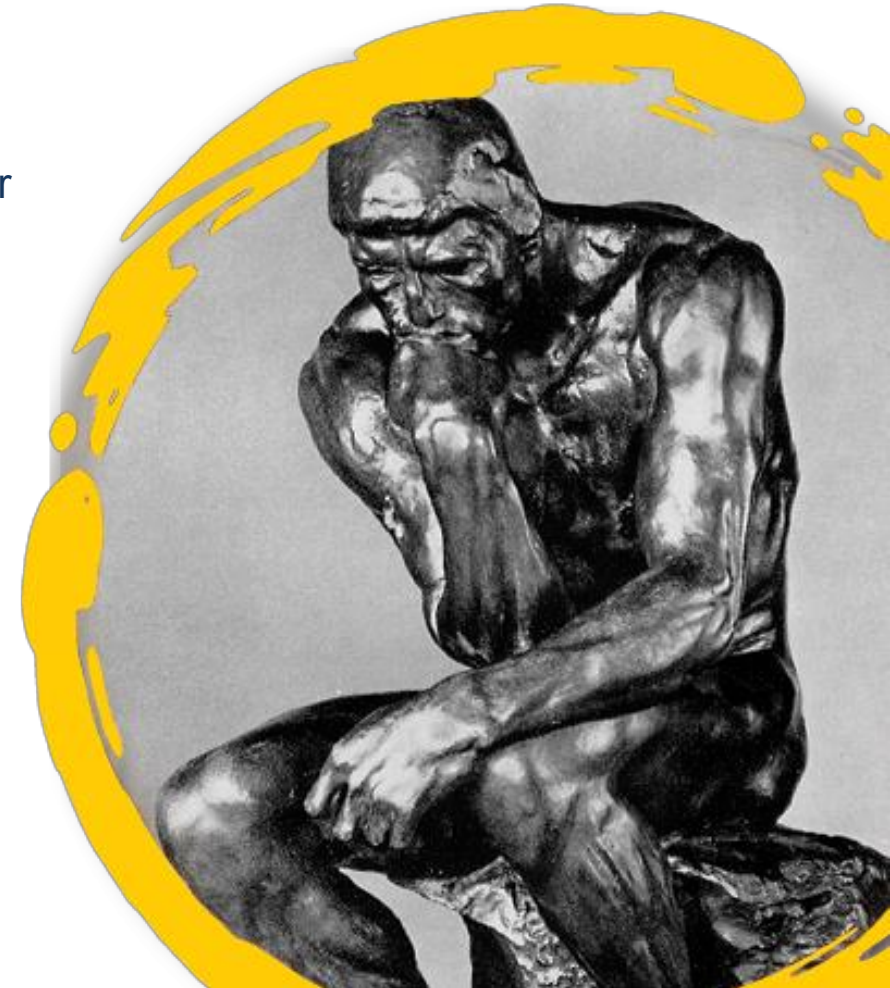


At the Cutting Edge - Research into Practice

NICEC

- Founded in 1975
- NICEC is a learned society for reflective practitioners in career education, career guidance/counselling, and career development.
- Not a professional body, run by the Fellows
- Join as a Member
- Regular events & Bill Law Award
- NICEC Journal
- Partnership with the CDI
- NICEC International conference

<https://www.nicec.org/>



Agenda

2.00pm Welcome, Agenda and Setting the Scene, - Kate Mansfield

2.15pm Career, Calling and Wellbeing – Dr Gill Frigerio: *Input and break-out discussion*

2.55pm Comfort Break

3.00pm Career Resonance and Wellbeing- Dr Cathy Brown & Rita Buhl *Input and break-out discussion*

3:35pm How Can We Introduce These Principles Into Our Practice – Whole Group Discussion

3.55pm Bringing to a close and announcements, Kate & Cathy

4.00pm Close

What does Career Wellbeing mean to you?



As the boundaries between work and non-work have become more blurred, it is vital that career professionals and organisations support individuals to take care of themselves and not just to focus on getting and keeping a job.

But what do we know about Career Wellbeing?

- *A complex, dynamic construct.*
- *Few published studies that focus on Career Wellbeing as opposed to well-being at work.*
- *Kidd's 2006, 2008 research unusual in its direct use of the term.*
- *Seligman's 2011 work on happiness and well-being contributes to this area.*
- *Robertson's 2013 work explores concept and offers important insights into how career guidance can positively impact on wellbeing.*

“At a fundamental level, we all need something to do, and ideally something to look forward to, when we wake up every day. What you spend your time doing each day shapes your identity, whether you are a student, parent, volunteer, retiree, or have a more conventional job . . .”

“...might be paid or unpaid work; pursuing a career or college major; volunteering for a social cause; or pursuing a particular vocation, sport or hobby

(Tom Rath, Gallup)

Career Well-Being: You like what you do every day (*Gallup*).

Going well beyond wellness and well-being at work initiatives, **true self-care** in career pays attention to a broad range of holistic factors.

***Career Well-Being was found to be the most important of Gallup's 5 universal elements of well-being (career, social, financial, community and physical)**

**Interdependent and universal across nationalities and cultures (continuous diverse survey looking at 160 countries)*

Gallup also found a striking relationship between engagement and well-being with implications for employee performance

‘Well-being-Engagement Paradox’. Reciprocal but also additive – together a super-charger

- High well-being enhances the benefits of engagement
- Workers with high engagement and low well-being have 61% more chance of burnout
- Identifying the **strengths of employees** is a vital component of both engagement and well-being. Workplace burnout is reduced to near zero among engaged, thriving employees who use their strengths.

