◆ (Gati, Asulin-Peretz, & Fisher, 2012; Nauta, 2012; Saka & Gati, 2007)
- ◆ Dysfunctional career thoughts
- ◆ Self-reported difficulty
  - ◆ (Saka, Gati, & Kelly, 2008)
- ◆ Anxiety about communicating and dysfunctional career thoughts
  - ◆ (Meyer-Griffith, Reardon, & Hartley, 2009)
- ◆ Career indecision (trait more than state)
  - ◆ Brown & Rector, 2008; Mojgan, Kadir, & Soheil, 2011; Santos, 2001

# CD and Depression

- ◆ Those who made a career decision report less depression
  - ◆ (Rottinghaus, Jenkins, & Jantzer, 2009).
- ◆ Dysfunctional career thoughts and occupational indecision related to depression
  - ◆ (Walker & Peterson, 2012).
- ◆ Career indecision
  - ◆ (Saunders et al. 2000)
- ◆ Career indecision, lower vocational identity, self-defeating characteristics (Sweeney & Schill, 1998)
- ◆ Dysfunctional career thoughts
  - ◆ (Saunders et al., 2000)



# Mental health constructs directly correlate with dysfunctional career thoughts

indecision

depression

neuroticism

hopelessness

anxiety

impulsivity

angry hostility

vulnerability

# Two Tools To Explore Both Career and Mental Health

## 💧 Career Thoughts Inventory (CTI)

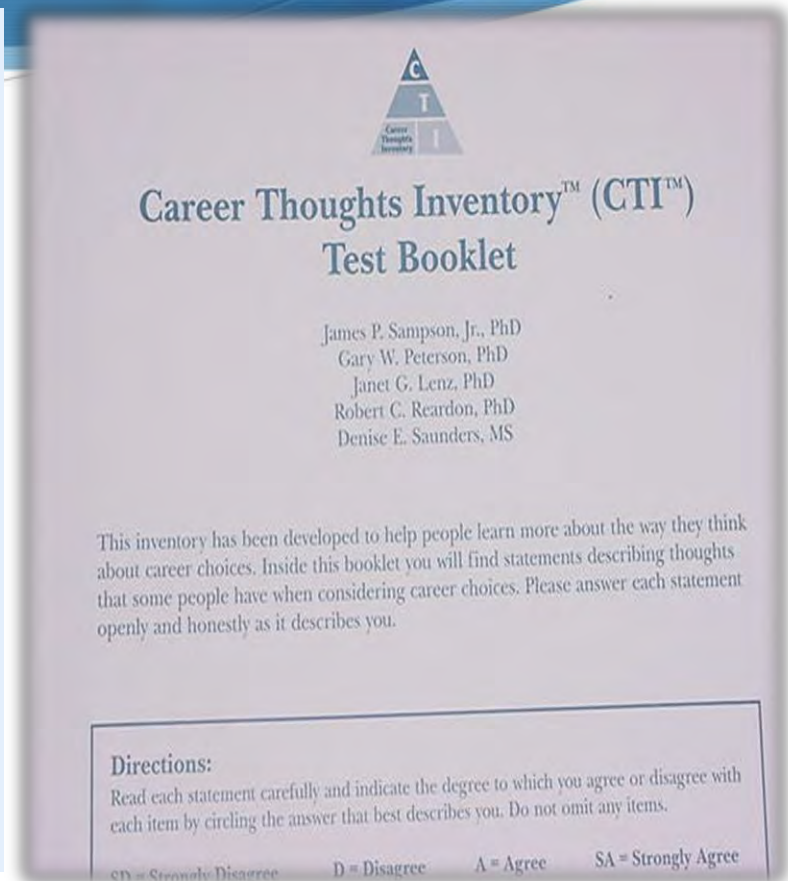
💧 Sampson, Peterson, Lenz, Reardon, & Saunders (1996)

