



## Aboriginal Human Resource Council

connections – partnerships – solutions



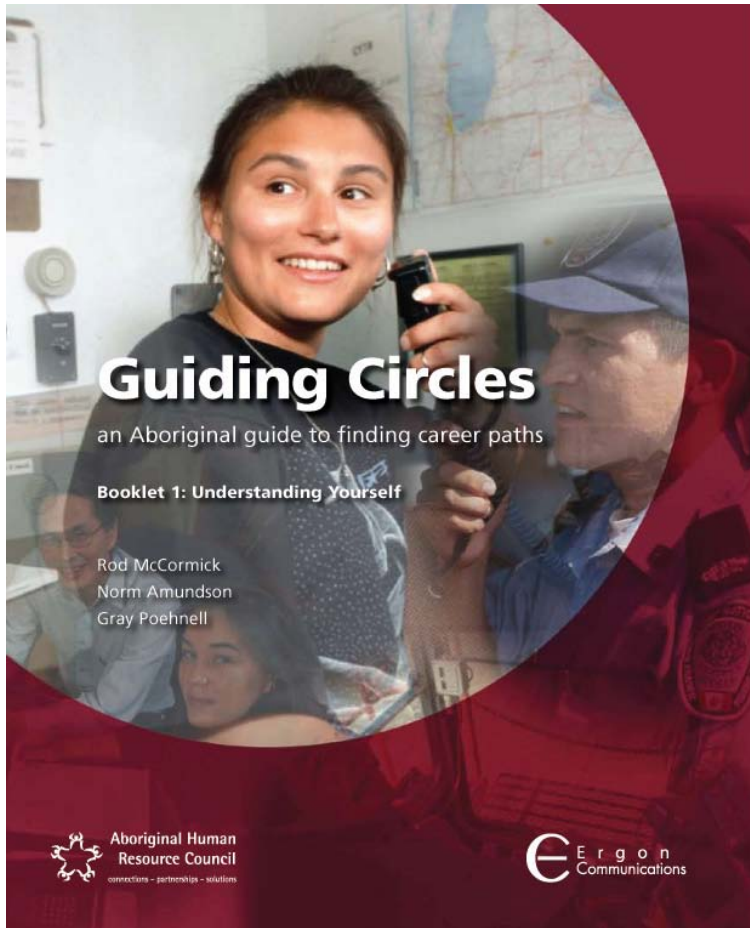
## Guiding Circles: An Aboriginal Approach to Career Pathing



Canada's leading innovators in Aboriginal recruitment, retention and advancement

# Background of Guiding Circles

- Created to meet the needs of Aboriginal peoples by combining contemporary career theories with an Aboriginal perspective (story telling, community involvement, medicine wheel)
- AHRC in partnership with GC authors (Amundson, McCormick & Poehnell) launched program in 2003
- Workshops are delivered across Canada for a variety of clientele: employment practitioners, teachers, youth group facilitators, HR managers



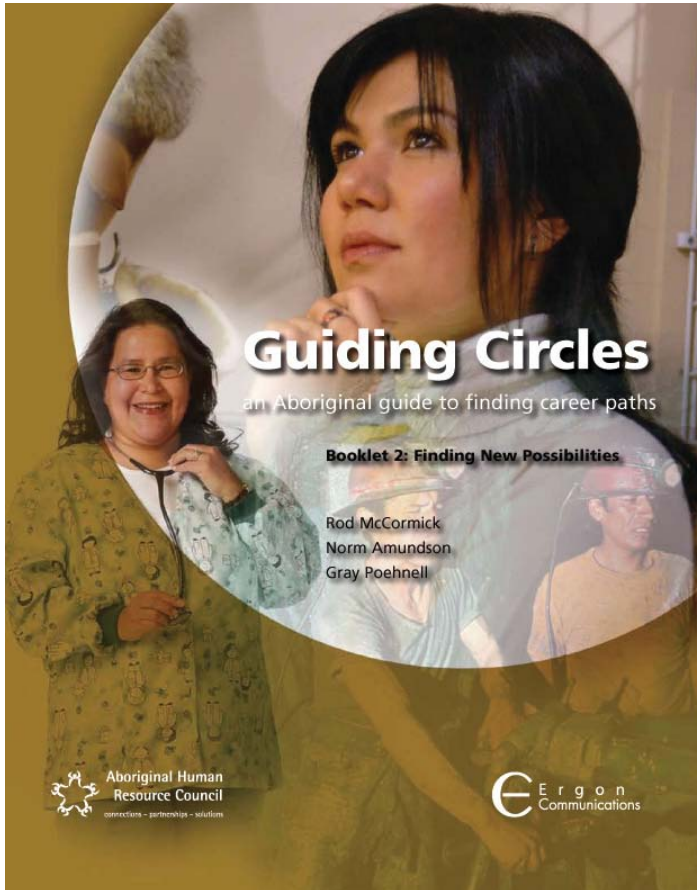
# Guiding Circles Booklet 1:

## Understanding Yourself

### Focus: Self Assessment

#### Who Am I?





# Guiding Circles Booklet 2: Finding New Possibilities

## Focus: Career Exploration & Decision Making

### What Can I do?



# Guiding Circles Addresses 4 Challenges

- need for culturally sensitive tools and processes
- sense of disconnection with the mainstream world of learning and work
- lack of positive focused self-reflection
- enculturated humility



## Challenges Addressed:

Need for culturally sensitive  
tools and processes





5-year plan

work exp



ed exp

skills, etc



# Disconnection to the world of work and school

- Learning is often recognized in the formal education sense
  - Degrees, diplomas, etc
- Work is often recognized only in the “paid” work we do

We need to find creative ways to link those without formal education and perhaps a rocky or non-existent work history to a career journey in a positive way

## Challenges Addressed:

lack of positive & focused  
self-reflection



## Lack of positive and focused self reflection.....

- “I don’t know...”
- “I’m not good at anything...”
- “They say I am pretty good at...”
- “I can tell you lots about this activity...”
- “What are you going to do...maybe I should too.”



# Challenges Addressed:

enculturated humility



# Guiding Circles

## Enculturated Humility

- “don’t brag about yourself..”
- “you’re just like all the others..”
- “you think your special?”
  - Laws of Jante

Often in communities we are taught not be boastful...but what happens when we are sent on a job interview?

.....sell yourself!



# Guiding Circles Addresses 4 Challenges

- need for culturally sensitive tools and processes
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- lack of positive focused self-reflection
- enculturated humility