McKinsey, 2020 and Deloitte, 2021 noted key elements of work engagement included Trusting Relationships, Social Cohesion and Inclusion, Individual Purpose and Contribution, Stable & Secure Work Experience (which includes job security and physical and mental health).

Career Transitions

Interpersonal Relationships

Relationship with the Organisation

Work Performance

Sense of Purpose

Learning and Development

Work-Life Issues

More than Job Satisfaction, it acknowledges attitudes and emotions at work

Facilitators and Threats to Career Wellbeing

CONDITIONS FACILITATING WELL-BEING	THREATS TO WELL-BEING
Opportunities for voluntary mobility, successful adjustment to new role	Involuntary mobility, lack of opportunities for mobility, problems adjusting to a new role
Support, feedback and recognition	Interpersonal difficulties, lack of support, feedback or recognition
Autonomy, power	Adapting to organizational change, alienation, inequitable treatment
Using skills, performing well	Dissatisfaction with performance, overload
Purposeful, optimistic orientation	Pessimism, uncertainty about the future
Developing skills	Lack of challenge, lack of opportunities to develop
Work/Life Balance	Difficulties with personal life spilling over into work

Source: Dr Jennifer M Kidd

APRIL 2025
GILL FRIGERIO

**ASSOCIATE
PROFESSOR,
UNIVERSITY OF
WARWICK**

CHAIR, NICEC

CAREER, CALLING AND WELLBEING

CALLING AS A CONCEPTUAL 'TOOL' TO HELP US THINK ABOUT CAREER AND WELLBEING

What is a calling?

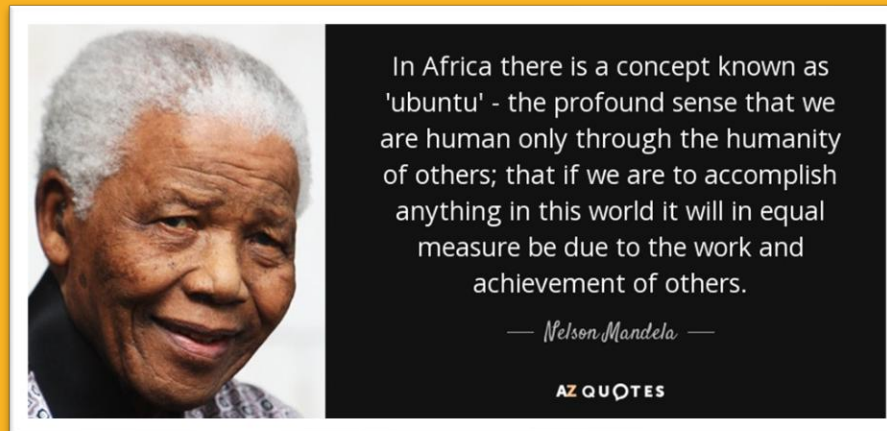
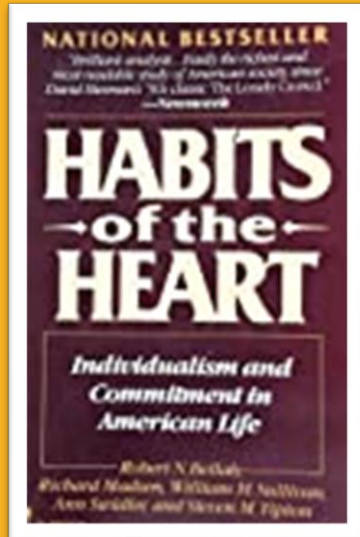
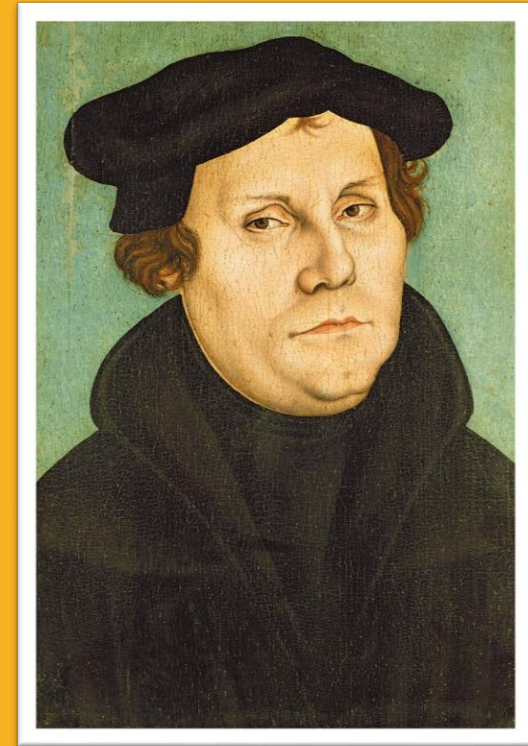
How does calling link to wellbeing?

Macro callings and wellbeing: the dark side?

Micro callings and wellbeing: job crafting?

Discussion

**WHAT IS A
CALLING?**



WHAT IS A 'CALLING'?



