Career Development Workshop (CDW)

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What is CDW

• CDW stands for Career Development Workshop
  o Key concepts are
    • “Who am I?”
    • “Where am I going?”
    • “How can I get there?”
  o Self-questioning, Self-answering
  o Self-Assessment
  o Self-Analysis
  o Individual working workshop

• Japanese Association of Career Counseling
  http://www.npo-jcc.org/
  o Owns patent at Japan Patent Office
  o Implements public CDW courses
  o Provides materials of CDW
  o Certifies official CDW facilitator
What is Japanese Association of Career Counseling (JCC)

• Established in 1996
  o Tetsuo Yokoyama, former Mobil Oil Japan HR director, and other four members started activities

• Concept
  o Supports individual to make decisions mainly from internal career development point of view
  o Seeks a new symbiosis between individuals and organizations
  o Facilitates and promotes a transformation of individuals, organizations and society through activities such as education, research and enhancement of career counseling

• 350 members
  o Business professionals, faculties, psychologists, therapists, counselors, house-wives, students and others
  o Tokyo, Osaka, Nagoya, Kyushu and all over Japan

• Major Activities
  o CDW course
  o Management of self-awareness
  o Study group of Career counseling
  o Career guidance study
  o Group counseling for students
  o Career development for women
  o Internal career and active listening
  o Study groups of counseling
When the CDW was developed

- Change of job market in Japan
- Change of Japanese mind
- The original model: program in Mobil Oil Japan
- Tetsuo Yokoyama
- Over 20,000
The CDW’s objectives

• Three basic concepts
  o Who am I?
  o Where am I going?
  o How can I get there?

• Participants
  o Deepen their self-understandings
  o Draw their career visions
  o Design concrete action plans to materialize the plans
Day 1

- Workshop opens
- Course orientation
- Commentary presentation by facilitator
  - What is the course
  - What is career development
- Who am I?
  - Self-assessment and Commentary
    - Satisfaction Survey: Maslow’s Hierarchy of Needs
  - Self-assessment, Self-analysis
    - Frustration Survey
  - Self-assessment, Self-analysis
    - Motivation Survey
- Night Session: Review of Self-assessment and Self-analysis
  - Career Counseling (not compulsion)
  - Free Discussion
Outline
Day 2

• Who am I? (continues)
  o Self-assessment and Commentary
    • Skills; Three Effective Skills by R.L.Katz
  o Self-assessment and Commentary
    • Personality; MBTI
  o Self-assessment, Self-analysis
    • Career Anchor; E.H.Shein
  o Self-assessment, Self-analysis
    • Case Study of Career Transition
  o Self-assessment, Self-analysis
    • Family Survey
  o Self-assessment, Self-analysis
    • Life Diagram

• Night Session: Review of Self-assessment and Self-analysis
  o Career Counseling (not compulsion)
  o Free Discussion
Outline

Day 3

• Who am I? (continues)
  o Structured Encounter Group
    • Theme; My meaning for Life, My meaning for Work
  o Review of all Self-assessment and Self-analysis
  o Self-assessment
    • Appropriate Work/Job for me

• Where am I going?
  o Goal Setting
    • My Final Career Goal

• How can I get there?
  o Action Planning
    • 3 Year Action Plan

• Workshop adjourn
Contents of Sessions

- **Course orientation**
  - Explain the purpose of three key words of this workshop
    - protagonist of one’s life is oneself, self-determination and self-responsibility
    - assess oneself by own measurement not by other’s measurement
    - self-assessment.

- **What is Career, What is Career Development**
  - Commentarial presentation session by facilitator
    - Concept of Career and Career Development for an individual
    - Concept of Career Development for a company relating to Human Resource Development.

- **Satisfaction Survey ; Maslow’s Motivational Hierarchy**
  - Are you now satisfied or not ?
    - Check for oneself the current satisfied level of each of the five needs referring to Maslow’s Hierarchy of Needs.
    - Commentary of Maslow’s Hierarchy of Needs and Motivation
    - Theory of F.Herzberg

- **Frustration Survey**
  - What is your dissatisfaction, discontent, complaint, grievance , or frustration?
  - What is the cause ?
  - What is the factor ?
  - What can you do for the solution ?
Contents of Sessions (continues)

- Motivation Survey
  - How much are you motivated now?
  - How much are you burning for work?
  - When were you highly motivated?
  - When were you not motivated?
  - What is your motivator?

- Technical Skill, Human Skill, Conceptual Skill by R.L.Katz
  - Assess three skills and analyze it comparing with the feedback by an immediate boss
  - Commentary of three skills by R.L.Katz

- Career Anchor
  - After self-assessment of Career Anchor by E.H.Shein
  - Commentary of Career Anchor

- Case Study of Career Transition
  - Study 4 cases of career transition focusing on the internal career of each character in each case

- Family Survey
  - Pay attention to family matters in this session
  - while paid attention to participant one-self through the past ocuriings

- Life Diagram
  - Plot the life-events from birth through life-time of one-self
  - the family members on line as diagram.
• Structured Encounter Group
  o This session is like a structured encounter group
  o In a small group (6 or 7 persons), each participant will make a small talk about my meaning for life and my meaning for work
  o Other members will give their feedback the speaker.

• Review
  o Make sure what is one’s internal career by reviewing all the work of self-assessment and self-analysis

• Appropriate Work/Job for me
  o List up 1 or 2 appropriate work/job with reason.

• My Final Career Goal
  o This session is Goal Setting.

• 3-Year Action Plan
  o Prepare 3-year action plan to get one’s final goal.
Participants’ findings

- Internal career
- Subjective career
- QOL (Quality of Life)
- QWL (Quality of Working Life)
- Meaning or value of work for themselves
Career Development Workshop

Key Concept and Step of Workshop;
“Who am I? ”
“Where am I going? ”
“How can I get there? ”

- Self Question, Self Answer
- Individual Work by using Worksheet
- Self Assessment, Self Analysis

Japanese Society of Career Counseling
http://www.npo-jcc.org/
Program Structure

Self Counseling

Career Counseling

Group Counseling
Everyday, a CDW is held anywhere in the world!