**connecting**

**reflecting**

**CAREER**

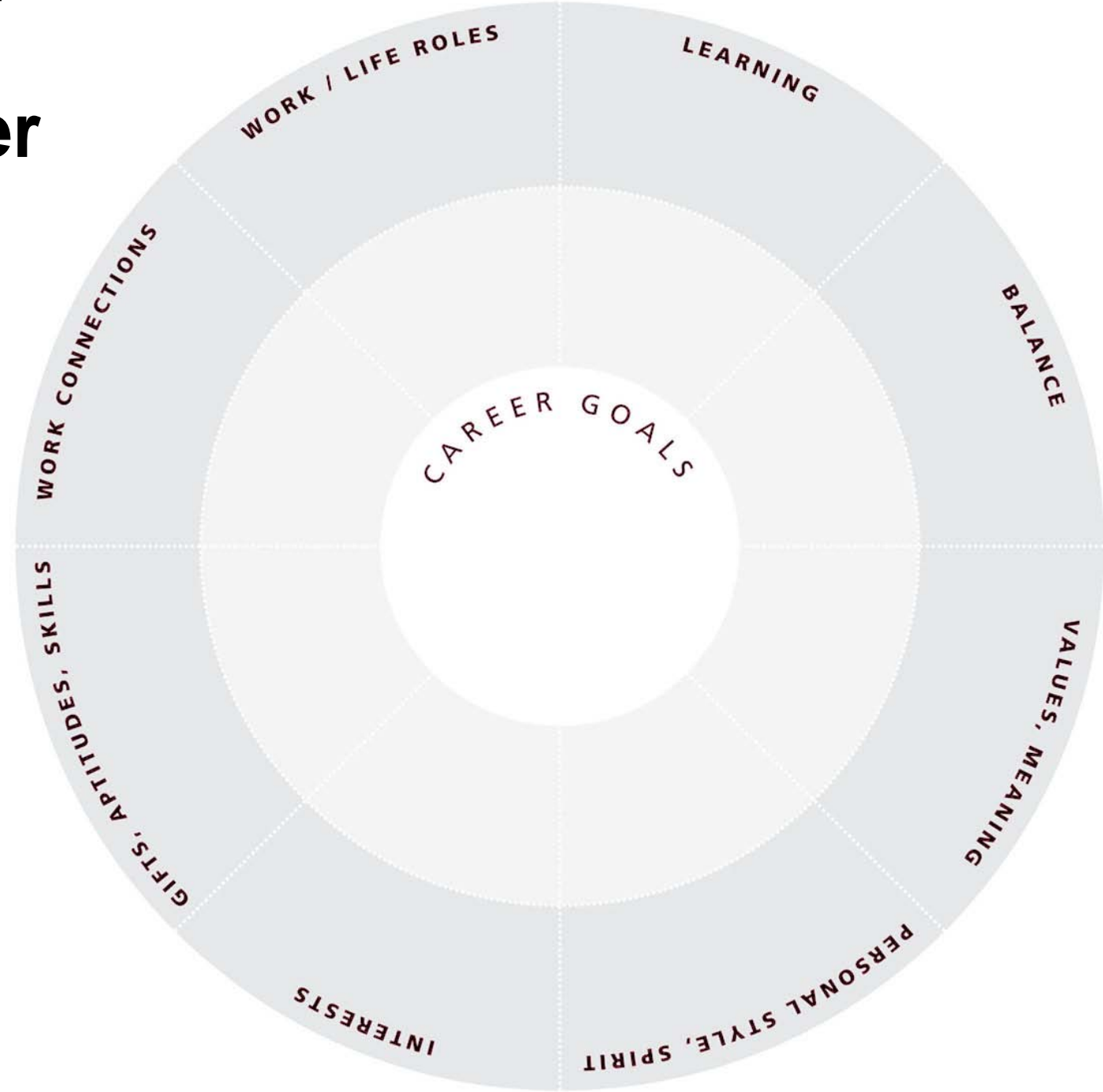
**telling**

**LIFE**

Engage where the person  
is engaged in life!!