3 KEY FEATURES:
(DUFFY AND DIK,
2013: 429)



AN EXTERNAL
SUMMONS

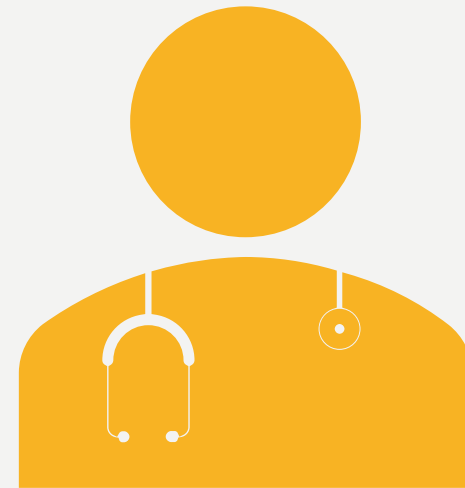


SENSE OF PURPOSE

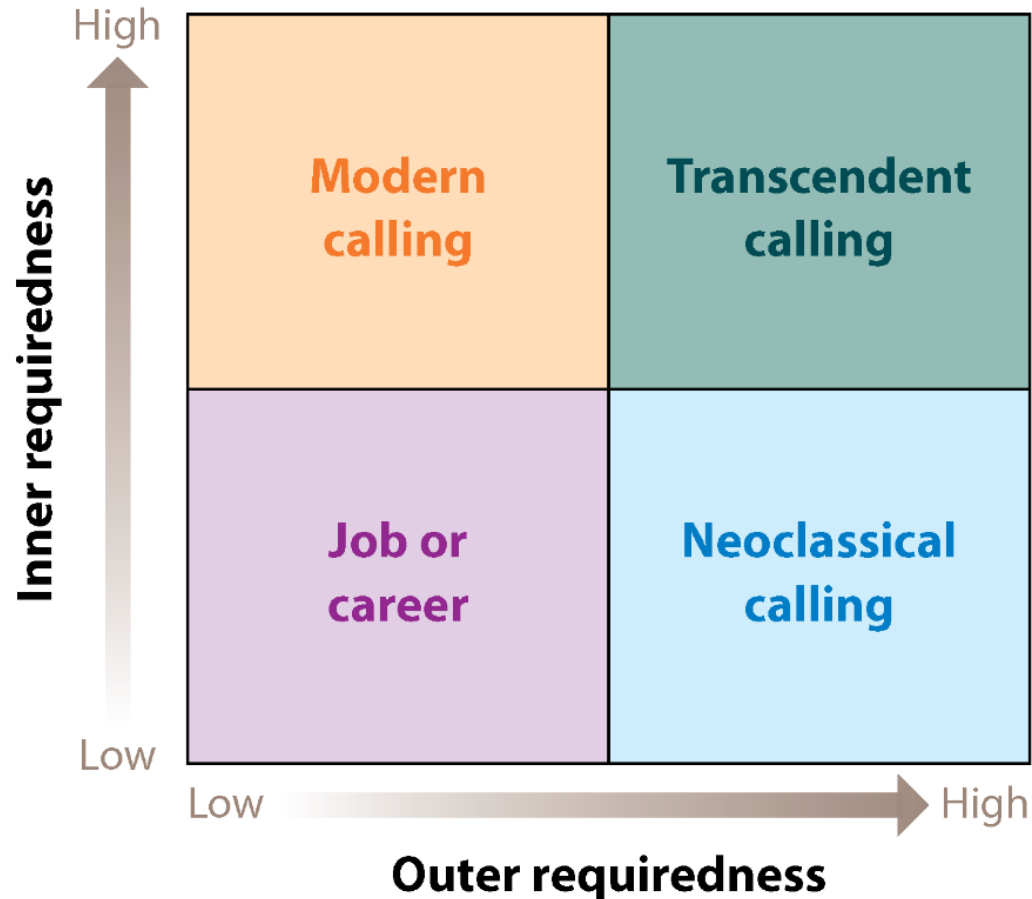


PRO-SOCIAL
ORIENTATION (

“an individual could perceive an external summons to be a medical doctor because it is what God wills, because it is what [society] needs, or because it is their family’s destiny to be medics”. Shulstock, Kjærgård, Hooley, and Hanson (2024)

