



Uniwersytet
Wrocławski

Life Designing: Balancing Work and Love



ADAPTATION

THE MASTER MOTIVE

Adaptation

**BASIC TENDENCY TO STRIVE
FOR EQUILIBRIUM WITH THE
ENVIRONMENT**

Adaptation

**IMPROVEMENTS
IN PATTERN OF INTERACTION
THAT INCREASES CHANCES FOR
SURVIVAL,
CULTURAL *SELF-REALIZATION*,
AND *PERPETUATION* OF ITS TYPE.**

Vocational Guidance

Object

Self-Matching

Actor

Traits

Resemblance

**For Actor's
Occupational Fit**

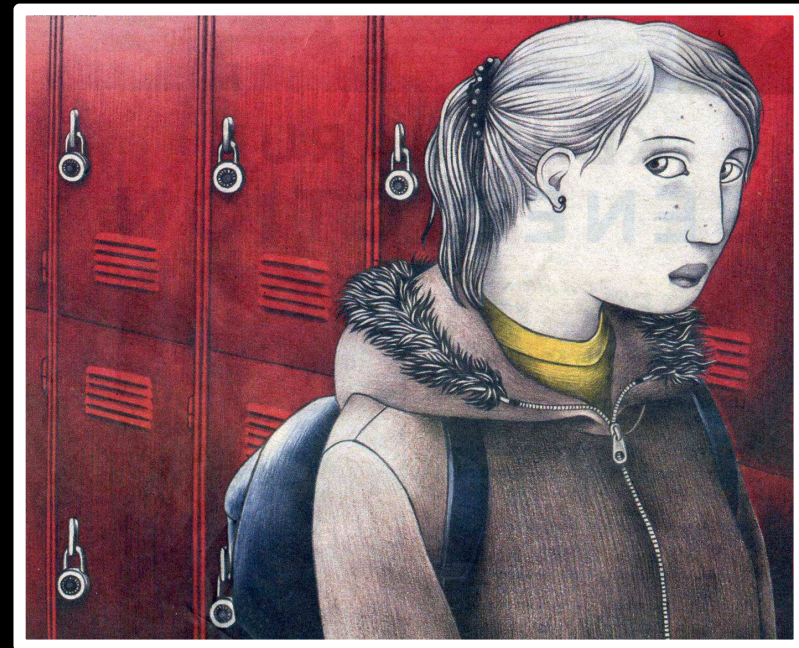
The Story Behind the Story

Every society fosters
adaptation
by offering individuals
“meta-narratives”
or life-course scripts that
confer social meaning

Socialization Agents

Family and Social Institutions

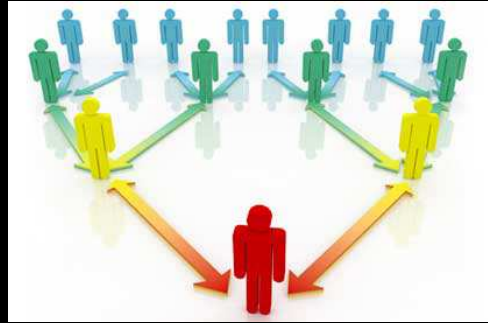
**deliberately shape
individuals to
produce similarity
among people
in a society.**



Transitions and Trajectories

Life scripts are structured by the **order** and **timing** of multiple, interlocking social roles over the life span.

In Western societies, the normative sequence is school, first job, marriage, then children



During the first half of the 20th century,
Western societies
increased standardization
in role sequences and
transition timing by expanding
state activities and
institutionalization of social life.

First Demographic Transition



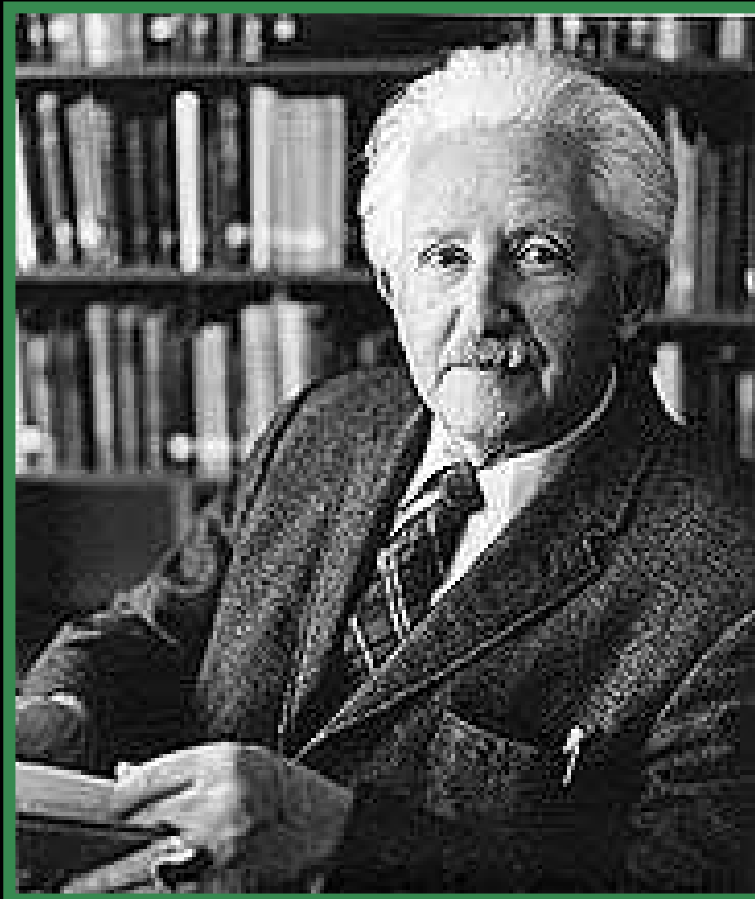
In most Western societies, by 1960 a large majority of individuals uniformly followed the order and timetable of events in the transition to adulthood.

Unwillingness or inability to adhere to norms led to negative consequences.

