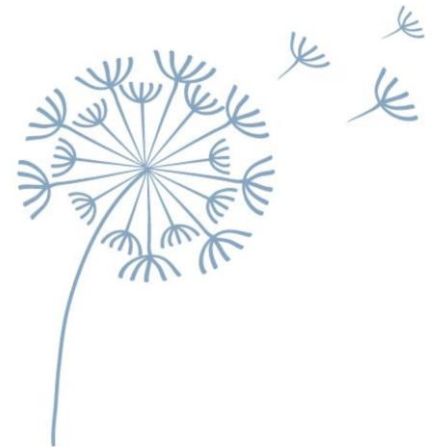


Workshop 3 :

Integrating an ecological vision in career guidance

Sabrina Tacchini – Psychologist & job counselor
Green guidance – Green educational and career pathway
November 11, 2021





About me

Slow ta carrière!



Agenda

- ✿ Know about solastalgia, ecoanxiety, ecological griefs
- ✿ Green guidance tools – some examples
- ✿ Green jobs, ecological transitions
- ✿ Discussion

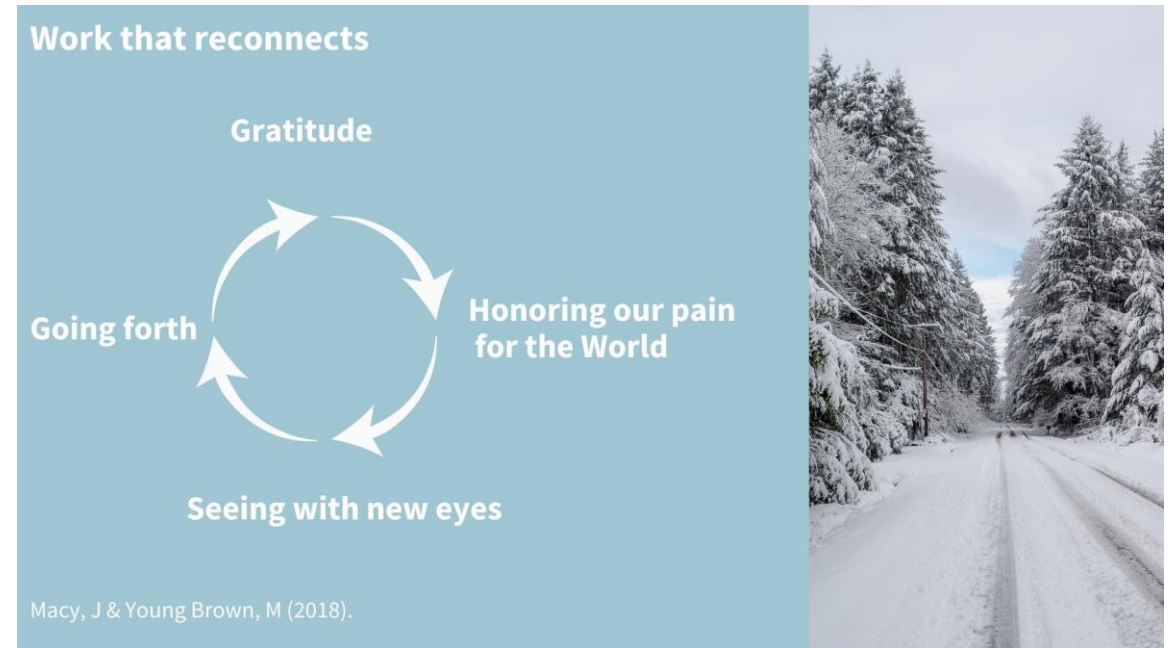
Practice

- Arriving
- Taking a few minutes to reflect
 - « what was good for me since this morning»
 - « Can I thank someone for a nice thing? »
- Could you record some words in the chat

Why this exercise ?