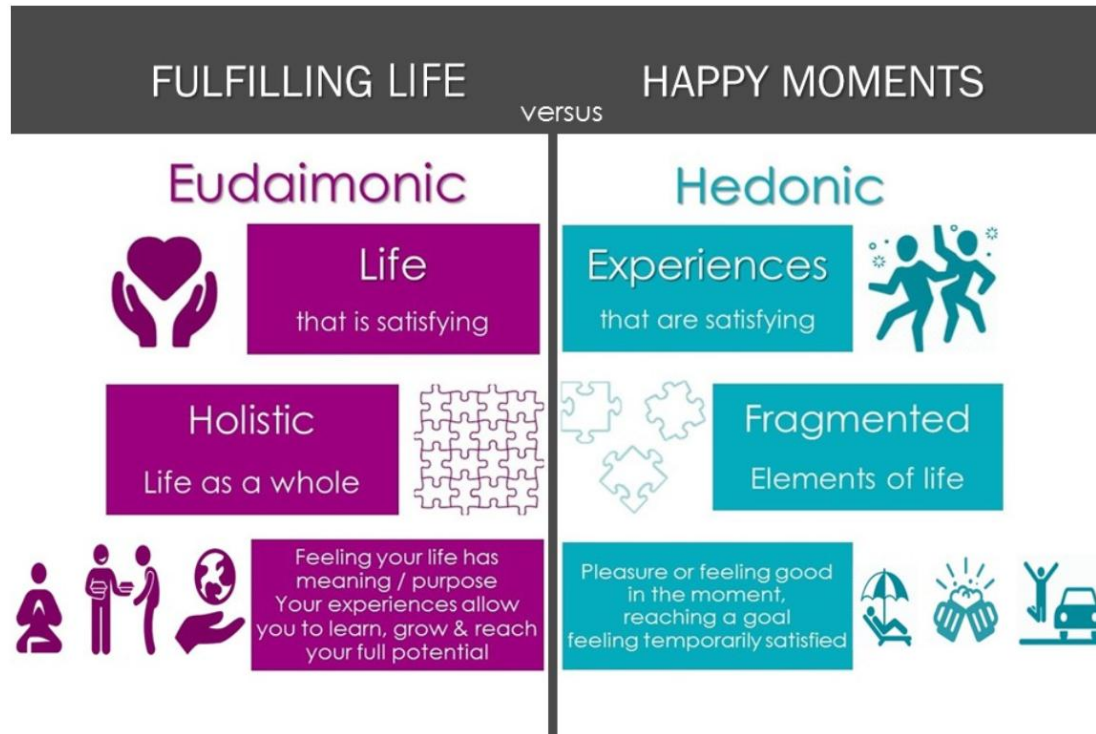


TYPES OF CALLING?

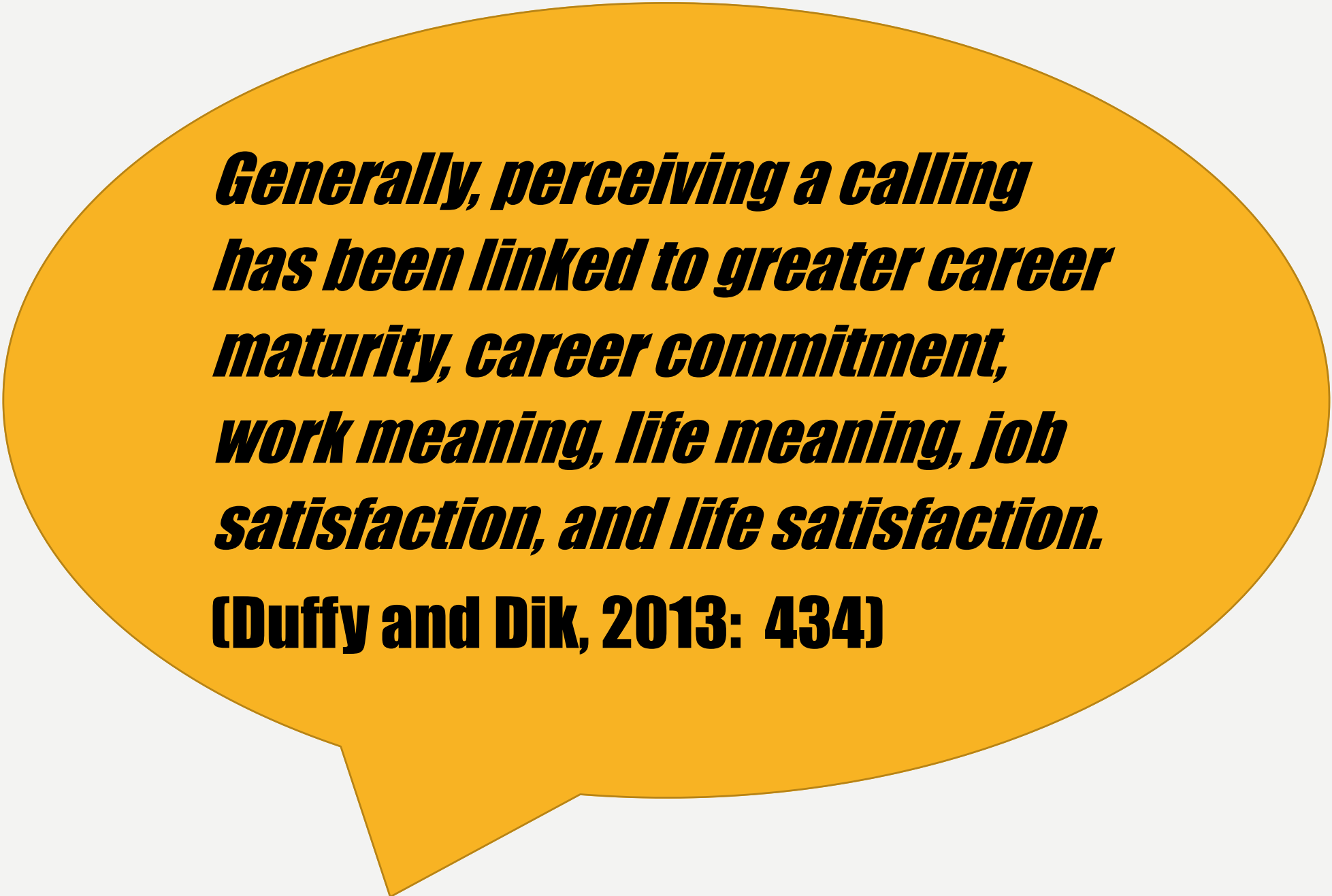


Thompson and Bunderson (2019)