## 💧 Decision Space Worksheet (DSW)

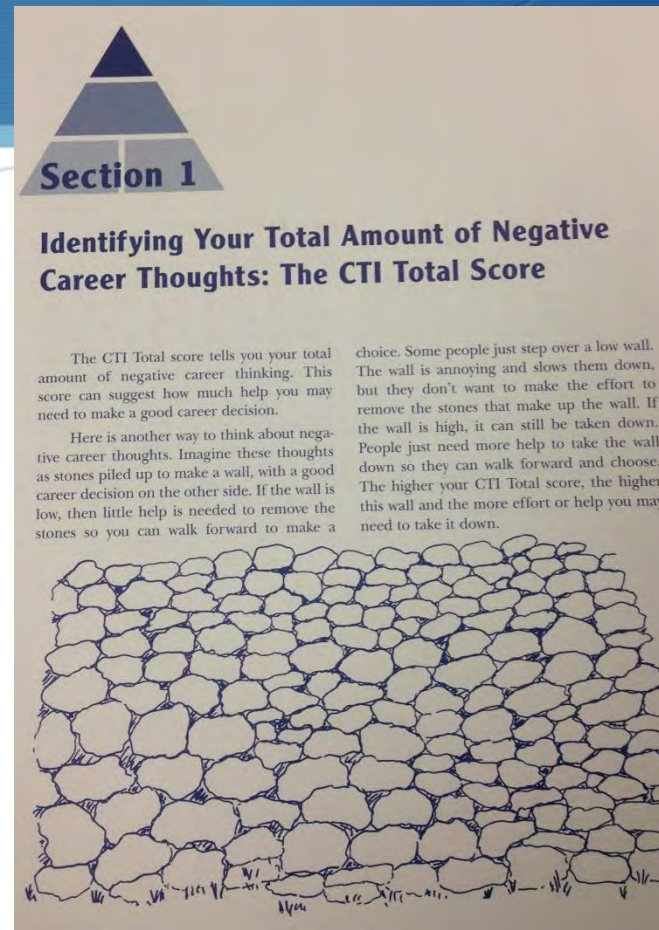
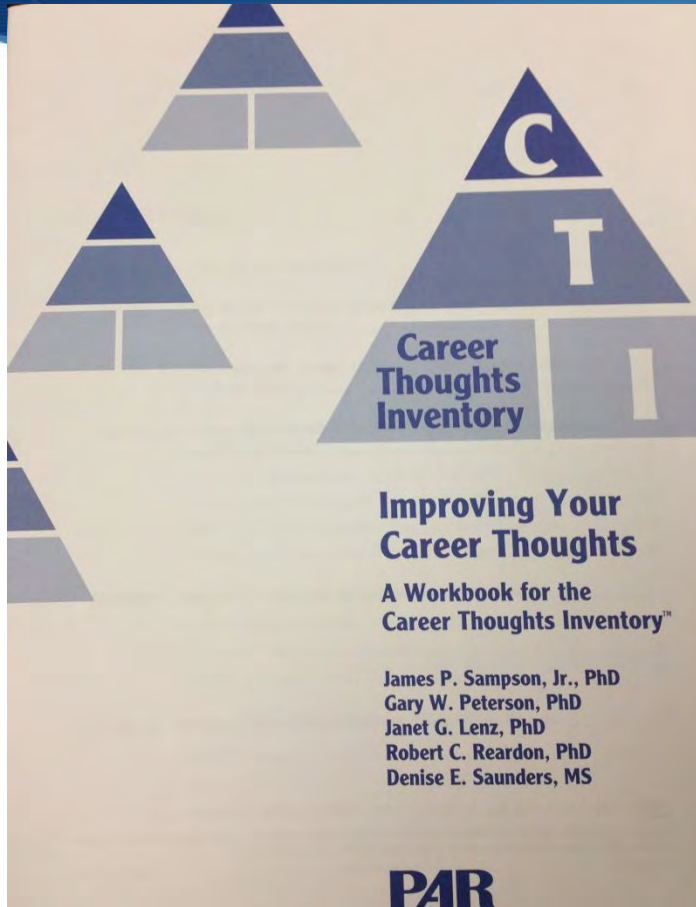
💧 Peterson, Leasure, Carr, & Lenz (2010)

# What is the CTI?

- 🟢 Self-administered
- 🟢 Objectively scored
- 🟢 48-Item measure of dysfunctional thoughts in career choice



# CTI Workbook





# CTI Workbook

## Decision Making Checklist

1. Place a check mark (✓) next to each item with which you *Strongly Agreed* or *Agreed* on the CTI.

2. Add up the number of check marks for each group of CTI items. Focus your attention on sections with a higher number of checks. A human service professional can help you review these *knowing* and *doing* elements of decision making. This professional can also help you apply what you are learning to a specific career choice.

