

BARRIERS TO CAREER DECISION MAKING



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**MISSION STATEMENT:
TO HELP PEOPLE
TRANSFORM THEIR
LIVES FROM THE
INSIDE/OUT.**

Agenda

- ❑ **Defining Barriers**
- ❑ **Types of Barriers**
 - ❑ **Barrier - Environmental**
 - ❑ **Barrier - Academic**
 - ❑ **Barrier - Financial**
 - ❑ **Barrier - Physical**
 - ❑ **Barrier - Learning**
 - ❑ **Barrier – Cultural**
 - ❑ **Barrier – Emotional**
- ❑ **Developing an Action Plan**
- ❑ **Positive Outweighs Negative**

Objectives

- ❑ **Define types of barriers**
- ❑ **Understand how barriers affect lives**
- ❑ **Identify types of barriers clients face**
- ❑ **Identify underlying concerns of each barrier**
- ❑ **Understand how barriers can immobilize**
- ❑ **Learn skills and techniques to help clients overcome barriers**
- ❑ **Explore how positive factors help overcome barriers**

Barrier

Definition

- ◎ **something that obstructs:** something that obstructs or separates, often by emphasizing differences "Impatience can act as a barrier to learning."

Synonyms:

- ◎ obstacle, sticky point, stumbling block,

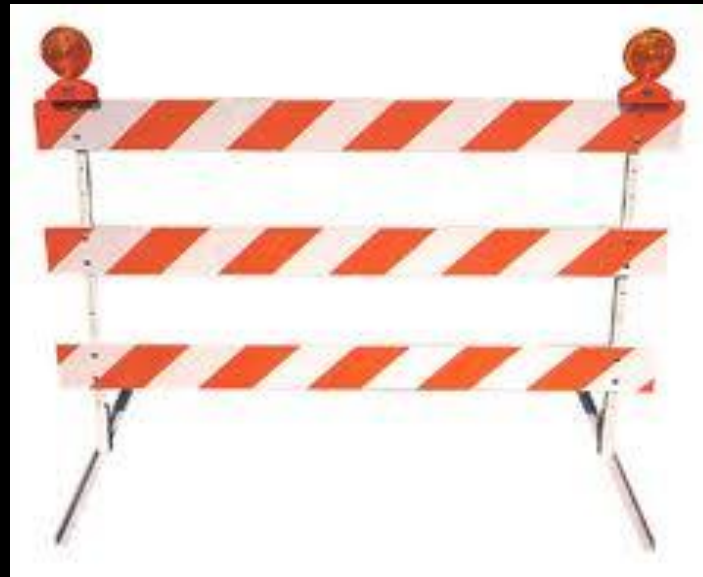
Barriers

Environmental

Learning

Academic

Physical



Financial

Emotional

Cultural

Largest Life Obstacle



Mindset

Identify Your Goals



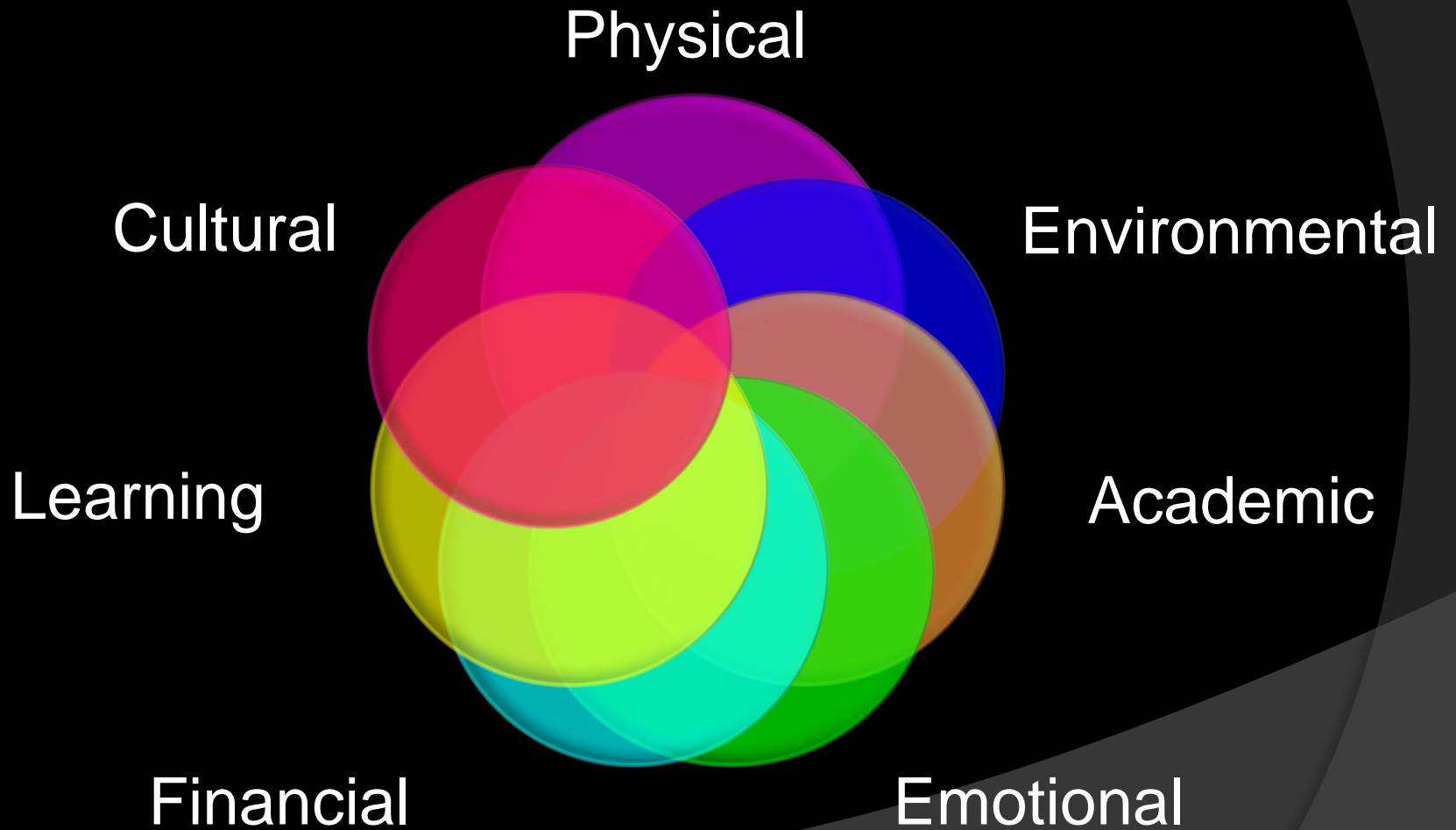
Goals Provide Clarity

Identify What's On Your Plate?



What's Interfering with Your Goal?

Barriers Overlap



Environmental



Environmental Factors



Outside external factors may contribute to a student's inability to move in a forward motion. These factors may include:

- Family environment not conducive to academic or career goals.
- Homeless/Runaway
- Substance Use/Abuse

Underlying Concerns



Environmental

- History of Violent Behavior
- Family Moves Frequently
- Broken Home
- Lack of Parent Involvement
- Excessive Use of Drugs
- Pregnancy

Helpful Strategies for Environmental Barriers?

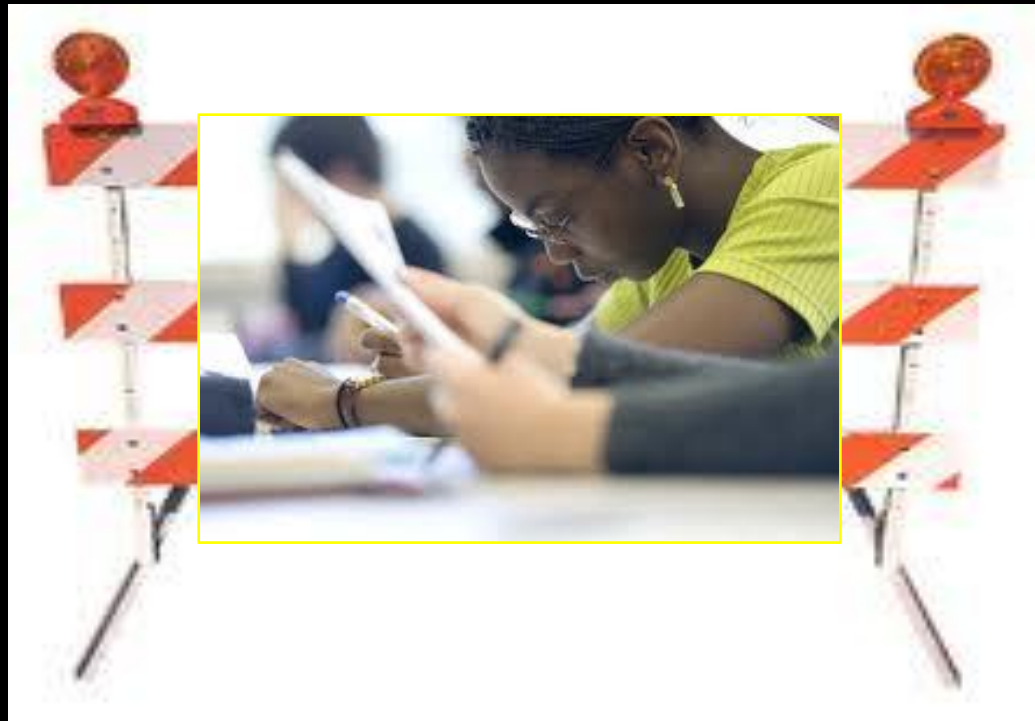
- Find out the obstacles your client is facing
- Help line up appropriate community resources
- Family session may be warranted
- Develop a plan to help your client succeed