Tightening sequence brought life course timing of males and females closer together as well as that of different economic groups.

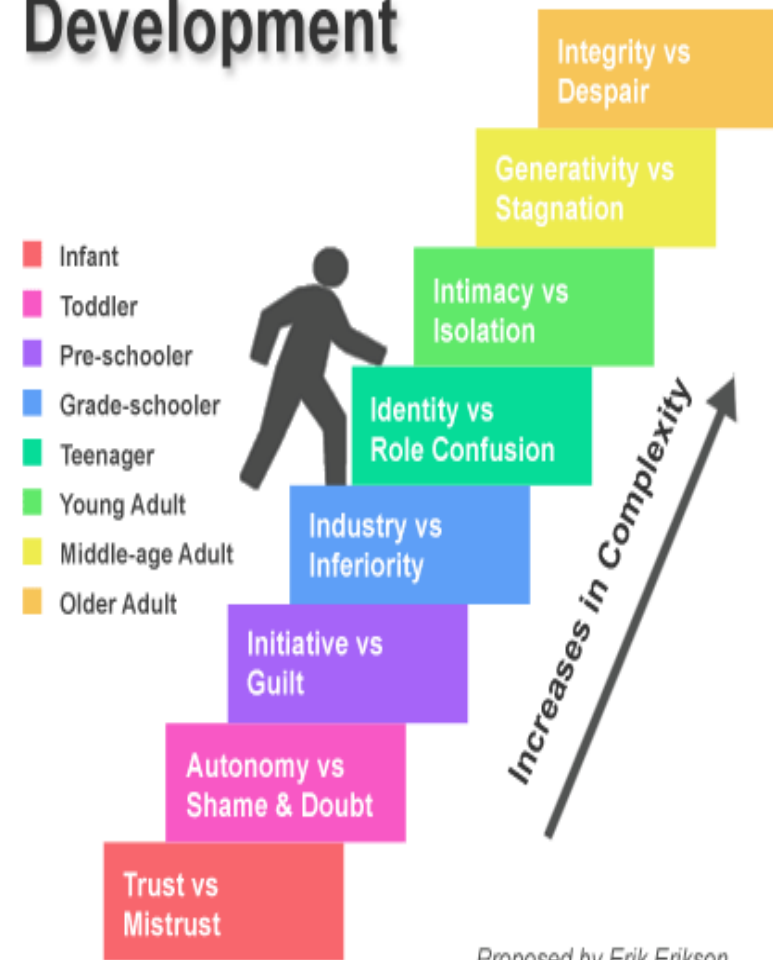


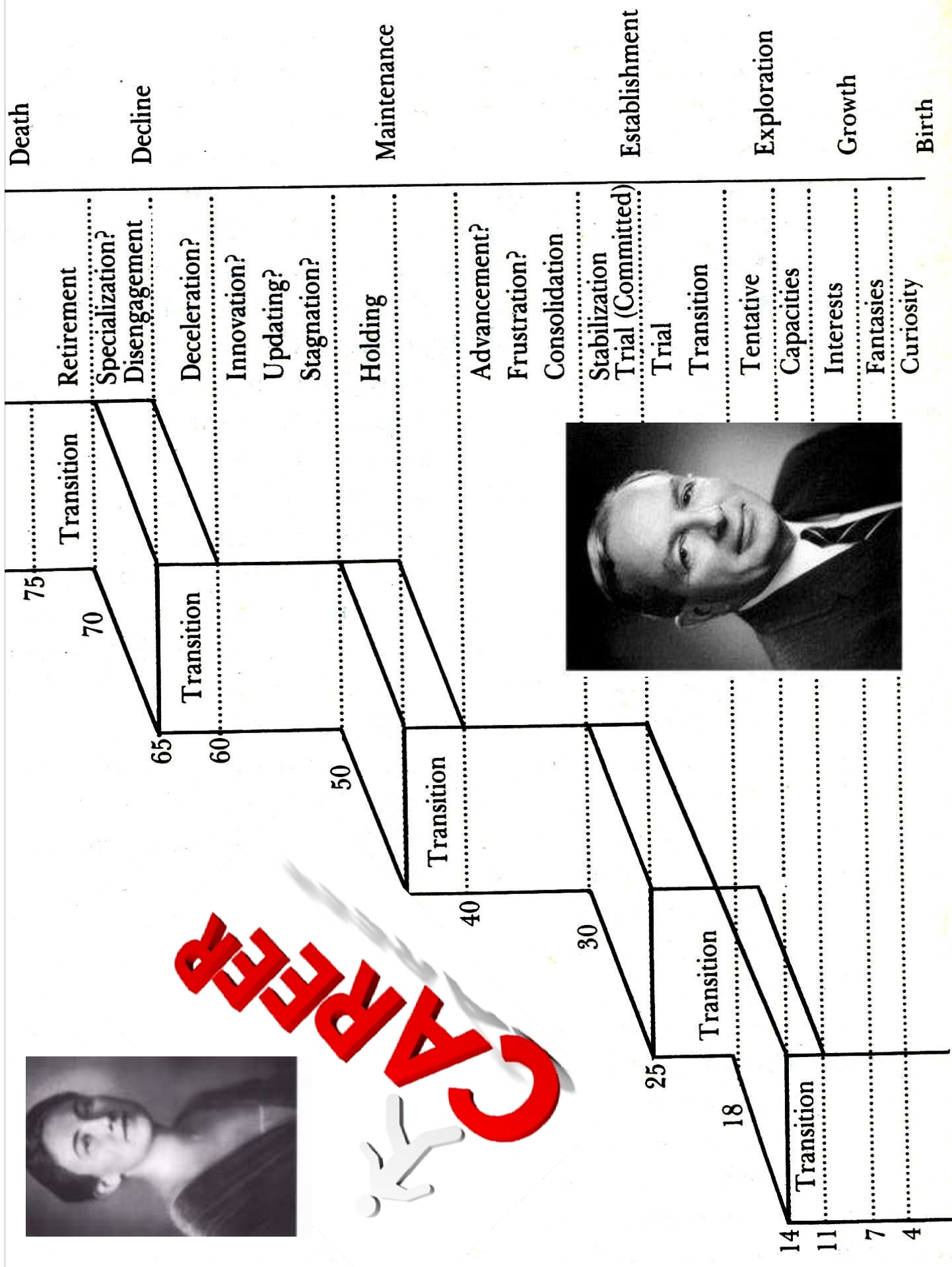
Yet, there remained broader patterns of stratification, inequality and differentiation by gender, ethnicity race, and social class.