# My Career Circle



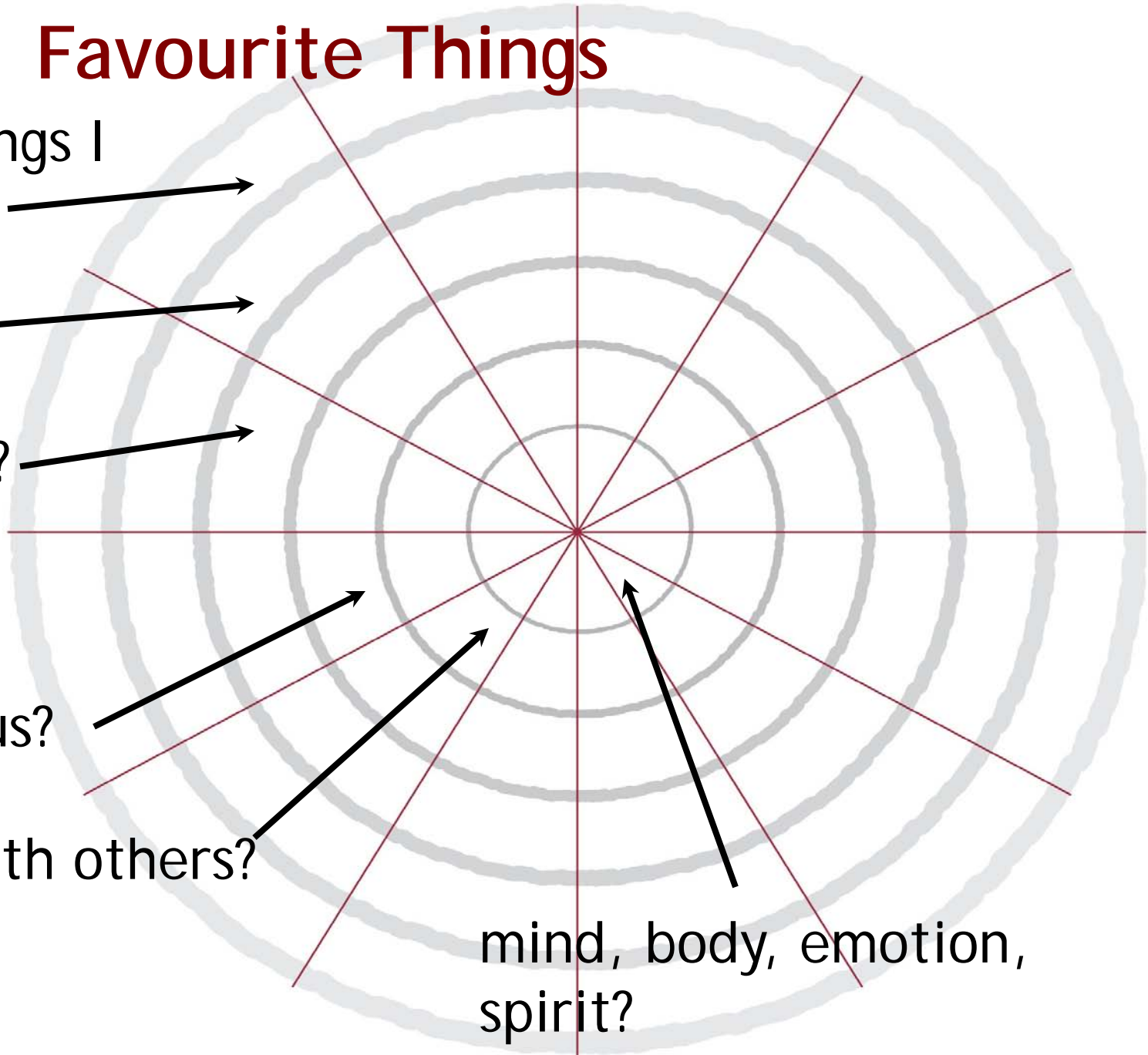
# Guiding Circles

Activity:

“My Favourite Things....”



# Favourite Things



up to 12 things I like to do

last time?

cost or free?

planned or spontaneous?

alone or with others?

mind, body, emotion, spirit?