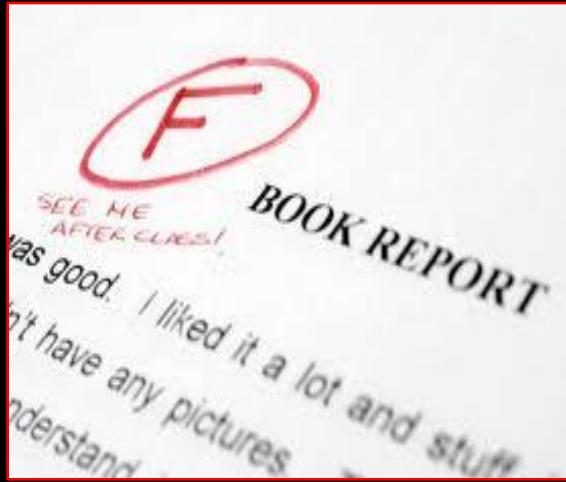
What's Going On At Home?



Academic



Academic Difficulties



Students do not think about their future, if they do they may see it negatively. This may result in:

- Academic problems
- Behavioral disruptions
- Excessive absences
- Potential Drop Out

Underlying Concerns

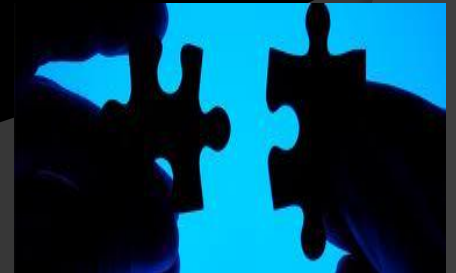


Academic

- Academic Retention
- Poor Organization and Study Skills
- Low Academic Performance
- Disciplinary Suspensions
- Excessive Absences
- Limited English Proficiency

Helpful Strategies for Academic Barriers

- Review academic records and develop a plan to help client get on track
- Set up a meeting with all key people
- Consider on-line or credit recovery
- Explore outside resources, e.g., Job Corps, Adult HS Diploma
- Follow through is necessary.



Why Do Many Still Come to School?



Financial



Financial Needs



With today's economic times more and more families are struggling to meeting the everyday financial needs of living. Jobs are scarce and students are not sure how their going to pay for post-secondary education.

Underlying Concerns



Financial Needs

- Basic Needs (Food, Healthcare, Rent, etc.)**
- Costs of Post-secondary Opportunities**
- No Parental Financial Support**
- Lack of Employment**
- Lack of Information on Availability of Financial Resources**

Helpful Strategies for Financial Barriers

- Identify what financial barriers are blocking client's movement
- Use Community Resources for “Needs”
- Provide information to family on Financial Resources (FAFSA, Scholarships, Grants, etc.)



Identify Ways to Earn Money?



Physical



Physical Limitations



Physical Limitations may keep a client from feeling confident and hinder the career exploration process. Some client's may not openly admit their limitations out of embarrassment or fear to try.

Underlying Concerns



Learning
Limitations

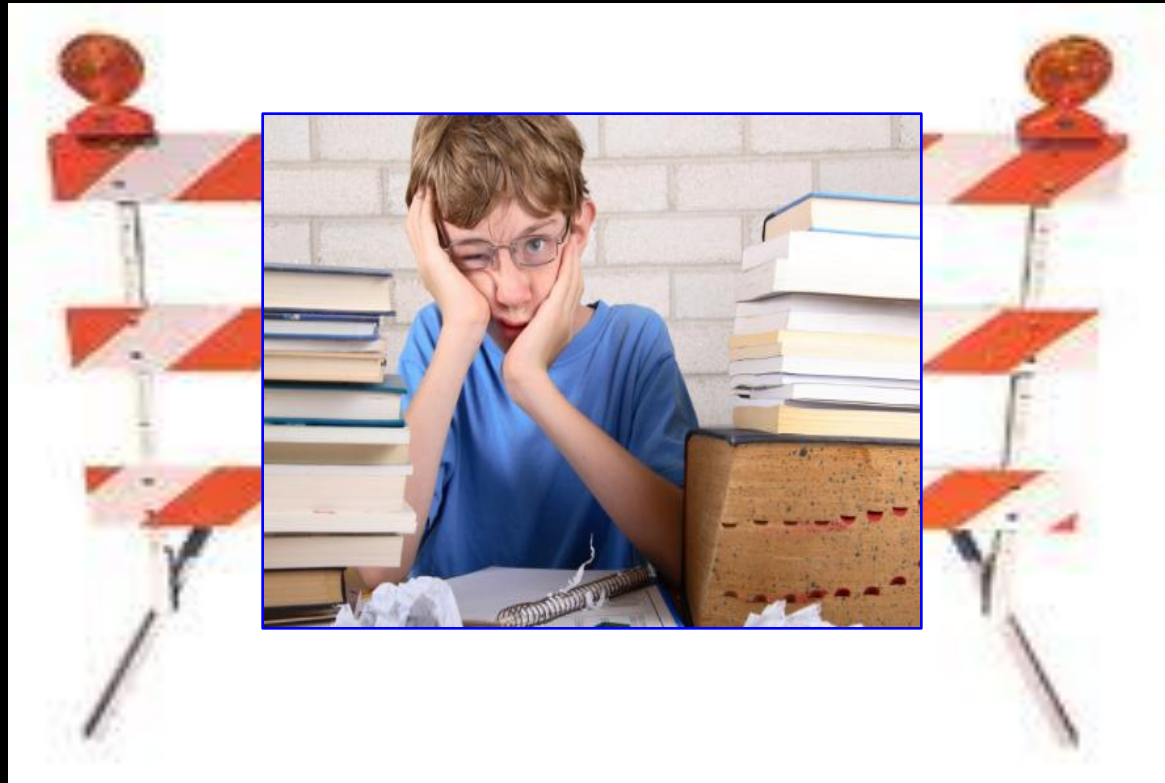
- Lack of information on programs to help with post-secondary goals
- Lack of information on Disability Laws
- Low Self-esteem
- Lack of opportunity to explore interests and define skills