Erik H. Erikson

Stages of Psychosocial Development





Vocational Guidance

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**For Actor's
Occupational Fit**

For Agent's Vocational Adaptation



Career Education

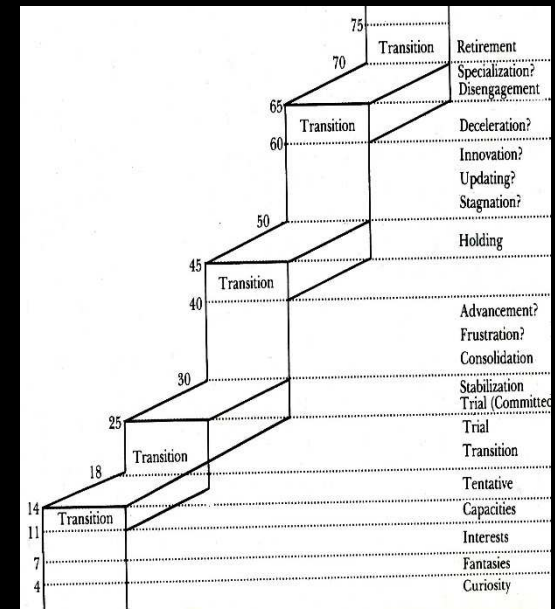
Subject

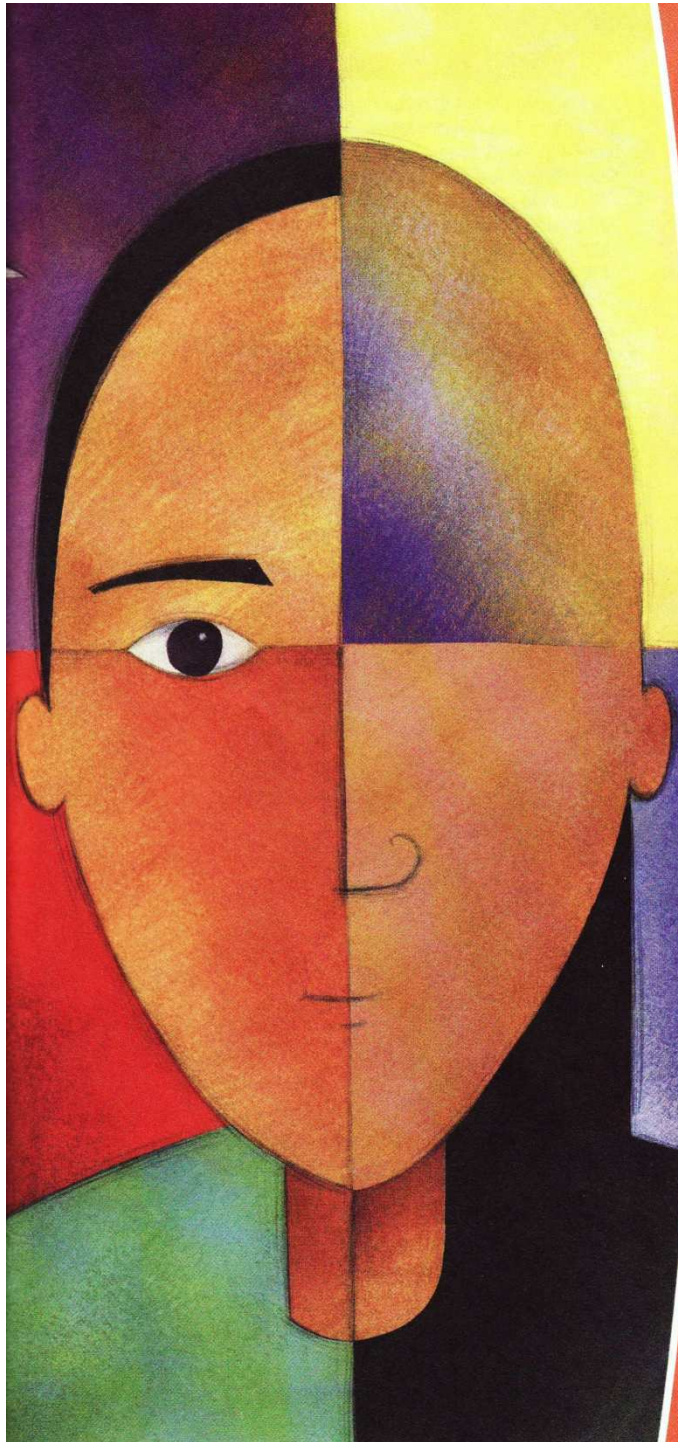
Self-Implementing

Agent

Tasks

Readiness





The stages
pattern roles.

What are
your roles?

BOB SMITH RUNNING FOR NH SENATOR

YOU KNOW ME.

I AM A HUSBAND.