# Favourite Things

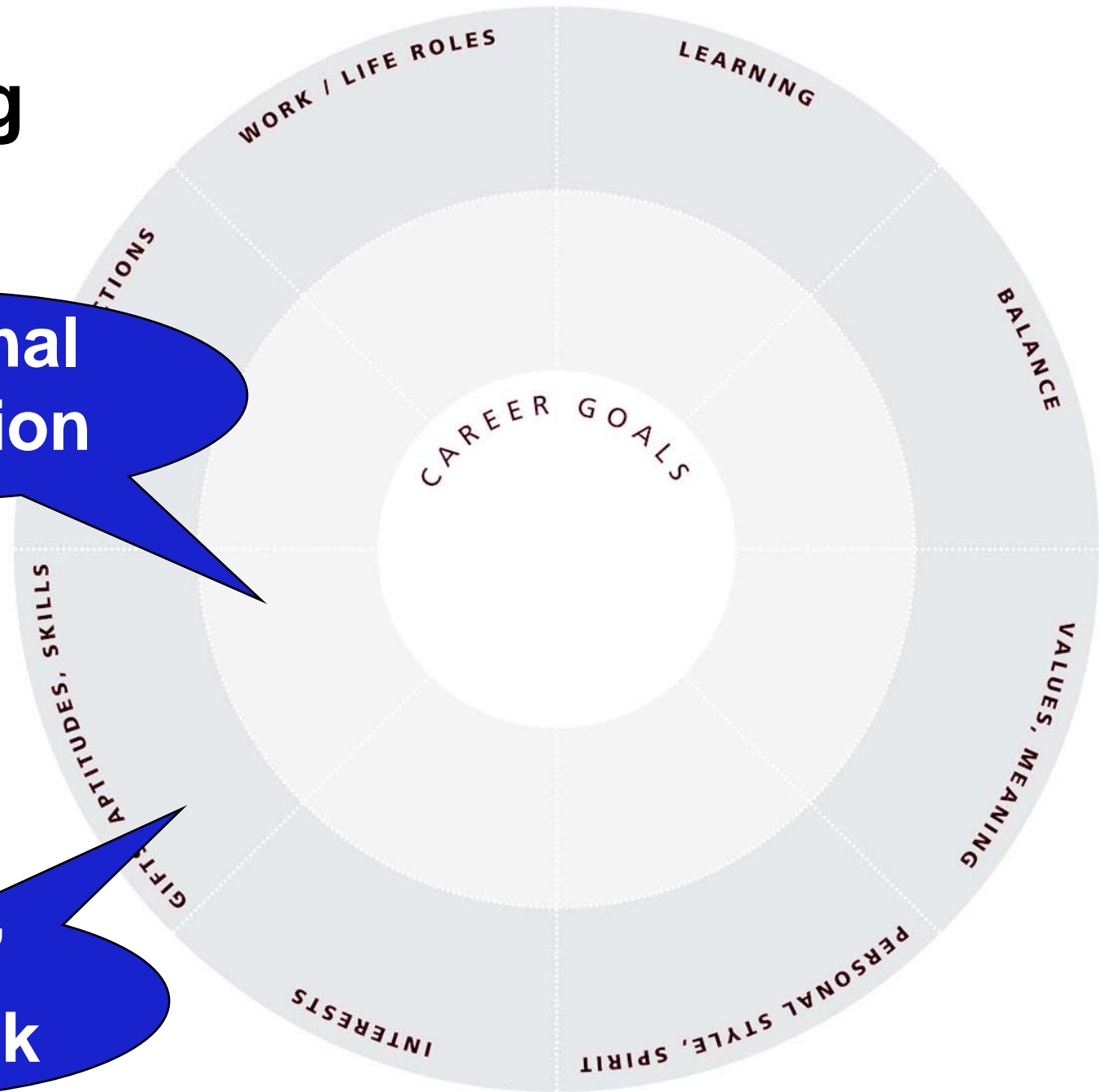
- Did anything surprise you?
- Do you see any themes?
- Was this fun?
- Did it take a lot of time?
- What are some benefits from this activity?



# Expanding the Circle

personal  
reflection

others'  
feedback





# Booklet 2: Finding New Possibilities





# Content

- Generate career possibilities
- Consider entrepreneurship
- Researching information
- Comparing possibilities with personal career circle
- Action planning



# Possibilities

## Nursing

- Brainstorm...
  - What are all the kind of nurses?
  - Where do nurses work?
  - What services support nursing?
  - What type of businesses or organizations also use nurses/medical care?



# Nursing...what are the possibilities??

- Registered nurse
- Nursing assistant
- Dental assistant
- Midwife
- Medical social worker
- Dietician
- Doctor
- Optometrist
- Medical lab technician
- Home care worker
- Pharmacist
- Medical claims assessor