Helpful Strategies for Physical Barriers

- Identify clients strengths and explore careers in this area
- Use Community Resources to assist client (Vocational Rehab, Occupational Therapy, etc.)
- Provide opportunities for internships or “on the job” training
- Explore post-secondary options and help client design an action plan



Learning



Learning Limitations



Many students have struggled with a Learning Disability throughout their academic career. While schools try to even the playing field, clients still have to enter a work world where an IEP doesn't exist. Explore issues of self-esteem and fear, with these clients. Teach empowerment

Underlying Concerns



Learning
Limitations

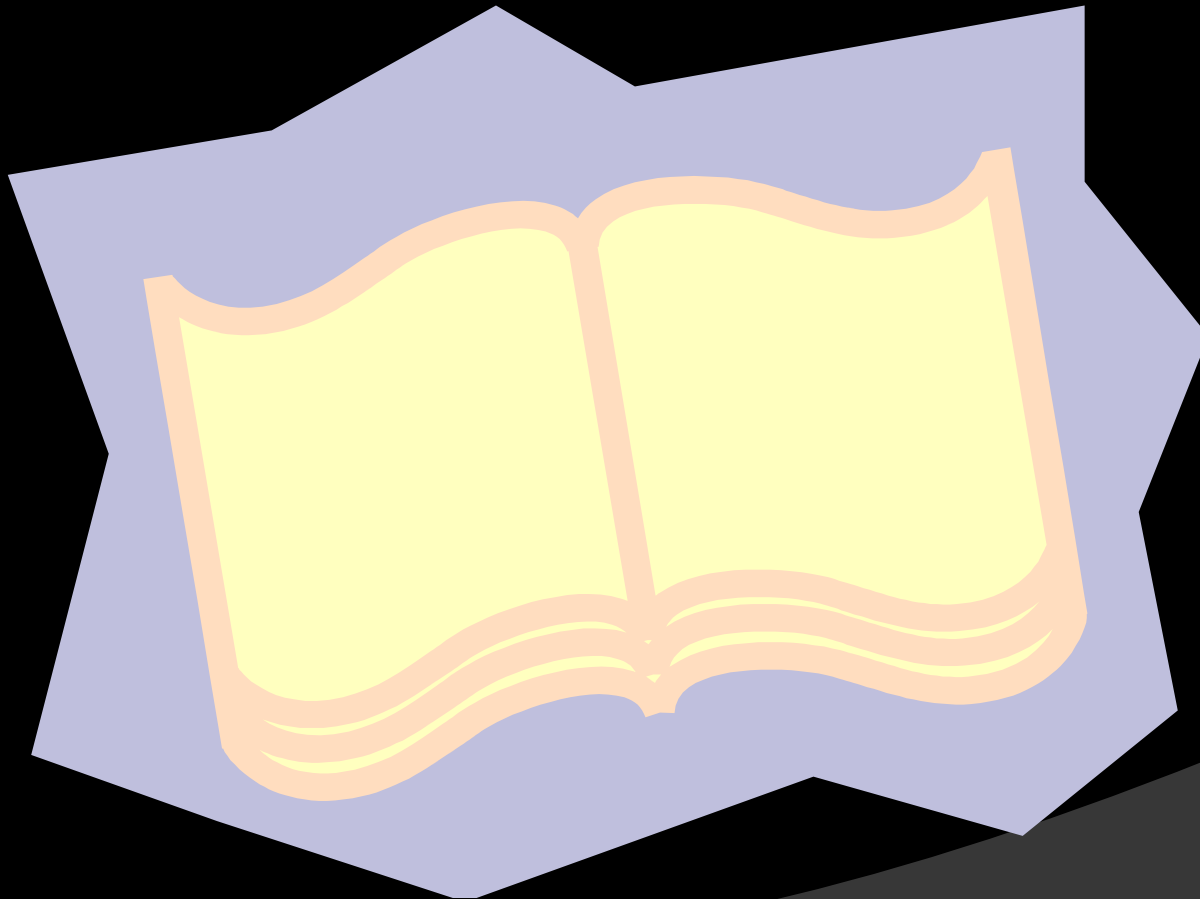
- Lack of career maturity and awareness of abilities
- Poorly developed planning and monitoring skills
- Immature social skills and social awareness
- Low academic achievement, particularly in literacy
- Fear of “What’s Next?”