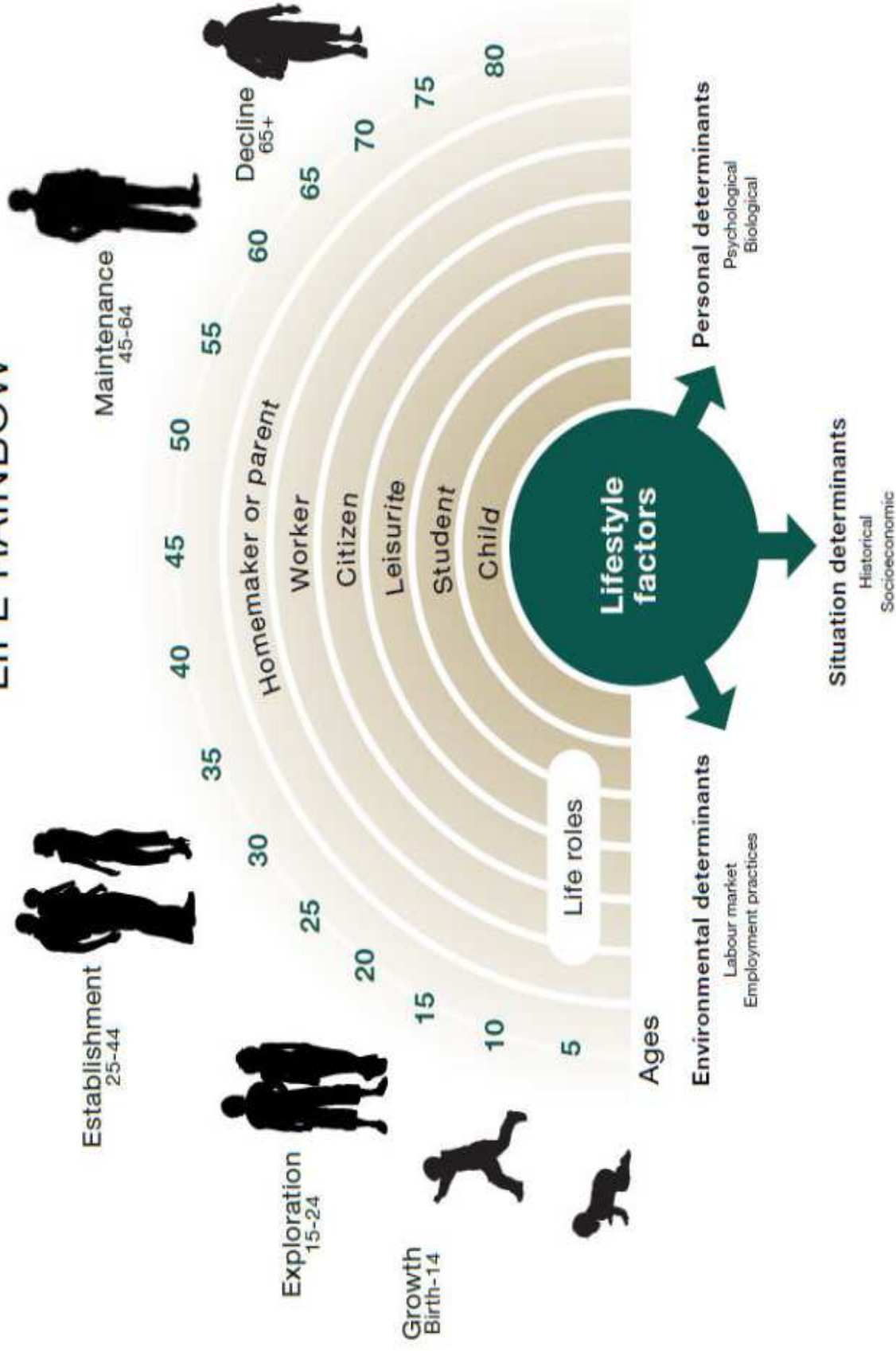
I AM A FATHER.

I AM A TEACHER.

I AM A VETERAN.

I AM A CONSERVATIVE

LIFE RAINBOW



During the 1970s and 1980s, new options led many people to reconsider social scripts and ease normative pressure around role sequences and timing.

However in the 1990s, the transformation of work (particularly following the 1973 Oil Crisis) made the transition to adulthood more difficult.

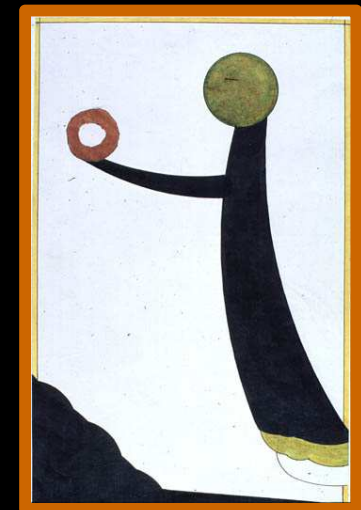
What had been viewed as “new options” were reinterpreted as “disorderly” sequences and timing caused by changing economic conditions.

The decades of increasing standardization (until around 1970) have been followed by a seeming deregulation of life paths and increasing pluralization of both occupational and family trajectories.

individualization

Individualization is seen as the core characteristic of post-modern society.

It indicates a shift from standardized, institutionalized life course patterns to individualized biography.



In advanced societies, life structure has become less predictable, regulated, stable, and orderly.

Characterized as:

**individualized,
de-standardized,
de-institutionalized.**

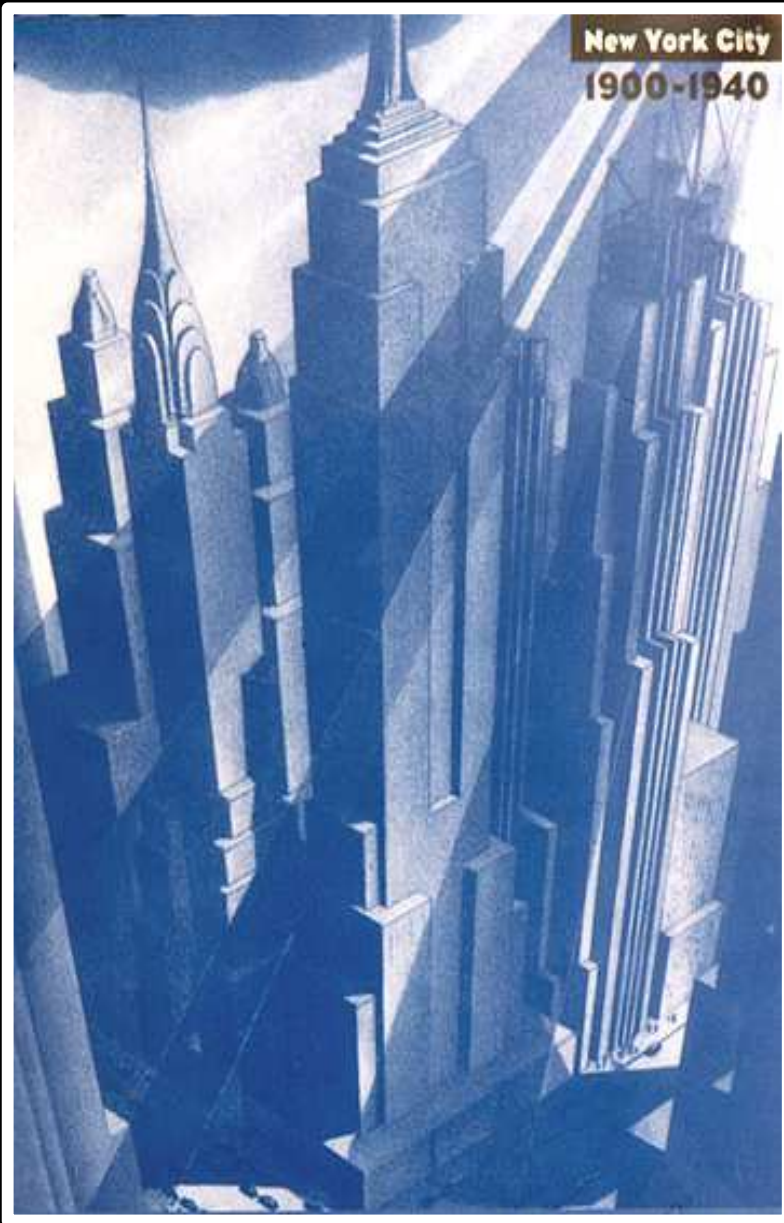


**From
Institutionalization
to
Individualization**



Post-Corporate Society

- INDUSTRIALIZATION → DIGITALIZATION
- URBANIZATION → GLOBALIZATION
- IMMIGRATION → WORLD WORKERS



ORGANIZATIONS

- DOWNSIZED
- FLATTENED
- RESTRUCTURED
- LEARNING
- NETWORKING
- POST-CORPORATE

JOBLESS WORK

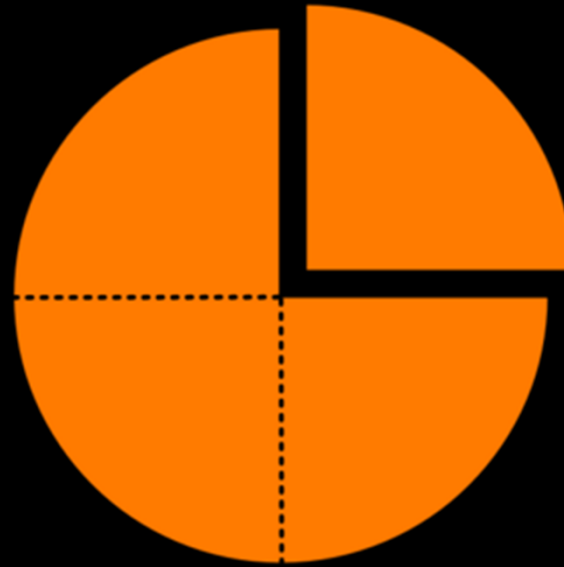
**COMPANIES LOOK
FOR WORK, NOT WORKERS**

DEJOBING

Eliminate Stable Jobs

**Employ for Time-Limited Projects
and Temporary Assignments**

**1 in 4 workers has
been with current
employer for less
than a year.**



**1 in 2 workers has been with current
employer for less than five years.**

**About two-thirds of younger
German workers do not have
permanent jobs. They have
“fixed-term contracts.”
Companies let them go when
the contract ends.** page B5

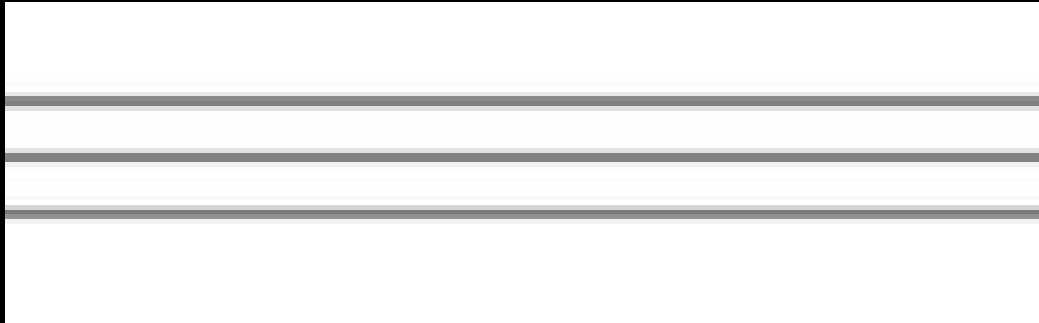
Floyd Norris, Germany vs. the rest of Europe, NY Times,
Friday, 2-17-12 P. B1 & B5