### ✓ Knowing About Myself

1. No field of study or occupation interests me.

9. Whenever I've become interested in something, important people in my life disapprove.

17. My interests are always changing.

25. Even though I've taken career tests, I still don't know what field of study or occupation I like.

33. I get upset when people ask me what I want to do with my life.

41. My achievements must surpass my mother's or father's or my brother's or sister's.

Total checks

### Understanding Myself and My Options

11. I'm so frustrated with the process of choosing a field of study or occupation I just want to forget about it for now.

19. If I change my field of study or occupation, I will feel like a failure.

27. I'm so confused, I'll never be able to choose a field of study or occupation.

35. I worry a great deal about choosing the right field of study or occupation.

43. I'm embarrassed to let others know I haven't chosen a field of study or occupation.

Total checks

### ✓ Knowing About My Options

2. Almost all occupational information is slanted toward making the occupation look good.

10. There are few jobs that have real meaning.

18. Jobs change so fast it makes little sense to learn much about them.

26. My opinions about occupations change frequently.

34. I don't know how to find information about jobs in my field.

42. I know so little about the world of work.

Total checks

Realist:

## An Exercise for Improving Your Career Thoughts

	Old Career Thought	New Career Thought
Item No.		



# Decision Space Worksheet (DSW)

- Cognitive mapping task
- Helps clients reveal thoughts, feelings, persons, circumstances associated with career decision
- Helps clients prioritize importance of contextual influences
- Can be used with middle school through college level students and adults

# Decision Space Worksheet

## Decision Space Worksheet (DSW)

Name \_\_\_\_\_

Date \_\_\_\_\_

The career decision you are considering \_\_\_\_\_

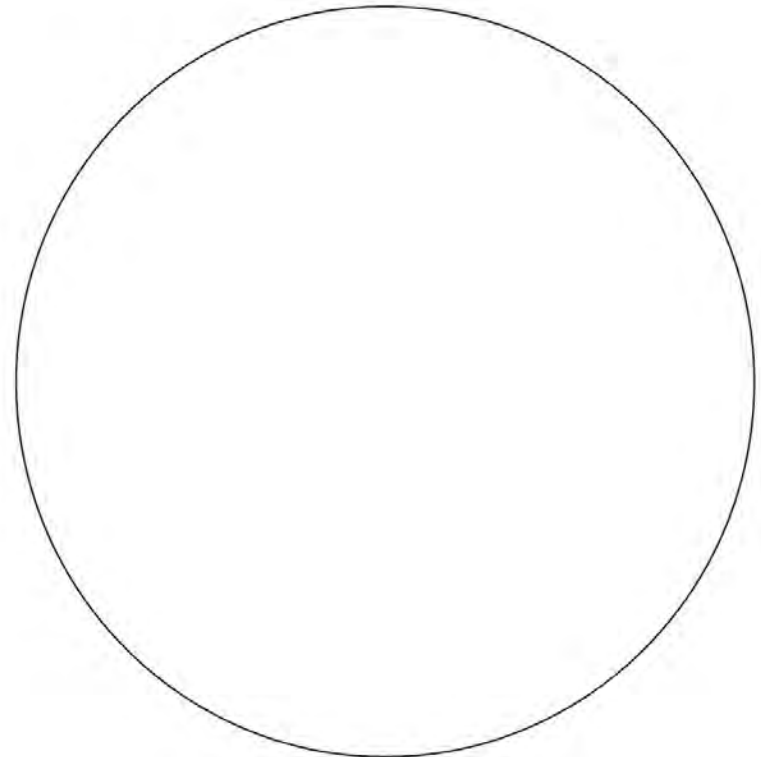
List all thoughts, feelings, circumstances, people, or events that bear on the career decision you are making. Then, for each factor indicate whether it has a specific negative, positive, or neutral impact on your decision by circling the corresponding symbol at the end of each line.