Helpful Strategies for Learning Barriers

- **Help client identify talents and areas of strength**
- **Work closely with client's case manager to ensure academic success.**
- **Provide opportunities for internships or “on the job” training**
- **Explore post-secondary options and help client design an action plan**



List of All of The Obstacles



Cultural

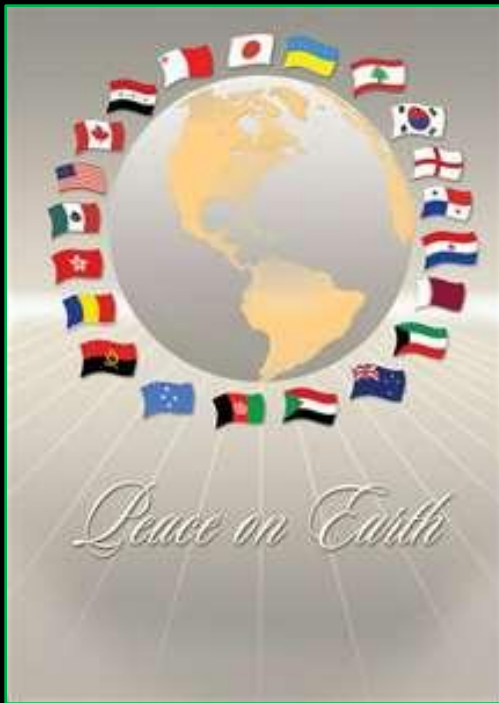


Cultural Limitations

Cultural norms are real. It is important that we understand the hurdles our clients have to face. When we ask clients to identify goals and what they want to be when they grow up are we taking their cultural views into consideration or making them fit into a Westernized Image of what fits?



Underlying Concerns



Cultural
Limitations

- Feelings about Self-Promotion
- Feelings about Independence
- Direct Communication
- Punctuality
- Equality – Male vs. Female Roles
- Appearance
- Religion

Helpful Strategies for Cultural Barriers

- Learn about your client's culture
- Be careful not to generalize
- Respect differences
- Address cultural and language differences.
- Help with obtaining job skills
- Address interview strategies
- Help with Acculturation