**HOW DOES
CALLING LINK TO
WELLBEING?**



SOURCE: THE HAPPINESS TREND A HEALTHY PURSUIT OR AN OBSESSIVE QUEST 2 - WHARTON HEALTHCARE MANAGEMENT ALUMNI ASSOCIATION



***Generally, perceiving a calling
has been linked to greater career
maturity, career commitment,
work meaning, life meaning, job
satisfaction, and life satisfaction.***

(Duffy and Dik, 2013: 434)



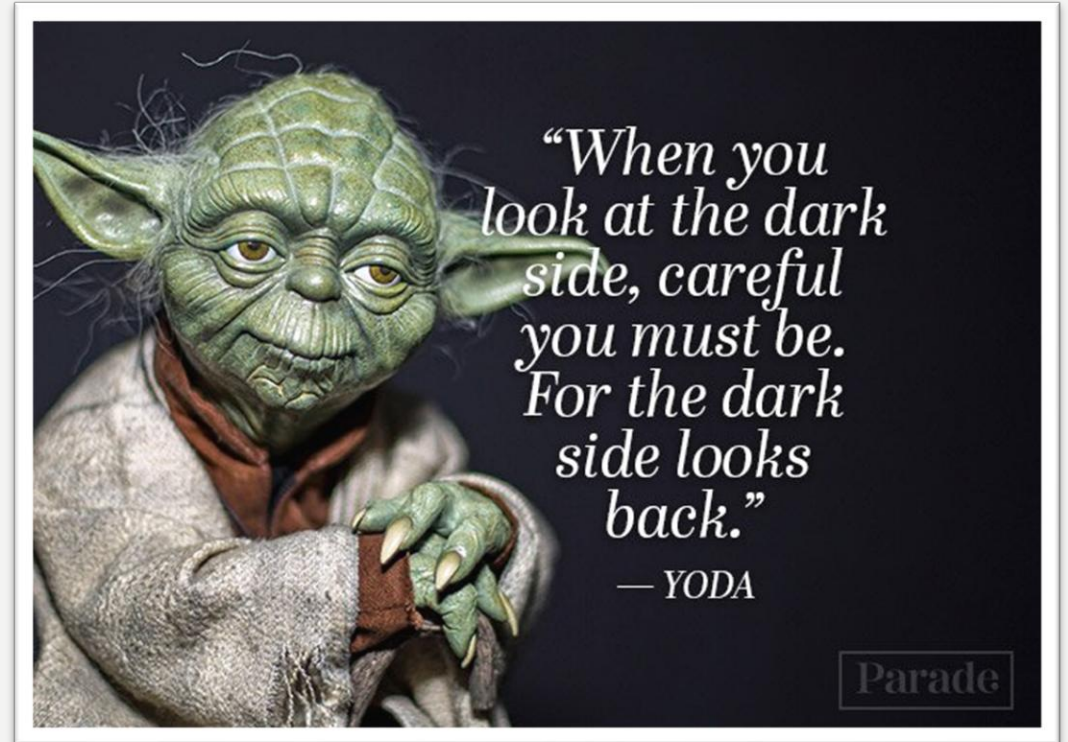
MACRO CALLINGS AND WELLBEING

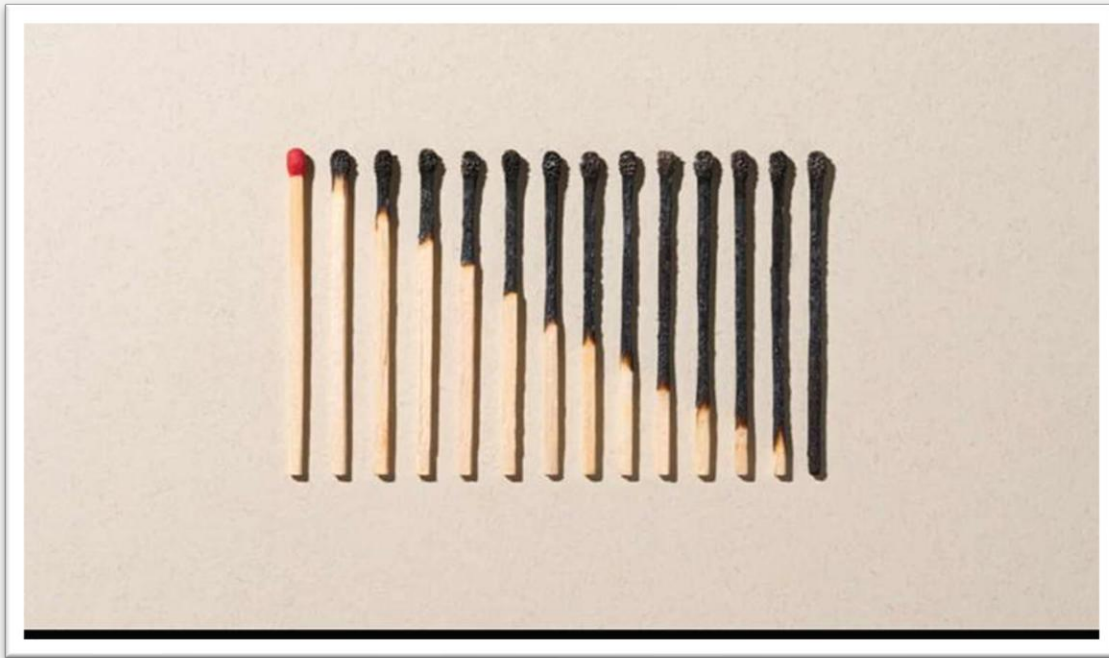
FINDING A FIT?



