

Career Development Workshop (CDW)

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What is CDW

- CDW stands for Career Development Workshop
 - Key concepts are
 - “Who am I?”
 - “Where am I going?”
 - “How can I get there?”
 - Self-questioning, Self-answering
 - Self-Assessment
 - Self-Analysis
 - Individual working workshop
- Japanese Association of Career Counseling
 - <http://www.npo-jcc.org/>
 - Owns patent at Japan Patent Office
 - Implements public CDW courses
 - Provides materials of CDW
 - Certifies official CDW facilitator

What is Japanese Association of Career Counseling (JCC)

- Established in 1996
 - Tetsuo Yokoyama, former Mobil Oil Japan HR director, and other four members started activities
- Concept
 - Supports individual to make decisions mainly from internal career development point of view
 - Seeks a new symbiosis between individuals and organizations
 - Facilitates and promotes a transformation of individuals, organizations and society through activities such as education, research and enhancement of career counseling
- 350 members
 - Business professionals, faculties, psychologists, therapists, counselors, house-wives, students and others
 - Tokyo, Osaka, Nagoya, Kyushu and all over Japan
- Major Activities
 - CDW course
 - Management of self-awareness
 - Study group of Career counseling
 - Career guidance study
 - Group counseling for students
 - Career development for women
 - Internal career and active listening
 - 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
 - Who am I?
 - Where am I going?
 - How can I get there?
- Participants
 - Deepen their self-understandings
 - Draw their career visions
 - Design concrete action plans to materialize the plans

Program Structure



Outline

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)
 - Self-assessment and Commentary
 - Skills ; Three Effective Skills by R.L.Katz
 - Self-assessment and Commentary
 - Personality ; MBTI
 - Self-assessment, Self-analysis
 - Career Anchor ; E.H.Shein
 - Self-assessment, Self-analysis
 - Case Study of Career Transition
 - Self-assessment, Self-analysis
 - Family Survey
 - Self-assessment, Self-analysis
 - Life Diagram
- Night Session: Review of Self-assessment and Self-analysis
 - Career Counseling (not compulsion)
 - Free Discussion

Outline

Day 3

- Who am I? (continues)
 - Structured Encounter Group
 - Theme; My meaning for Life, My meaning for Work
 - Review of all Self-assessment and Self-analysis
 - Self-assessment
 - Appropriate Work/Job for me
- Where am I going?
 - Goal Setting
 - My Final Career Goal
- How can I get there?
 - 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.

Contents of Sessions

(continues)

- Structured Encounter Group
 - This session is like a structured encounter group
 - 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
 - Other members will give their feedback the speaker.
- Review
 - Make sure what is one's internal career by reviewing all the work of self-assessment and self-analysis
- Appropriate Work/Job for me
 - List up 1 or 2 appropriate work/job with reason.
- My Final Career Goal
 - This session is Goal Setting.
- 3-Year Action Plan
 - 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

Japanese Society of Career Counseling

<http://www.npo-jcc.org/>

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

Program Structure



Everyday, a CDW is held
anywhere in the world!