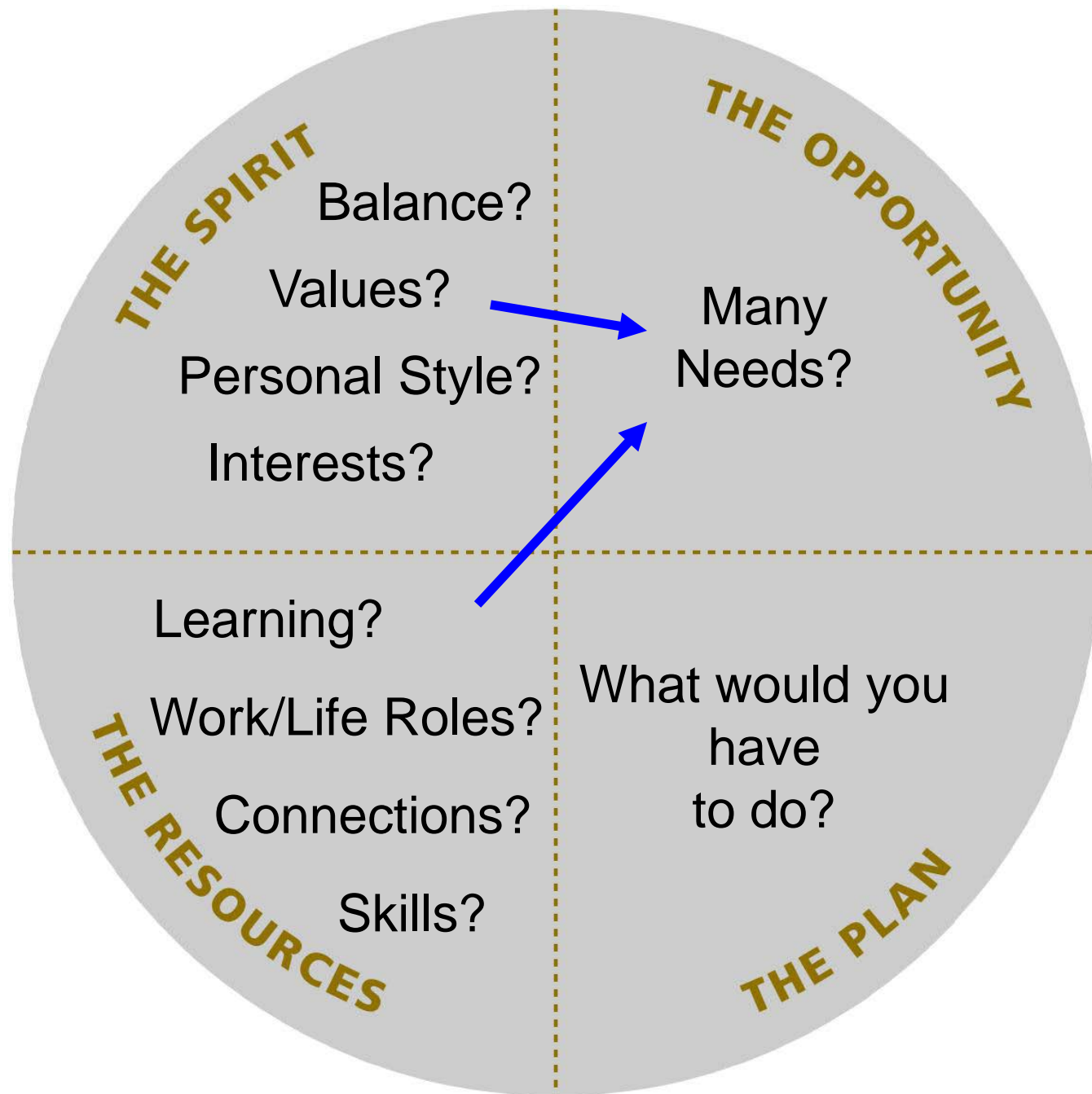
# Entrepreneurship

- What is entrepreneurship?
  - One who recognizes opportunities and organizes resources to take advantage of the opportunity.