1. _____	Negative Neutral Positive -- 0 +
2. _____	Negative Neutral Positive -- 0 +
3. _____	Negative Neutral Positive -- 0 +
4. _____	Negative Neutral Positive -- 0 +
5. _____	Negative Neutral Positive -- 0 +
6. _____	Negative Neutral Positive -- 0 +
7. _____	Negative Neutral Positive -- 0 +
8. _____	Negative Neutral Positive -- 0 +
9. _____	Negative Neutral Positive -- 0 +
10. _____	Negative Neutral Positive -- 0 +

## The Decision Space

### Directions:

- The large circle below represents the total decision space of your career decision.
- Draw circles within the large circle to represent each item on your list. Use the size of the circles you draw to represent the relative importance of each item to your career decision.
- Be sure to label each circle according to the corresponding item number from the list you made on the previous page.



# Types of Issues Revealed

◆ Cognitive distortion

◆ Disabling emotions

◆ Financial

◆ Family

◆ Education

◆ Interests

◆ Self doubt

◆ Employment

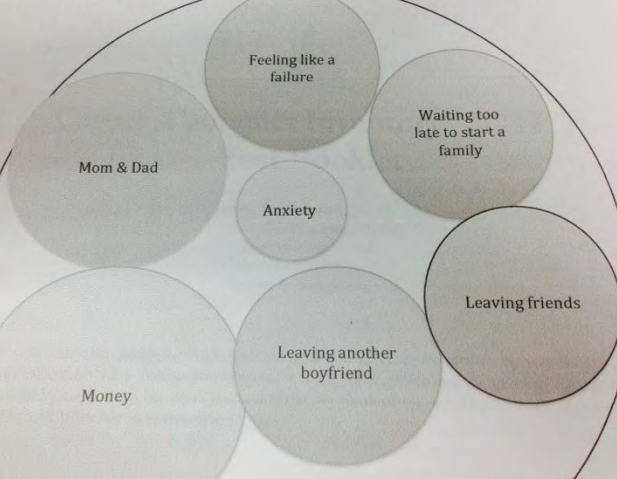
◆ Quality of life

# Correlates of DSW

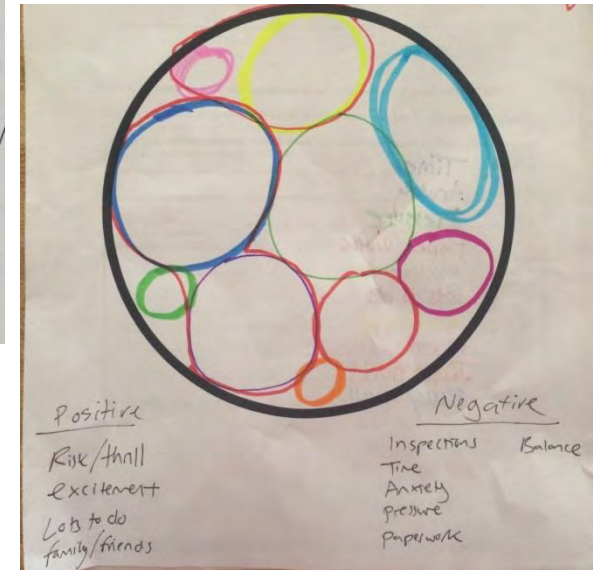
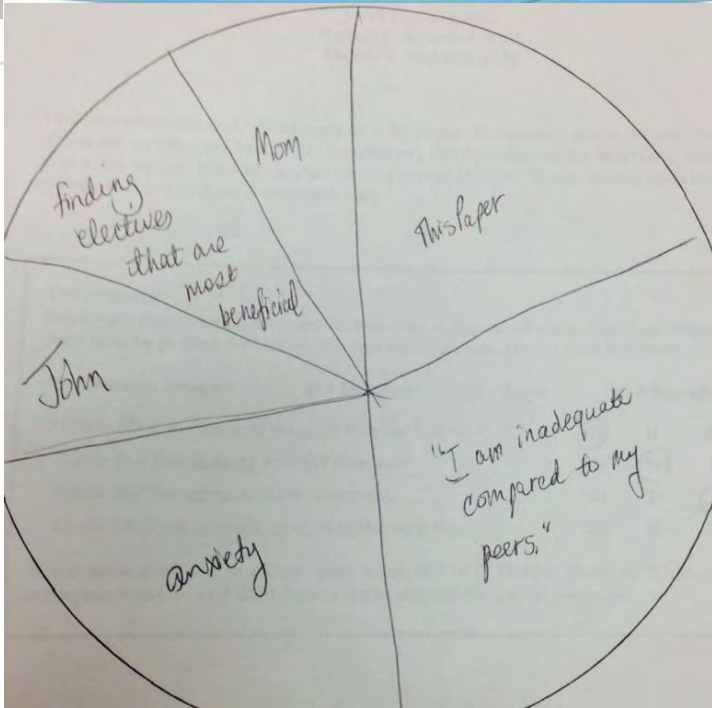
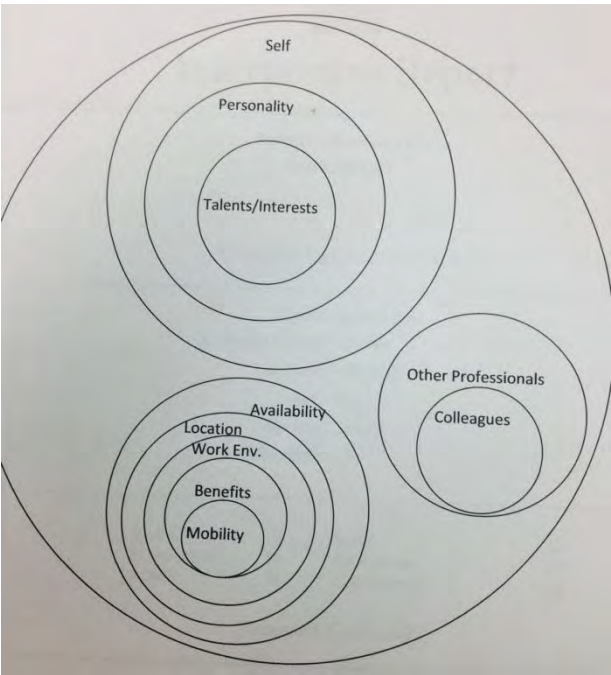
◆ Beck Depression Inventory	.21
◆ CTI Commitment Anxiety	.19