- Gratitude
- Positive psychology (Emmons, 2018)
- Work that reconnects (Macy & Young Brown, 2018)

- Gratitude can help during ecological griefs (Plumey, 2021)



Ecological griefs, Ecoanxiety, solastalgia, etc

Griefs about our world's relationship



Solastalgia (Albrecht, 2007, 2019)

Ecoanxiety (Desbiolles, 2020)

Ecological griefs

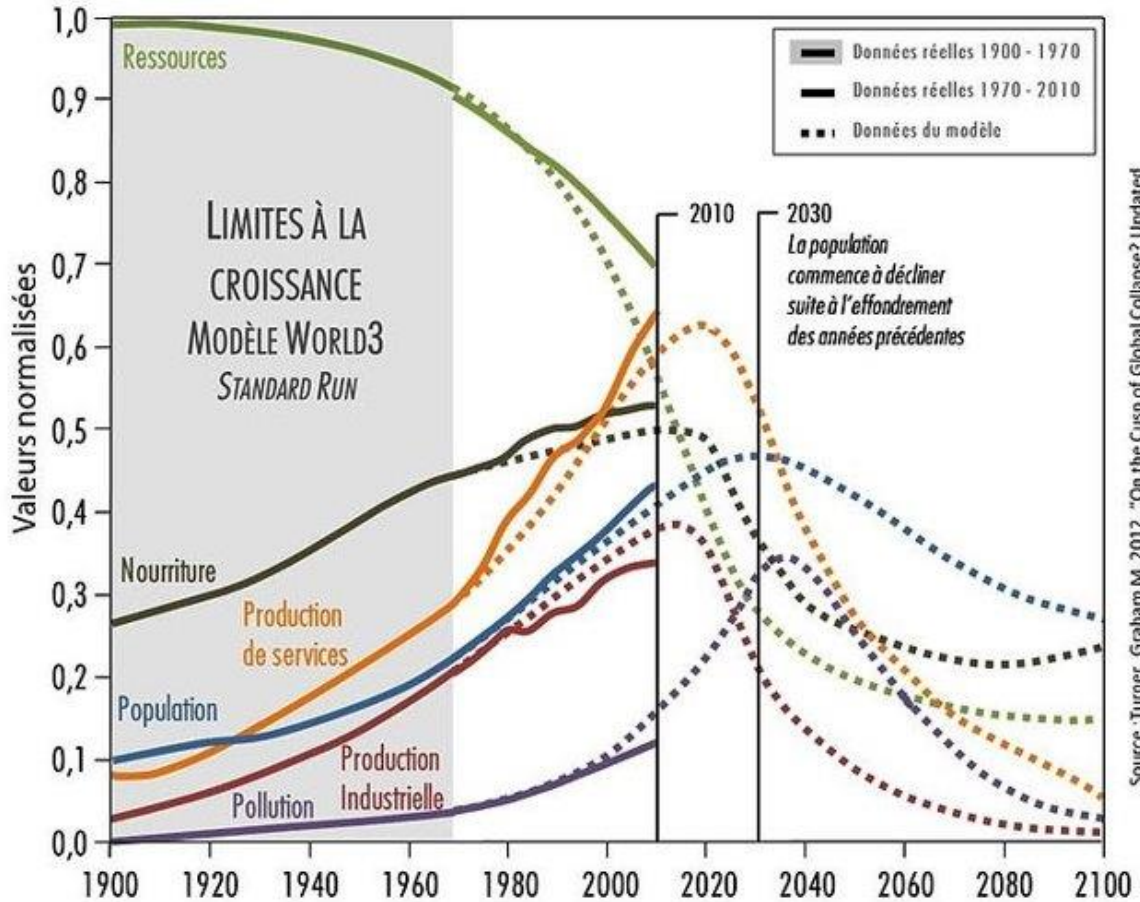
Collapsalgia (Schmerber, 2020)

Anticipatory mourning

(Kubler Ross, 1969)

Work ecological griefs

Planet Burn-out



(Meadows, D.H, & al. 1972)