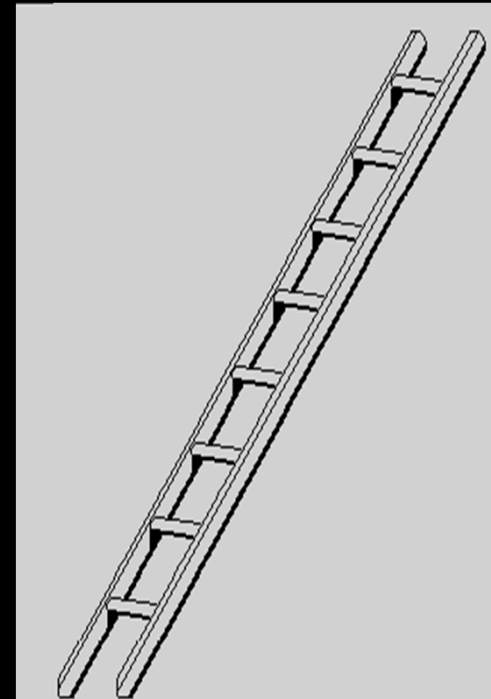
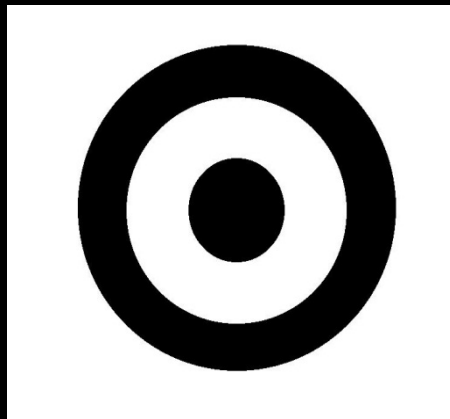
EMPLOYEES

- TEMPORARY
- CONTINGENT
- CAUSAL
- CONTRACT
- FREE-LANCE
- PART-TIME
- EXTERNAL
- ATYPICAL

From Assembly Lines to Career Ladders



to Bullseye



In this **Second Demographic Transition**, individualization of the life course is spreading from Northern Europe to the rest of the developed world.

Entry into adult roles is more variable, less stratified by age, and takes more time.

**completing schooling
living on one's own
obtaining a full-time job
getting married
becoming a parent**

In 2000, only 46% of women and 31% of men had completed these five transitions by age 30 compared to 77% of women and 65% of men of the same age in 1960

“New” behaviors, such as

living alone

unmarried cohabitation

out-of-wedlock births

are becoming more popular

cross Northern and Western Europe.

**In 2006, for the first time
in USA history,
a majority of births to
women under 30 –
50.4% - were out of
wedlock.**

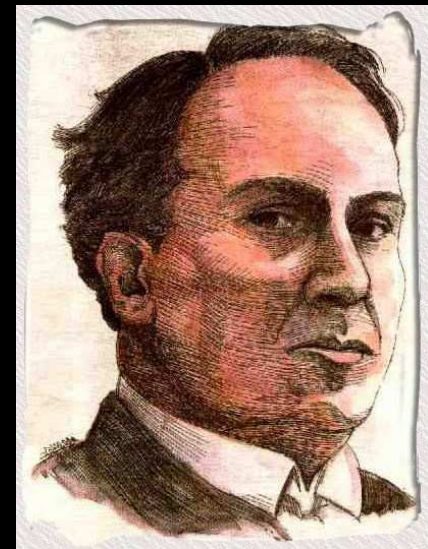
Blurring of normative timetables that traditionally have served as an organizing framework for personal development and life planning

This individualization of the life course requires that people become more flexible in preparing for and adapting to life course possibilities and problems.

Caminante No Hay Camino

**Traveller, your footprints
Are the path and nothing more;
Traveller, there is no path,
The path is made by walking.

By walking the path is made
And when you look back
You'll see a road
Never to be trodden again.**



Antonio Machado



Risk and Uncertainty

Beck's notion a "risk society" emphasizes the uncertainty in the new world.



**Postponing
events in the
transition to
adulthood is
a rational
response to
uncertainty
and risk.**

Trapped Between Adolescence and Adulthood

Adolescence (1904)



G. Stanley Hall

Emerging Adults (2000)



Jeffrey Arnett

NEET - Twixter

- Not in employment, education, or training
- Trapped between adolescence and adulthood



Japan calls them Parasite Singles

Generation Vexed

In 2009, England had 935,000 N.E.E.T. youth.

In England, 16.6% of those between 18-24 are NEETS

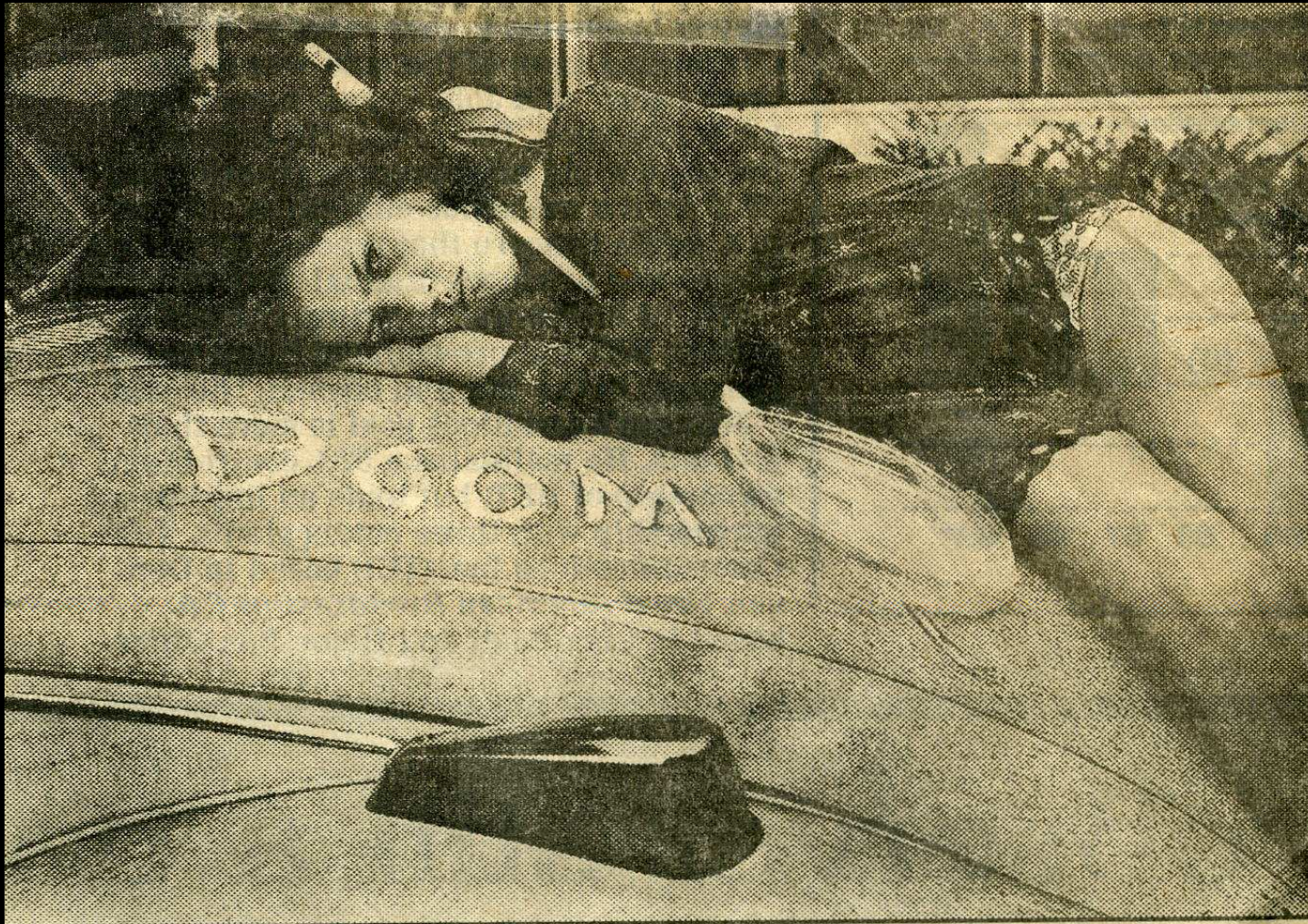
40% live in a household where no one is employed