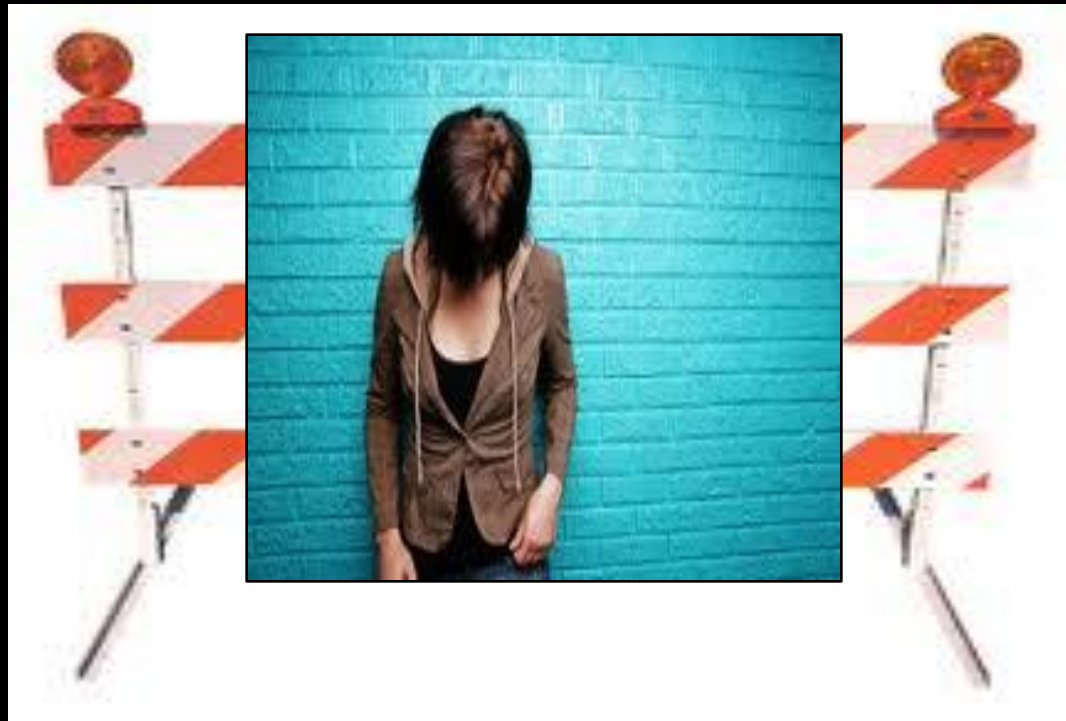
Culturally Competent Counselors

- Are aware of their own assumptions, bias, values, preconceived notions and personal limitations
- Understand world views of culturally diverse clients
- Practice appropriate cultural sensitive interventions strategies

Sue, D.W. & Sue, D. (2003). Counseling the culturally diverse: Theory And Practice. (4th ed.) New York, NY: John Wiley & Sons, Inc.



Emotional



Emotional Obstacles



Our emotions can interfere with how we feel, our thoughts and actions. Students who face many emotional barriers may not have a future vision.

Underlying Concerns



Emotional
Obstacles

- Lack of social and emotional maturity.
- Fears that immobilize.
- Mental health concerns.
- Lack of resources to get help.
- Due to lack of client disclosure this can be the hardest barrier to break through.

The Balancing Act

Anger

Jealousy

Anxiety

Stress

Insecurity



Confusion

Hurt

Worry

Fear

Depression

First Step in Overcoming an Emotional Barrier?



A Relationship

Helpful Strategies for Emotional Barriers

- **Establish a relationship built from rapport and trust**
- **Identify underlying emotions (e.g., Anger, Anxiety, Fear...)**
- **Utilize outside referral and/or community agencies**
- **Allow client opportunities to confront emotions in a safe environment**



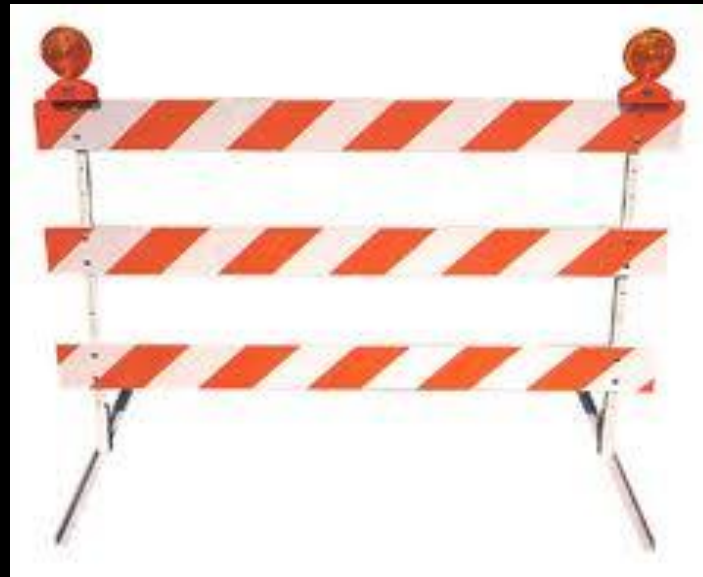
Barriers

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Your Goals and Barriers

Knowing what's on your life plate will help you design an Action Plan

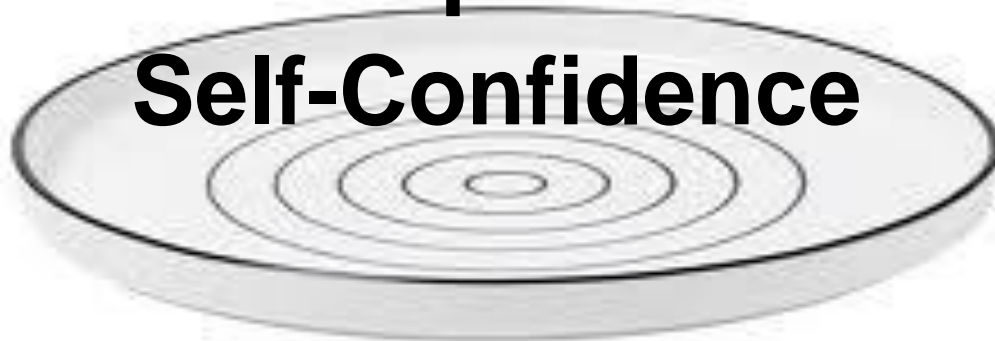
Money

Time

Child Care

Transportation

Self-Confidence



Action Plan

- Spend time getting to know your students
- Identify students with common barriers – form a group
- Get to know your Clients and map out a “Vision”
- Set goals and identify barriers
- Put positive things in place to help students succeed
- Address what’s on their plate

Think Positive and Negative

◎ Positive Factors (+)

- ?
- ?
- ?
- ?