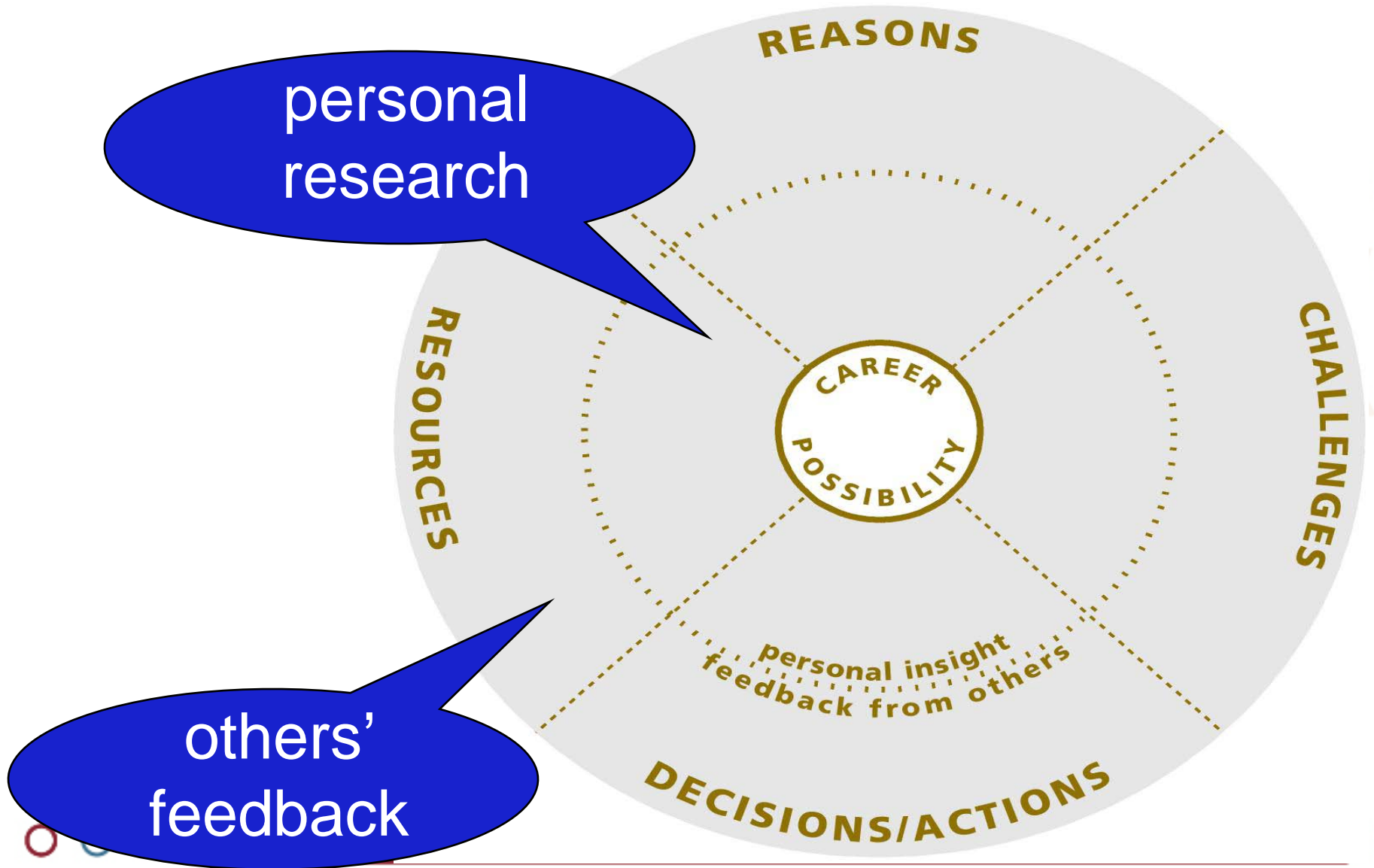
What types of entrepreneurship are there?

- Own business, partnerships, franchise, etc
  - And also creating a new work opportunity...





# Decision Making





## Summary

- Engage the individual where they are engaged in life
- Story telling about every day activities can lead to discovering hidden talents and gifts
- Engaging community members helps to complete the self portrait
- Generating many possibilities is important to uncover new options
- Decision making should also include input on those that may be affected



# Guiding Circles Workshops

- Visit [www.aboriginalhr.ca](http://www.aboriginalhr.ca) to see our public workshop schedule ; Or
- Email [tbucko@aboriginalhr.ca](mailto:tbucko@aboriginalhr.ca) to book your own in-house workshop

Thank You