Broken Britain



NEET Youth

This number is exceeded in
Turkey, Mexico, Italy.



**Decline in identifiable and predictable
career routes.**

**Established paths and identifiable
scripts are disappearing.**

**Hard to make plans yet expected to
manage your own career.**

CAREER AS PATH

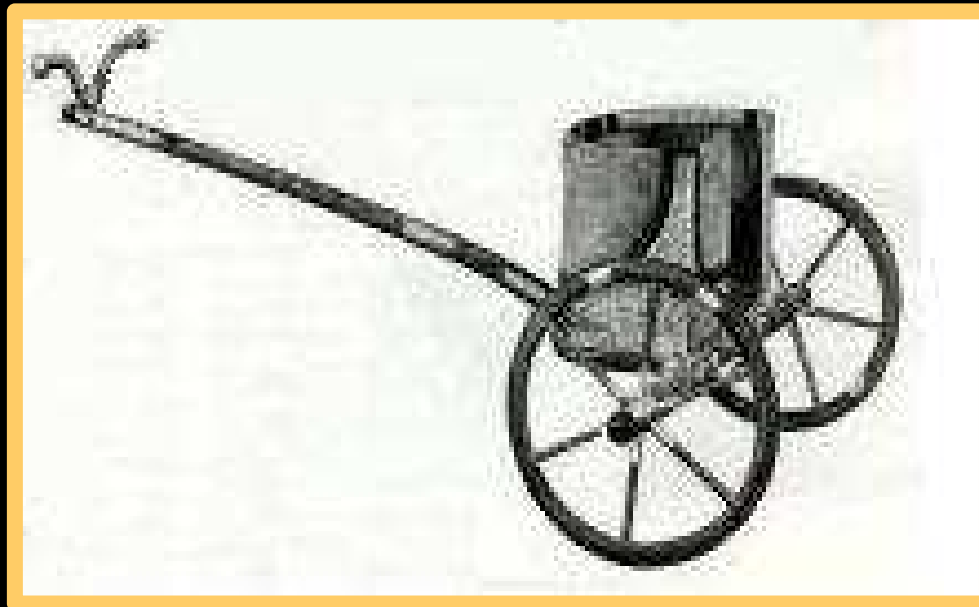
LIFE COURSE - CURRICULUM VITA



- Boundaryless career
- **Protean career**
- Kaleidoscope career
- **Portfolio career**
- Customized career
- **Subjective career**



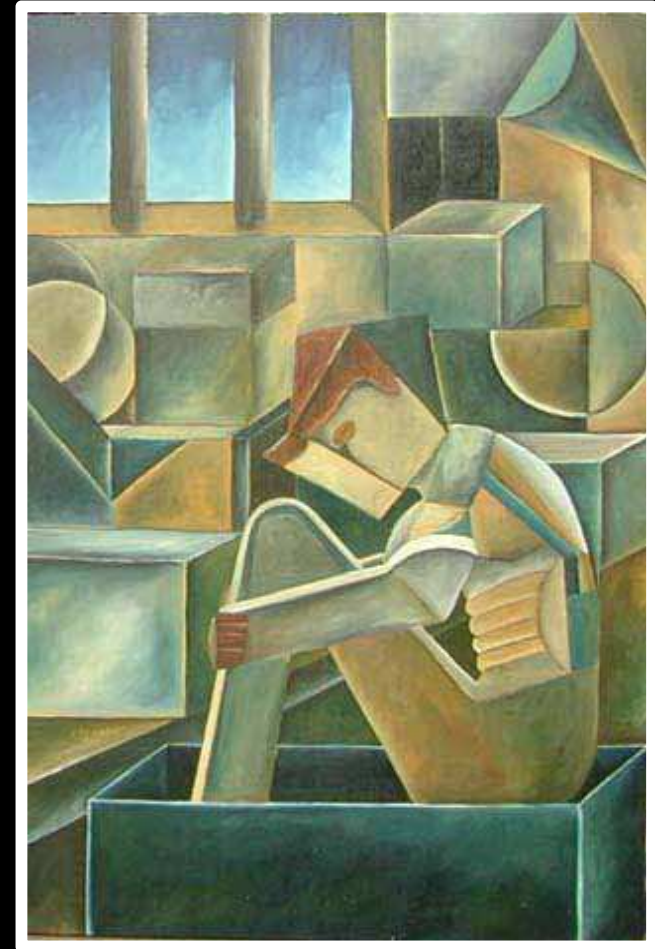
CAREER AS **CARRIER** OF MEANING



CART, CARRIAGE, CHARIOT, CAR

In the 20th century, a continuous life course with predictability across life stages gave a sense of self.