◎ Negative Risk Factors (-)

- ?
- ?
- ?
- ?

Positive and Negative

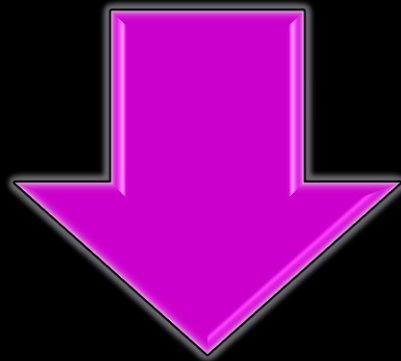
⊙ Positive Factors (+)

- Parental Support
- Involved in School
- Good Peer Groups
- Good Grades
- Church Involvement
- Working
- Think of More?

⊙ Negative Risk Factors (-)

- Lack of Parental Support
- Not involved in school
- Police Involvement
- Poor Grades
- Poor Decision Making
- Negative Peer Relationships
- Think of More?

Positive and Negative



Positive



Negative



Action Plan

1. Barriers To Overcome:
2. Resources To Draw From:
3. Steps In The Plan:
 - Step 1
 - Step 2
 - Step 3
4. Assign An Accountability Coach
5. Conduct Follow Up Appointments

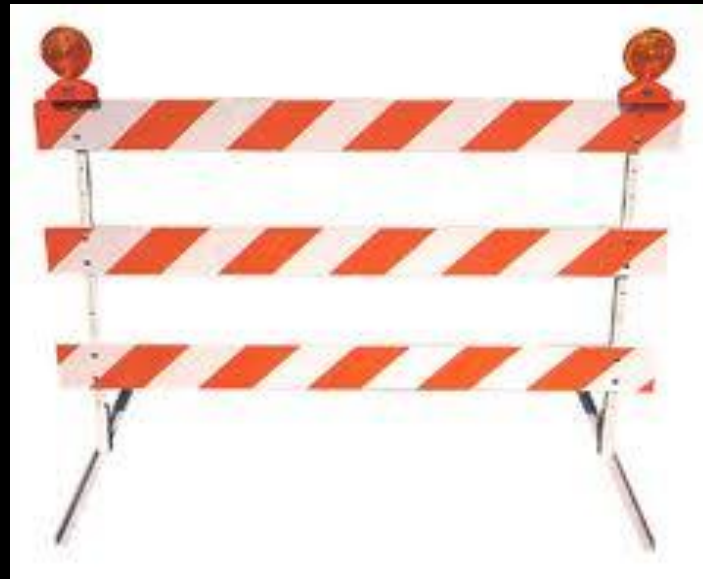
THE QUESTIONS

What do you have to lose?

What might you have to gain?