Individual Burn-out



COURBE DE YERKES ET DODSON

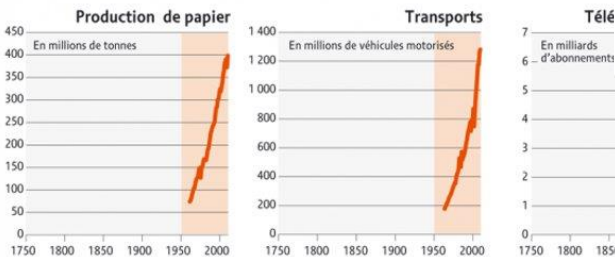
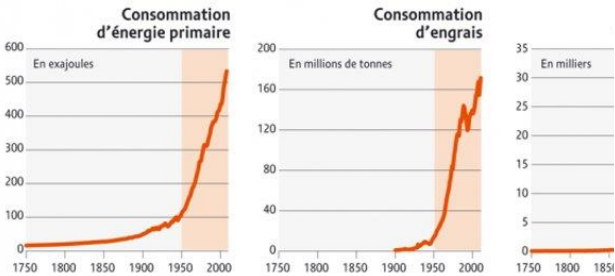
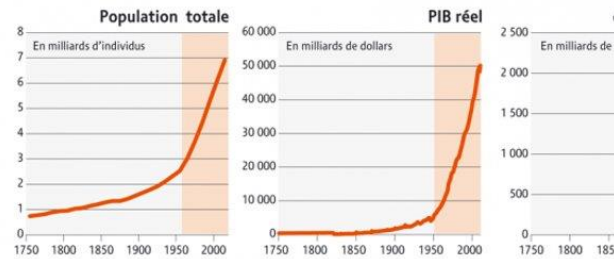
Les performances cognitives sont optimales pour un stress modéré et diminuent en cas de stress insuffisant ou trop élevé

(Yerkes, R.M. Dodson, J.D. 1908)

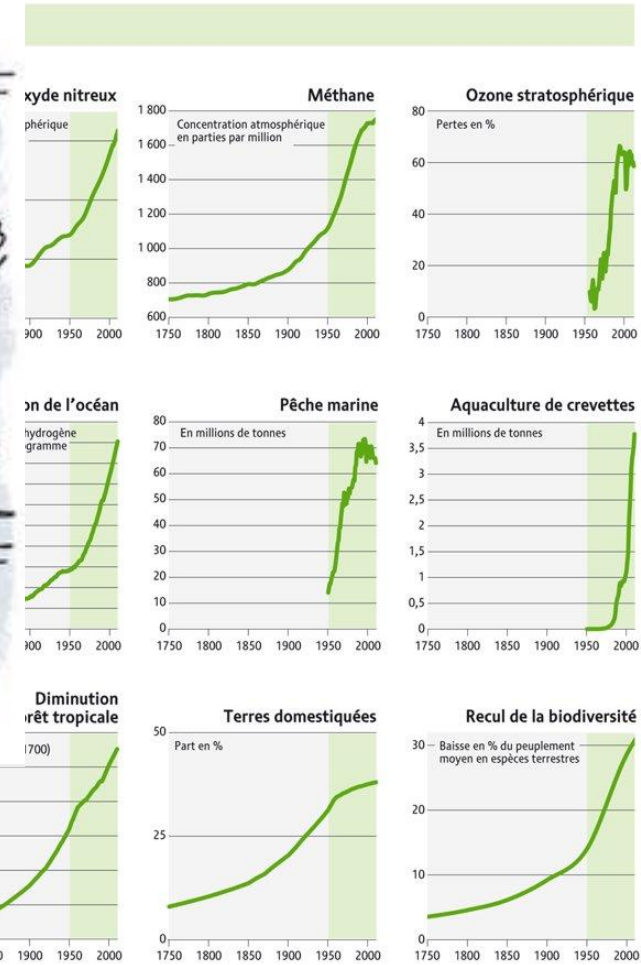
(Droz, N. Wahlen, A. 2018)

The Great acceleration

Développement socio-économique



LE VRAI DANGER DU CONFINEMENT



Source : Will Steffen, Wendy Broadgate, Lisa Deutsch, Owen Gaffney et Cornelia Ludwig, « The trajectory of the Anthropocene : the Great Acceleration », *The Anthropocene Review*, 2015 (données : International Geosphere-Biosphere Programme et Stockholm Resilience Centre).

What brings clients to consultation ?

- « I feel ecoanxious, I feel depressed about the climate, I feel solastalgia »
- Job crisis
 - Unnecessary work, or job – meaning of work
 - Too much work with a computer, inside, alone
- After vocational guidance
 - Need a job with more social, with contact and nature
 - Feeling less alone
 - They have a better understanding of what's going on

Existential psychology - Ecopsychology

- ✿ Collective psychopathology

 - ✿ Nature disconnection

 - ✿ Earth as tank of resources

- ✿ Another look at human suffering – questioning

 - ✿ It is normal not to feel « good » in a crazy world

 - ✿ Common issues instead of individual issues

 - ✿ Widen the focus - collective & Individual

(Egger, 2017)

(Berdaud, 2018)

