

The Effects of Adlerian Supervision on Enhancing Career Consultants' Case Conceptualization

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Abstract : Due to rapid changes in the societal environment, career development and planning have become increasingly crucial, leading more individuals to seek the assistance of career consultations. However, the training process for career consultants often emphasizes the application of assessment tools and guidance in job-seeking behavior. The abilities of case conceptualization and consulting skills require further in-service supervision. This study aims to inquire about the supervised experiences of employment specialists at the Employment Service Center of the Taiwan Ministry of Labor or career consultants who held private clinics for at least three years. The research participants were continuously supervised by the Adlerian approach twice a month for at least one year, helping them integrate the whole picture of the client through Lifestyle Assessment (the qualitative way, specific diagnosis) and other Adlerian assessment tools (the quantitative way, general diagnosis.) The supervisor was familiar with Adlerian Psychology and certified by the North American Society of Adlerian Psychology. The research method involves semi-structured interviews and qualitative analysis. For the ethical considerations, the participants were invited to interview after the supervision sessions finished. The findings of this research were discussed with possible implications, like how they applied Adlerian Psychology to their career consultations, especially to case conceptualizations and consulting skills. Recommendations for further research and training for career consultants are also discussed.

Keywords : supervision, Adlerian psychology, case conceptualization, career consultant

Conference Title : ICCDS 2023 : International Conference on Career Development Strategies

Conference Location : Jeddah, Saudi Arabia

Conference Dates : November 20-21, 2023