Barriers

Physical



Learning

Academic

Financial

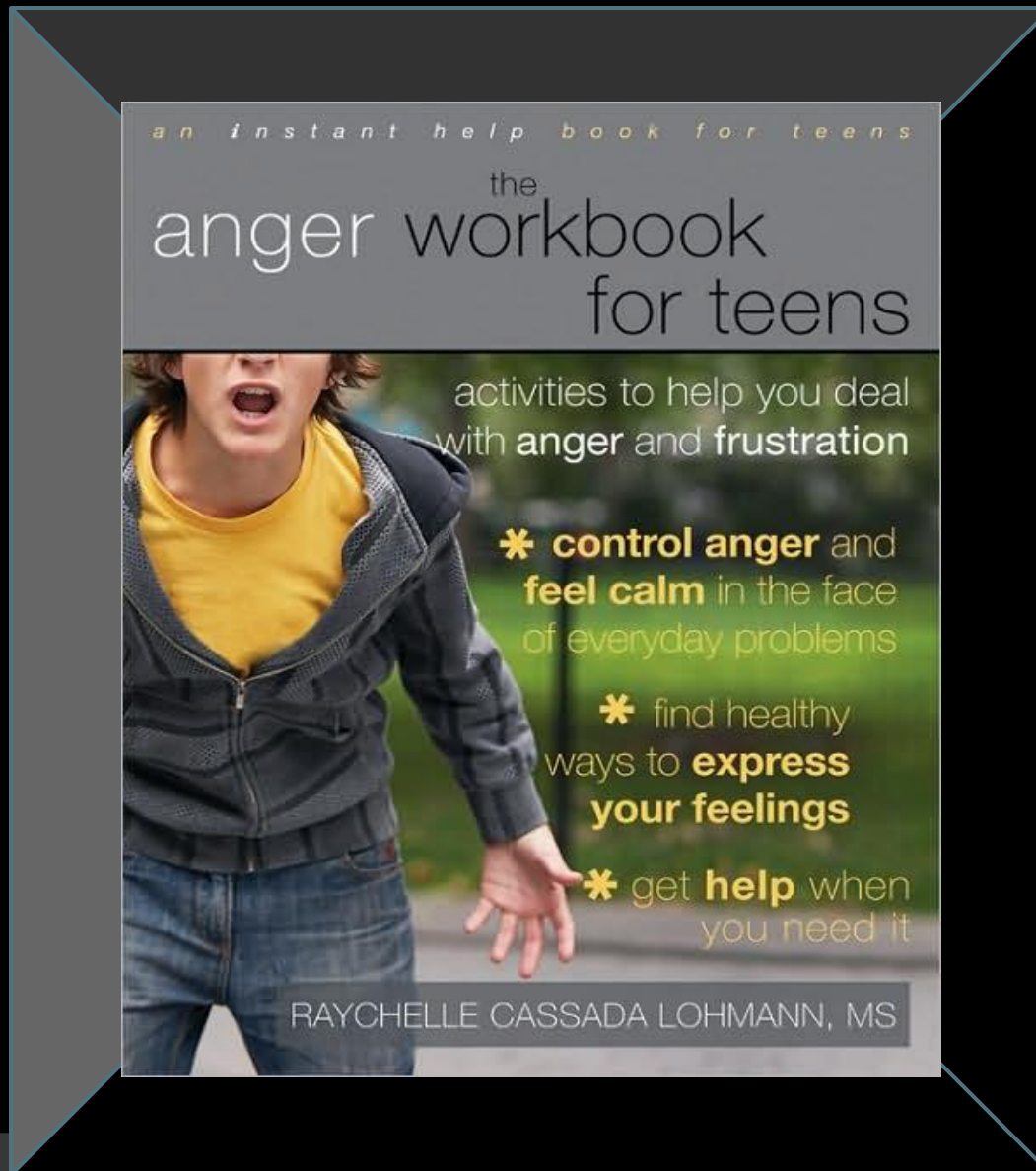
Emotional

Environmental

At A Bookstore Near You

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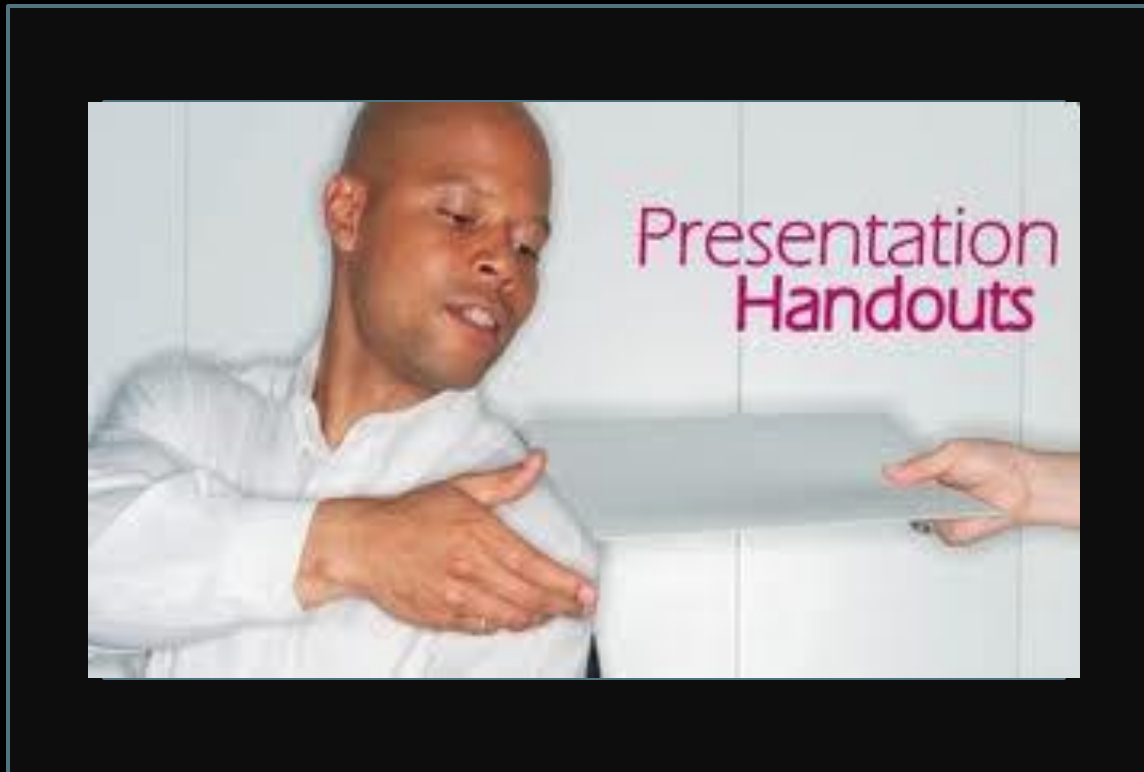
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PRESENTS
STAYING COOL...
WHEN YOU'RE
STEAMING MAD

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Presentation & Handouts



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www.psychologytoday.com/blog/teen-angst



Q & A

THE END