◆ CTI External Conflict	-.18

Solomon, J. L. (2011). *The Decision Space Worksheet, the Career Thoughts Inventory, and the Beck Depression Inventory-II as measures of mental health in the career decision-making process*. The Florida State University. *ProQuest Dissertations and Theses*.





# Sample DSWs





# Other Tools That Address Both?

- ◆ Career Decision-Making Difficulties Questionnaire and Emotional and Personality-related Career Decision Difficulties
  - ◆ (<http://kivunim.huji.ac.il/cddq/>)
- ◆ Career Flow Index (Niles, Yoon, & Amundson, 2010)-Measures 6 hope-centered career development competencies: hope, self-reflection, self-clarity, visioning, goal setting and planning, implementing and adapting
- ◆ Early Recollections
  - ◆ (McKelvie.; Watkins, 1984)
- ◆ SDS profile elevation
  - ◆ those with low scores less willing to consider options and more likely to be frustrated (Bullock & Reardon, 2008)
  - ◆ low –more negative responses, low self-estimates
    - ◆ (Holland & Messer 2013)

# Ethical Considerations

- ◆ Training and Credentials
- ◆ Boundaries
- ◆ DSM Diagnoses: Know criteria
  - ◆ e.g., trait versus state anxiety
- ◆ Medications and possible side effects
- ◆ Know when to refer, know when to keep
  - ◆ Collaborate with other professionals
- ◆ Supervision