THE DARK SIDE OF CALLING

**Risks include
exploitation, neglect of
other life domains and
burnout**





Photograph: MirageC/Getty Images



MICRO CALLINGS AND WELLBEING

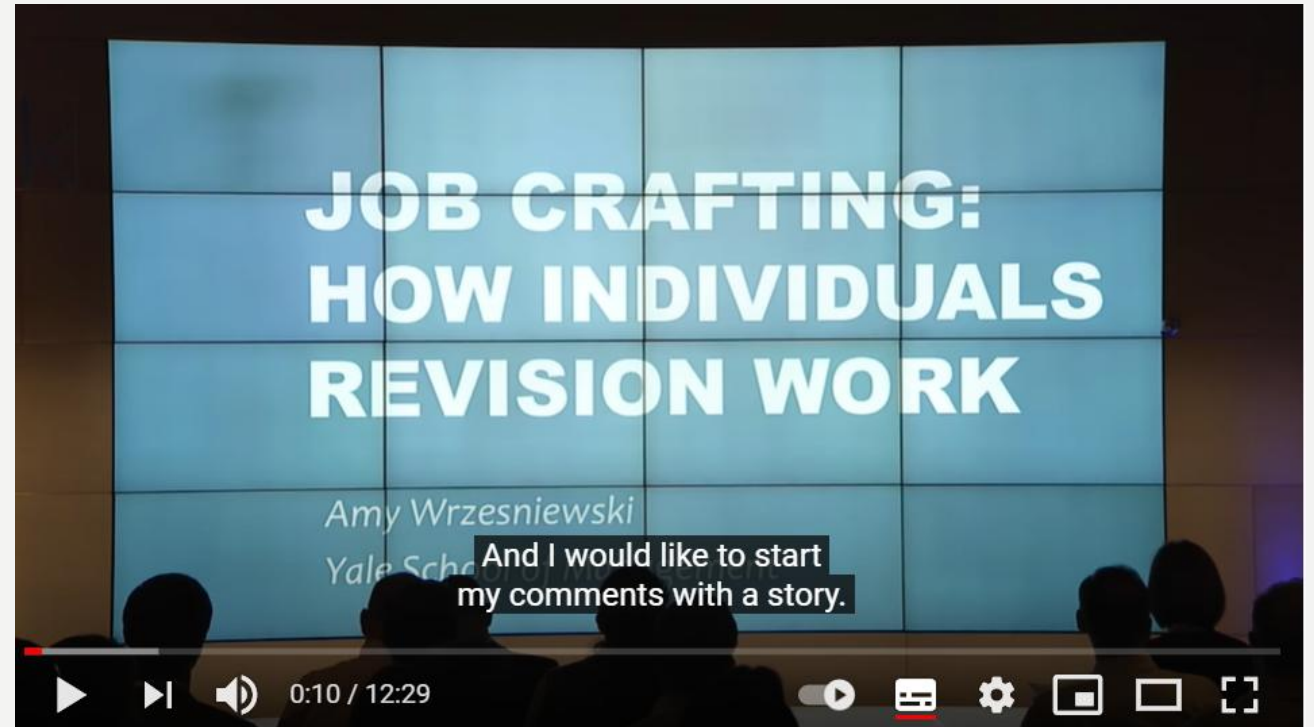
JOB CRAFTING

Task Crafting

Relational Crafting

Cognitive Crafting

(Wrzesniewski and Dutton, 2001)



Berg et al (2010): task emphasizing, job expanding, and role reframing, vicarious experiencing and hobby participating.

Challenges = **regret of missed or lost callings**
 stress, frustration and overload from crafting *on top of* existing commitments

For more information and resources, read <https://positivepsychology.com/job-crafting/>

**CALLING AND
WELLBEING
ARE
INEXTRICABLY
LINKED... A
FRAMEWORK
FOR PRACTICE
(FRIGERIO,
2023)**

Discussion of personal meaning and transcendent summons	Include calling in the learning alliance
Callings as recursive, multiple and multi-level and lifelong (not a one-off match)	Provide possible terminology for the calling process
Acknowledgement of potential dark side of calling	Probe and challenge sustainability and wellbeing implications of calling across all relational and social roles
Consideration of context regarding perception and living of calling	Map personal and work relationships
Identify learning and crafting activities that move towards a calling	Link to formal and informal lifelong learning

DISCUSSION



**HOW CALLING AND WELLBEING ISSUES
PRESENT IN CAREER DEVELOPMENT
WORK, AND HOW WE WORK WITH
THEM?**

**HOW CAN OUR OWN CALLING AND
WELLBEING AS CAREER DEVELOPMENT
PRACTITIONERS HELPS US
UNDERSTAND THIS AREA MORE FULLY?**

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KEEP IN TOUCH

- G.frigerio@warwick.ac.uk
- <https://www.linkedin.com/in/gill-frigerio-a281584/>
- <https://warwick.ac.uk/study/cll/about/cllteam/gfrigerio/>



Introducing Career Resonance

Former Associate Professor Rita Buhl and Dr Cathy Brown



Our journey towards career resonance



Rita

Rosa

Resonance

Resonance

Career Resonance

Cathy

20 minutes



Who is Hartmut Rosa?