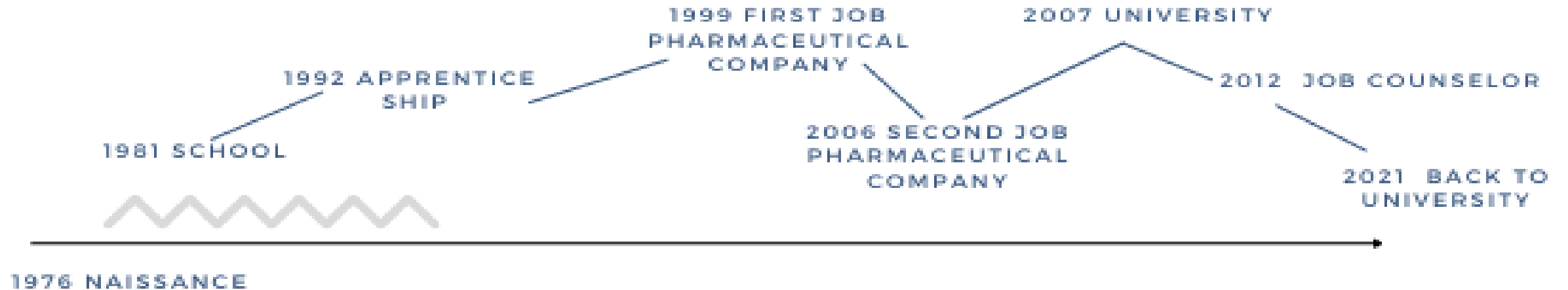
Hill model



Exploration step - eco-counseling skills

- 🌼 Hear and welcome the griefs
- 🌼 Put words on emotions, feelings
 - Identify emotions, drags, dilemma, etc
- 🌼 Normalize
 - You are not the only one (common humanity)
 - I understand your anger, sadness, etc

Exploration step – Life Line



1989 EXXON VALDEZ
90'S CFC CRISIS
POLAR BEAR

2000 MEDITATION
PRACTICE

2000 CLIMBING SESSION
WITH MELANIE

2015 MINDFULNESS
TEACHER



2018 BICYCLE JOURNEY
ORINING DAYS

Exploration step – Life Line




Life story

-  Can you identify chapters in your life story ?
-  What will be your next chapter?

Meaning

-  What do these experiences say about what is important for you?
-  What did you learn from these events ?

Ecological awareness

-  Where is your ecological awakening ?
-  What are the triggers?
-  How did you react ?

Exploration steps - Open sentences

Thinking about global crisis

- ✿ In my daily life what is most difficult for me when I think about the global crisis?....
- ✿ When I think about «after», what worries me the most is
- ✿ When I think about my job, what worries me the most is....
- ✿ If my job become greener it will be
- ✿ If my employer would take into consideration the global crisis, he-she would do...
- ✿ In my relationships, my family, what I find most

First step - Exploration & - Honouring our pain for the world

- Exploration
- Sharing common humanity
- Talking and be heard is therapeutic
- « nobody » wants to talk about it

Honoring our pain
for the World

new eyes



Second stage

Understading stage – a difficult question for job counselor

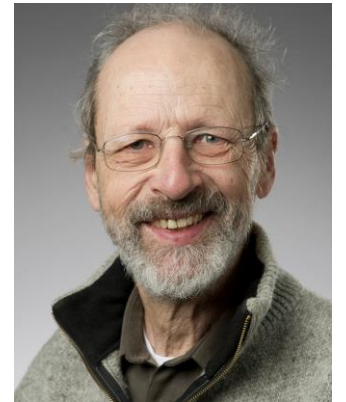
« Will we continue to collaborate in the supporting forms of work that undermine the future of the planet and human species? Or can we promote the creation of active lives' forms that lead to sustainable development by decent humane activities? »



(Guichard 2015)

« Guidance must become part of the solution rather than the problem »

- ✿ Promote awareness of the impacts of choices
- ✿ Actively propose ecological orientation tracks
- ✿ Rethinking the notion of professional success
- ✿ Include the question of environmental impacts



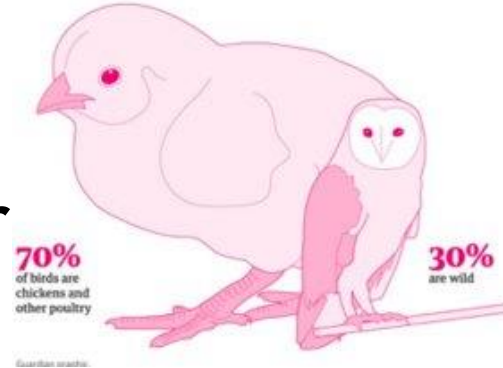
(Plan t2014)