# Strategies

- ◆ Basic screening questions (Saunders et al 2000)
- ◆ Be sensitive to symptoms
- ◆ Demonstrating the connection between mental health and career
  - ◆ “When you tell yourself you are not good at anything, how might that statement impact the way you look at your strengths and skills?”
- ◆ Cognitive Restructuring
- ◆ Goal setting
- ◆ Focus on well-being across life roles (comprehensive approach-Lenz et al., 2010)

# Cognitive Restructuring

Cognitive Restructuring

Triggering Event	Negative Thought	Feeling	Theme of Statement	Reframe
I chose accounting as a career, and now that I'm on internship, I hate it.	I can't make good decisions	Deflated, hopeless	Incapable, stupid, doomed	If I take my time and go step by step, I'm sure I can make a good decision.

# Scaling Questions (Corcoran, 2004)

Questions designed to focus on the immediate feeling (e.g., anxiety, depression, hopelessness).

Motivational interviewing/solution-focused technique

Focus is on goal setting and empowerment



# Sample statements

- ◆ “On a scale of 0 to 10, with 0 meaning there is no anxiety at all and 10 meaning severe anxiety, what number would you give to your anxiety about making a choice?”
- ◆ “You stated you are currently at a \_\_\_\_\_. What events have lead up to you feeling this way?”
- ◆ “What level would you like to be at?”
- ◆ “What would that level feel like? What would it look like if you dropped one level to \_\_\_\_\_? What would be different? What would you be doing differently?”
- ◆ “When thinking about your next step, what goal would you like to set for yourself?”

# Miracle Question

- 💧 If you woke up tomorrow and the problem was gone, how would things be different, how they would think and feel about themselves, and what they and others would observe.
- 💧 What is the 1<sup>st</sup> thing you would notice that is different?
- 💧 What other things would you notice?
- 💧 Would anyone beside you notice that a miracle had occurred? What would they notice?



**D R E A M S**

**The Future Belongs To Those Who Believe  
In The Beauty Of Their Dreams.  
~ Eleanor Roosevelt ~**

# Mindfulness Approaches

- ◆ Sensory awareness of body/breathing in the moment (let it be)
- ◆ Mindfulness of thoughts
  - ◆ Leaves on a stream, clouds in a sky, pages written on water (livingwell.org.au)
- ◆ Progressive muscle relaxation
  - ◆ (Bernstein, Borkovec, & Hazlett-Stevens, 2000)
- ◆ Mindfulness apps

## The Mindfulness App

By MindApps

Open iTunes to buy and download apps



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# Strategies for Self

- ◆ Know the policies in your setting for addressing career and mental health concerns
- ◆ Keep up to date on the research
  - ◆ Correlates, interventions, medication/side effects
- ◆ Seek additional training (mental disorders, substance abuse, assessments, etc.) and supervision
- ◆ Know community resources

# NCDA Resources

- 🍀 Counselor's Guide to Career Assessments
- 🍀 Career Counseling Casebook
- 🍀 Clinical Supervision of Career Development Practitioners
- 🍀 Webinar: Unemployment and Mental Health (Blustein)



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*02/01/2016*

[Adjusting the Career Counseling Process for Individuals with Non-Apparent Disabilities](#) - By Janine Rowe  
As the number of individuals in the United States with disabilities, currently ~50 million, continues to grow (Brault, 2012), the population of people with non-apparent disabilities - issues that are not necessarily visible to others &nda...  
*09/01/2015*

[Assisting College Students with Career Planning After Denial of Admission to Their Pre-Professional Programs](#) - By Meghan Huyghe Veltri  
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[Skill Use on the Job: Dialectical Behavioral Therapy Skills and Career Counseling](#) - Jenny Bell Martin and Debbie Corso De Marco  
Dialectical Behavior Therapy (DBT), developed by Marsha Linehan (1993), was originally created to specifically treat those with borderline personality disorder in a clinical setting. However, it also has far reaching applications, including in ...  
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# Professional Development



June 30-July 2  
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