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The Effectiveness of group-based life design career counseling on decreases career identity diffusion of students

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Abstract

Career identity diffusion is an identity-related injury. People with this identity do not attempt to challenge the decisions that led to the formation of identity. So they need to make their career identity clear to be successful in their life and career in the future. This research was conducted to aim examining the effect of group-based life design career counseling on career identity diffusion of students. The current study was, semi-experimental with pretest-posttest control group. The present population included all University of Bojnord students in 2016. Nineteen students who had the career identity diffusion were selected randomly and assigned to experimental (n = 9) and control (n = 10) groups randomly. Next, experimental group was exposed to group-based life design career counseling in the 9 sessions- 90 minute; and control group received intervention. Participants completed Dellas career identity questionnaire (1981) before and after the sessions. Results showed that group-based life design career counseling lead to decrease in career identity diffusion. Therefore career counselors and psychologists can use the life design counseling to decrease client career confusion.

Keywords: Group- based life design career counseling, career identity diffusion

Extended abstract

Introduction

Career identity is a domain of nearly universal concern and is often addressed before other identity domains become salient (Anthis, 2014). So that in the late adolescence and youth age, career choice will become an important issue and the individual's attempts at defining it and discovering and strengthen that is the main elements in the foundation of career identity (Lotf abadi, 2010). The formation of career identity has an important role in the career development and realization of individual's identity. Having a diffused identity in life make individuals unable to find their life path and use their talents and potentials to find solutions to their problems so they

could make the right choices and decisions toward taking the right steps and get the right job. To address issues of making life plans and decision in such individuals, intervention of psychological consulting is needed. In fact career interviews in 21 century including life design counseling helps individuals to make their life story and use it for decision making (savickas, 2015). Therefore, the present research aimed at examining the effectiveness of group-based life design career counseling on career identity diffusion of students.

Method

The current research is semi-experiment with pretest-posttest and control group. The population includes all students of Bojnord University in 2016. The sample included 20 students who had a diffused Identity status based on Dells

Instrument

Career Identity Questionnaire. This questionnaire consists of 35 items that classifies participants in to one of the successful, premature, immature, and confused identity status. Dells (1981) reported Cronbach alpha coefficients this questionnaire 0.91, 0.84, 0.92, and 0.73 for successful, premature, immature, and confused identity components, respectively. The include criterion to the research was to have a diffused Identity status and a willingness to participate in the research. Participate in others meetings and workshops related to psychological issues at the same time as research and absenteeism more than 2 sessions were considered exclude criteria of research.

Trend of research

Having explained the purpose and procedure of the group to participants, ask for a volunteer who is willing to participate in the career construction interview (CCI). The counselor asks the volunteer the first CCI question regarding how the counselor and group members can be useful to the client in designing a life.

Upon completing the CCI questions and asking any follow-up questions, the counselor begins to construct the story elements for presenting the story to the client. Group members are witnessing this process, and they are noting specific responses and associated personal emotional reactions or learning they might be experiencing while watching the interview.

Once the counselor and the volunteer complete the process, they collaborate to join these micro-stories into a new narrative that they apply to the volunteer group member's presenting concern. The career counselor invites the group member to comment and reflect on the story and how the story assists the member in moving forward from this point. Then, the counselor invites the other group members to provide encouragement and support for the client based upon their experience as a group member and witnessing the CCI process.

The counselor concludes by getting a volunteer for the next group meeting and closing the group session. The second group session proceeds as the first did; however, the focus shifts to a different group participant. Each group meeting proceeds in like fashion until every group member has participated in the career construction interview.

Data analysis

In this study, descriptive statistic including mean and SD and analysis of covariance were used to answer the research question.

Findings

The mean and standard deviation of the career identity diffusion for experimental group; and 4.55 and 1.01 in pre-test, and 2 and 1.87 in post-test and for control group was 4.60 and 0.69 in pre-test, and 4.10 and 1.19 in post-test.

The results of covariance analysis comparing career identity diffusion in experimental and control groups showed that there was significant differences between groups ($F = 8/19$, $p = 0/01$). Therefore it can be concluded that group counseling based on life design has affected on decrease in career identity diffusion. Also, Eta square effect size of 0.33 show that the effect of the group membership on the career identity diffusion score has been resulted from taking part in group counseling based on life design.

Discussion

The purpose of this research was to investigate the effectiveness of group-based life design career counseling on career identity diffusion to decrease career identity diffusion to Students. The results of the research showed that there was a significant difference between the mean of control group and experimental group which were considered positive effect of group counseling based on life design on reducing career identity diffusion of students. By telling their stories, they became familiar with their hobbies and interests, their own beliefs and feelings, and they found a different perspective about themselves. Savickas (2012) believes that language both constructs and constitutes social realities. Words enable individuals to think and make meaning of their experience. Through language, individuals construct themselves. For example, individuals may ascribe a certain meaning to their behavior, and through the counseling discourse, a new meaning or multiple meanings may be constructed which enables them to view themselves differently, and in turn act differently. Thus it is through language that change occurs and self is constructed (Patton & McMahon, 2014).

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Conflict of Interests

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