Challenges of guidance support for the sustainability careers

- ✿ Ensuring access to decent work = > Empowering
- ✿ Enabling work that promotes dignity = > meaning and relationship to work
- ✿ Fostering the sustainability of career paths => Promoting vocational guidance all life
- ✿ Promoting ethical professional choices => Dialogue on the sustainability of choices

Paris agreement (2015), IPCC (2018)

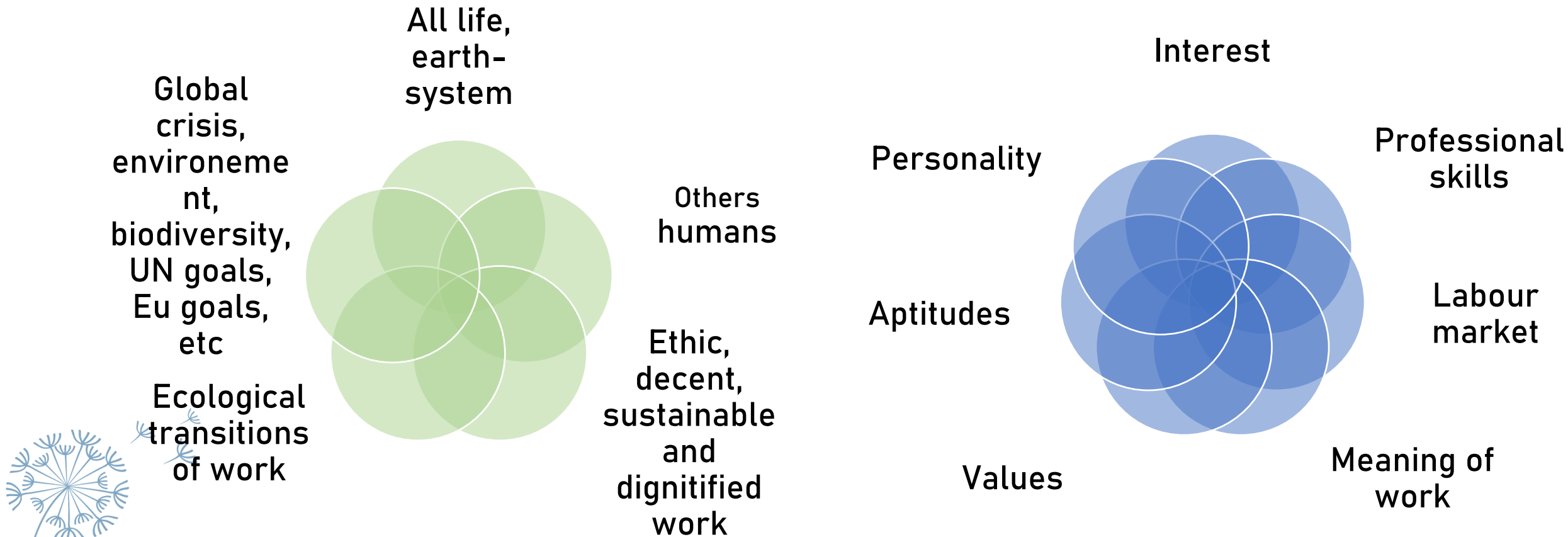
- ✿ Staying below +1.5°C in 2100
- ✿ Biodiversity
- ✿ Oceans – Fishing
- ✿ Agriculture
- ✿ Access to fresh water
- ✿ Public Health Issue



- ✿ Drastic changes in the way we live, work & produce, consume
- ✿ Deep transitions

(WWF, 2020)
(IPCC, 2018, 2021)
(ONU, 2015)
(IPBES, 2020)

Green guidance – broaden the vision



Slow ta carrière!

(Hopkins,2010, Cohen-Scali, 2020,Guichard, 2013, Rossier & Masdonati 2021,UN 2015)

Understanding stage - Dixit - meaning of life, work

- ❁ How do I perceive my «green» transition?
- ❁ How do I represent myself job?
- ❁ How do I perceive my future profession, job, work, training ?
- ❁ How do I feel in the «green» transition ?
- ❁ What skills do I have that would best serve the world?
- ❁ How my resources are to help me during the transition?
- ❁ How is my resistant for transition ?
- ❁ What can I bring to the world?
- ❁ How do I perceive my impact on the world?