Hartmut Rosa was born in 1965

German sociologist and political scientist

Professor in general and theoretical sociology at the University Freidrich-Schiller in Jena

Leader of Max-Weber-institute for culture and social science at the University of Erfurt

He is 4th generation of critical theorists of the Frankfurt School and was one of Axel Honneth's students

His masterpiece is “Resonance. A sociology of the Relationship to the World” from 2016

“Alienation and acceleration: Toward a Critical Theory of Late-Modern Temporality” 2013

‘Alienation and acceleration’ is a kind of society diagnosis of mainly western societies

Rosas core concept is ‘resonance’



Our threats against resonance

Human beings have an urge and a longing for resonance a bit like urge for nutrition and recognition

The quality of life cannot be measured by the number of resources or possibilities in life – the nature of the relationship to the world must be examined as well

More of everything might be part of reasons for burnout, dis-satisfaction and depression

Thoughts reflected in a later book 2018 – ‘The Uncontrollability of the World’:

Accelerated societies produce aggression on more levels.

1. Towards each other being constant competitors – we burn each other off
2. Towards the planet as we constantly want to expand resources – the world is burning
3. Toward oneself, as we constant want to be a better version of our self – we burn out



Short about resonance

The resonant world relationship is characterized by af-fection – means

An experience of being affected by your relations to or in the world

An experience of being called on

Resonance is also about e-motion - means

A believe that when I call upon someone or something, I will be heard and receive some answer

The resonant world relationship is both about being able to feel vibrations and to start vibrations

Can you hear the world calling and does the world reply when you call?



Our threats and possibilities

When resonance experience is out of range it can lead to alienation – we are alienated from being human

Resonance, alienation and acceleration can tell us something about ‘the good life’ and what can threaten it

You cannot control resonance experiences

But you can be aware of the lack and recognize for example burn-out as alienized relation to the world and then explore what prevents resonance relationship

Regarding that problem Rosa proposes several ideas, fx:

He suggest a medium-passive world relationship



I suggest...

Lack of resonance experience we will reflect with anxiety, depression and burn-out

Let us think about people with these reflections as a kind of strong 'whistleblowers' rather than weaknesses in individuals

We could address these people as very important for finding a wiser way of living alternative to the system of acceleration-societies

Resonance relations and experiences will empower individuals and collectives to increase their capabilities to make changes towards a more sustainable way of living

Therefore, we have to be aware of resonance, acceleration and alienation and not the least – there is something we can do with the optimism of will

And now let us learn more from Cathy...



Physics can inform further our understanding

We are essentially energetic beings in an energetic world, with differing vibrational rates

(Judd, 2020)

Such fine, unique energy fields can be captured by Kirlian camera
(Priyadarsini, et al. 2014)



Sense of vibration is reflected linguistically,
Latin derivative 'resonare' means to return to sound, to sound and resound like an echo
(Vistnes & Vistnes, 2018)



Being de-synchronised with ourselves and our world...

Impact of **desynchronisation**:

- Psychological burn out
- Cold, indifferent connections and alienation
- Depression, dissatisfaction and sense of meaningless



...impacts our energetic vibration and well-being



Experiencing resonance can positively impact our well-being

Impact of **resonance**:

- Feel emotionally touched
- Energised, joyful and meaningful
- Hopeful, safe and supported

“A resonant relationship with the world [...] allows a person to feel supported and safe.”

Zalec, 2021 (page 6)



Introducing career resonance

Career resonance is when at work we experience:

Positive emotion and joy

A sense of energy

Meaning and fulfilment



“Meaningless [...] can be interpreted as the absence of resonance, as meaning is born when the wire of resonance begins to vibrate.”

Rosa, 2019 (page 199)



There may be different sources of resonance within our work

Objects and activities

our work activities and physical objects used

People

our colleagues and clients and partners

Place

our geographical work location

Contribution

impact we make in the world



We can help clients to foster career resonance in many ways

“It is important to enter the client’s world and to meet the client where they are.”

(Brown, 2024, page 21)

