Career Counselling and Professional Wellbeing

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COURSE AIMS AND INTENDED LEARNING OUTCOMES

The aim of the course is to teach students some of the psychological models underlying effective and satisfactory career choices, the most useful methods and tools to carry out consultancy interventions to assist educational and professional choices, and the typical interventions and resistance to assist work relocations. In addition, reference will be made to the work situations that cause discomfort, the tools for their identification and quantification, and the devices that can be activated to improve the psychological well-being of workers.

## Intended learning outcomes

At the end of the course, students will know:

* the types of hardship faced by people who are unemployed or dissatisfied with their work;
* some psychological models on career choices and job satisfaction;
* types of career advice;
* methods of opposition and resistance to career counselling;
* the selection process;
* autobiographical narration as career counselling;
* techniques for describing one's own professionalism (CV and STAR method);
* the impact of certain models and organisational structures on working well-being;
* the main intervention tools for protecting well-being at work: from prevention to coping with stressful factors.

At the end of the course students will be able to:

* apply psychological models in the interpretation of business and individual situations related to the management of one's career and work experience in organisations;
* design and conduct interventions to assess professional attitudes, skills and motivations, related work stress, and the causes and effects of bullying situations;
* design and conduct individual and organisational interventions for career planning, the reduction of work-related stress, and the reduction of the risk and impact on the individual of bullying.

COURSE CONTENT

The course will cover the experience of unemployment and career counselling strategies for a faster and more effective reintegration into work, organisational structures, organisational cultures and the process of managing the human resources that impact well-being at work.

It will be organised in the following teaching units:

* The psychology of career choice and development processes;
* The Social Cognitive Career Theory by Lent, Brown and Hackett;
* Lent and Brown's Process Model of Work Satisfaction;
* Autobiographical narration for career counselling;
* Processing mourning for the loss of a job;
* Career counselling;
* Personnel recruitment;
* Work-related stress and the main prevention interventions;
* Models of well-being at work;
* The relationship between organisational structures and well-being at work;
* Primary, secondary and tertiary prevention interventions.

READING LIST

D. Boerchi (a cura di), *La consulenza di carriera per la soddisfazione lavorativa*, In press.

Material distributed by means of the Blackboard.

TEACHING METHOD

The teaching method includes alternating frontal lectures, tutorials and case discussions.

ASSESSMENT METHOD AND CRITERIA

The assessment will take place orally and will cover: content (knowledge of the topics covered in the texts and in class); links (ability to connect different topics to each other); and case analysis (ability to apply the topics and models learned to hypothetical real cases).

NOTES AND PREREQUISITES

Students must possess a basic knowledge of the concepts of work psychology and development.

Further information can be found on the lecturer's webpage at http://docenti.unicatt.it/web/searchByName.do?language=ENG or on the Faculty notice board.