Understanding - Inventory of Difficulties in Adopting Ecological Attitudes for Life-design - IDEALS

	Not at all	A little	A lot
1. I don't see the point in integrating ecological or human sustainability issues into my career. Or at least, it's not my priority.			
2. I am not confident in my ability to make a positive contribution for the climate or society through my career.			
3. I tend to be pessimistic about the future of the planet and of humanity and I expect the worst for my career.			
4. My anxiety about the future of the planet and of humanity impedes my career development process.			
5. I can only contribute through my work or my private life to the planet and humanity.			
6. I believe that only jobs directly linked to the environmental or social issues would allow me to be truly useful to the planet or to humanity.			
7. I would like to choose an occupation that matches my ecological or human values.			
8. I don't know how to integrate ecological or human sustainability concerns in my career choices.			
9. I find it hard to target the ecological and human issues to which I would like to contribute.			



Understanding stage – Your turn

Third stage - Action - Ecological transition

« *The ecological transition is defined as the transition from an unsustainable society that destroys nature to a resilient, sustainable, solidarity-based society that respects life and planetary boundaries.* » (Swatton, 2020, p.22, personal translation).



Action stage - 6 possibles paths?

- ✿ Training in an environmental profession
- ✿ Reorientation in a profession that has more meaning (more social, solidarity, local purposes)
- ✿ Become an eco-entrepreneur; "greening" your field or innovating
- ✿ Become an ecological intrapreneur; promote sustainability in your company
- ✿ Slow down your career... and rearrange your spheres of life to possibly earn less and develop projects that contribute to sustainability (cooperative, collective, associative commitment, etc.)
- ✿ Activism



Action stage - Sustainable careers - internet link

- <https://www.careeronestop.org/GreenCareers/WhatAreGreenCareers/higher-demand-occupations.aspx>
- <https://www.bafu.admin.ch/bafu/en/home/topics/economy-consumption/info-specialists/circular-economy.html>
- <https://www.ilo.org/global/topics/green-jobs/lang-en/index.htm> Mnbhb
- <https://shiftyourjob.org/>

Action stage : character strengths

- “How can I use my strengths to face the ecological transition?”
- Finding action that use our personal strengths
- Finding action that use our personnal stenghts in a different way

WISDOM	COURAGE	HUMANITY	JUSTICE	TEMPERANCE	TRANSCENDENCE
 <p>Creativity Originality; adaptive; ingenuity</p>	 <p>Bravery Valor; not shrinking from fear; speaking up for what's right</p>	 <p>Love Both loving and being loved; valuing close relations with others</p>	 <p>Teamwork Citizenship; social responsibility; loyalty</p>	 <p>Forgiveness Mercy; accepting others' shortcomings; giving people a second chance</p>	 <p>Appreciation of Beauty and Excellence Awe; wonder; elevation</p>
 <p>Curiosity Interest; novelty-seeking; exploration; openness to experience</p>	 <p>Perseverance Persistence; industry; finishing what one starts</p>	 <p>Kindness Generosity; nurturance; care; compassion; altruism; "niceness"</p>	 <p>Fairness Just; not letting feelings bias decisions about others</p>	 <p>Humility Modesty; letting one's accomplishments speak for themselves</p>	 <p>Gratitude Thankful for the good; expressing thanks; feeling blessed</p>
 <p>Judgment Critical thinking; thinking things through; open-minded</p>	 <p>Honesty Authenticity; integrity</p>	 <p>Social Intelligence Emotional intelligence; aware of the motives/feelings of self/ others; knowing what makes other people tick</p>	 <p>Leadership Organizing group activities; encouraging a group to get things done</p>	 <p>Prudence Careful; cautious; not taking undue risks</p>	 <p>Hope Optimism; future-mindedness; future orientation</p>
 <p>Love of Learning Mastering new skills & topics; systematically adding to knowledge</p>	 <p>Zest Vitality; enthusiasm; vigor; energy; feeling alive and activated</p>			 <p>Self-Regulation Self-control; disciplined; managing impulses & emotions</p>	 <p>Humor Playfulness; bringing smiles to others; lighthearted</p>
 <p>Perspective Wisdom; providing wise counsel; taking the big picture view</p>					 <p>Spirituality Religiousness; faith; purpose; meaning</p>



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Green transitions research

- Sabrina.tacchini@unil.ch

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