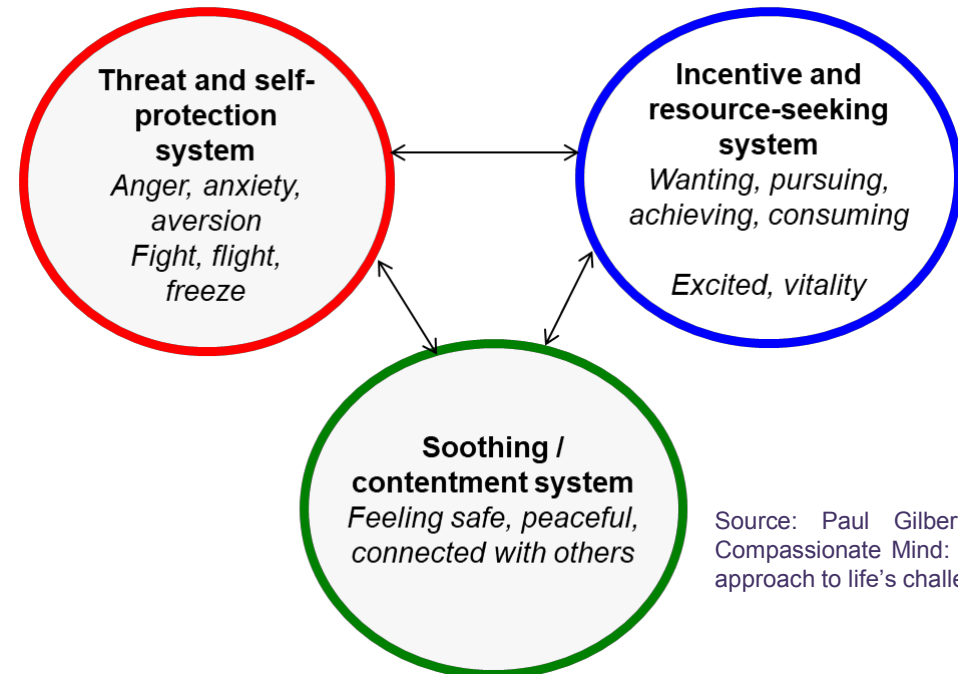
“In cases of burnout, resonance can be absent.”

(Rosa, 2024, page 49)

Supporting re-connection with self:

- For example - Drawing upon the three main emotion systems work, cultivating soothing contentment:
 - Slowing down – solo walking, pausing
 - Honing intuition – meditation, journalling

Sources: Oxford Mindfulness Centre (collaboration of Oxford Mindfulness Foundation and Oxford University)



Source: Paul Gilbert The Compassionate Mind: A new approach to life's challenges



As well as self, we can help support the re-connection with others

“Burn out and depression can be seen as a form of grief, for all the connections we need and do not have.” (Hari, 2019)

“Social prescribing in which people are connected to community services, groups and activities [...] can help to foster longer-term happiness and resonance.” (Hari, 2019; Post, 2011)

Supporting re-connection with others:

- Giving
- Community
- Long-term
- Release serotonin and oxytocin

Sources: Hari (2019)





We can foster greater self-awareness of the sources of resonance within our work

“We can infuse our work with greater meaning [...]
Not just for a few privileged individuals,
But for the whole society.”
(Hari, 2019, page 245)

Incisive career questions:

- What brings you joy?
- What lifts your heart?
- What gives you energy?
- When do you experience unexpected tears?

‘Finding Your Purpose’ career coaching approaches:

- Many programmes available
- For example: CDI and CCS run 2 hour expert sessions and 1 day masterclasses, respectively



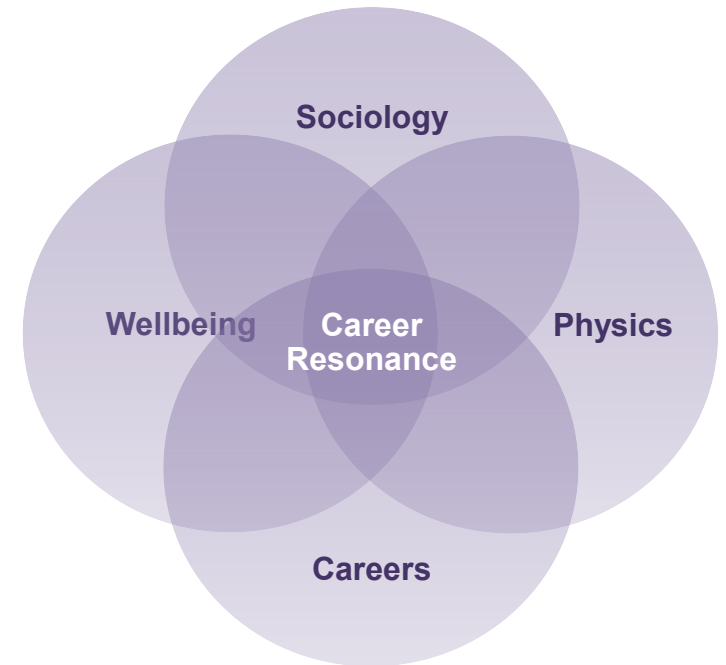
What are the implications for us as career practitioners?

Learning more about unfamiliar areas

Unearthing and releasing **misplaced beliefs**

Challenging the **acceleration mindset**

Building connections and working collaboratively with other practitioners outside of our areas of professionalism





Small group discussion

How does what we hear resonant (or not) with us?

How could we work with our clients to foster career resonance?

What are some of the implications for us as career practitioners?



Resources

Here are the references that we have drawn upon:

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At the Cutting Edge - Research into Practice

NICEC

Forthcoming activities and events in 2025

NICEC Network Meeting - online

22nd May: 2pm-5pm

Bill Law Award - online

1st July: 5pm-6.30pm

NICEC Network Meeting: Innovative Practice Across the Home Nations and Regions - Face to Face

22nd September: 2pm-5pm

Next At the Cutting Edge Event: Artificial Intelligence and Careers Practice - Online

2nd October: 2pm-4pm