As life course has become *deritualized*, the self must be explored and constructed in a reflexive process that connects personal and social change
(Giddens, 1991).



The 21st century has seen the erosion of traditional ways of living. Today, institutions assign people the responsibility for shaping their own lives and make them accountable for their biographical decisions.



In post-traditional society, the life course requires individual reflexivity because institutions provide less structure.

The life course becomes a **"biography of choice"** (Heinz, 2002) as people weigh alternatives, coordinate outcomes, and repair failures.





Individuals construct their own life course by responding to opportunities and constraints in their self-identities and social contexts and then dealing with the consequences.

Then Reconstruct

Because of discontinuities
and multiple options in
careers, living conditions,
and social relationships
people must repeatedly
reconstruct their selves.



Individualization

- Self-construction
- Self-production
- Self-socialization
- Self-assembly
- Self-organization



Life-Course Competence

Individual life-design has become a general feature of life in modern societies.

Not planning but managing

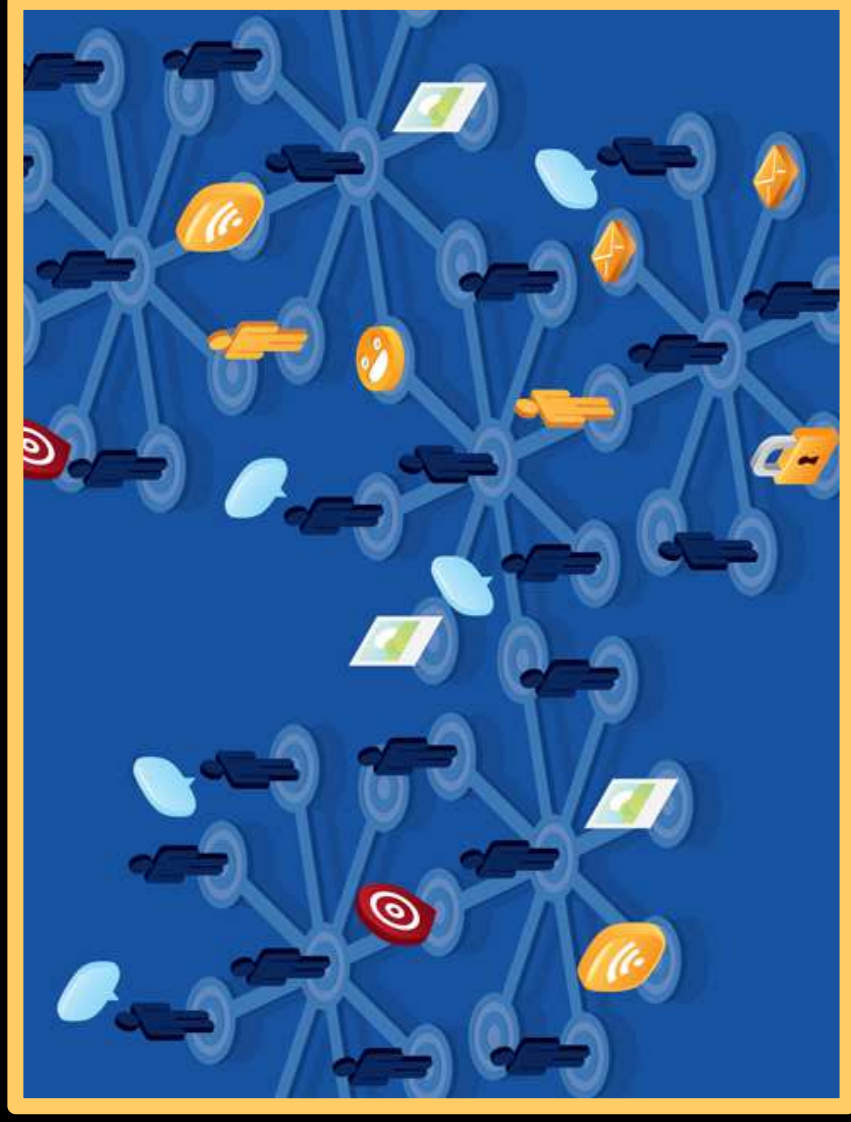
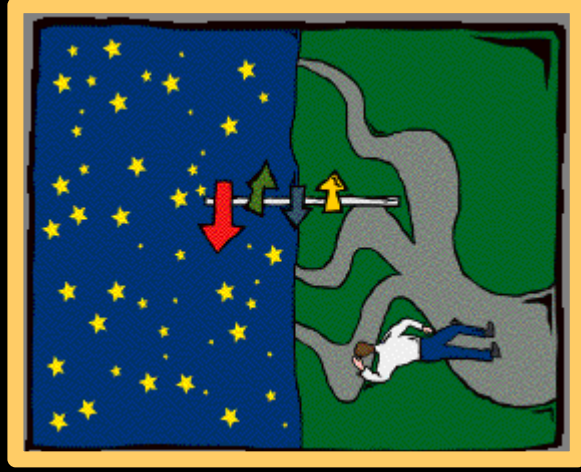
Young adults are increasingly expected to be involved in shaping their lives.

Doing Biography

Heinz 2002

Counselors help clients engage in autobiographical reasoning to construct a meaningful link between their biographical past and future in the present.

Individualization of the Life Course



**Existing career theories do not
adequately account for
individualization of the life course
and the rapidly changing
occupational structure.**

Vocational Guidance

Object

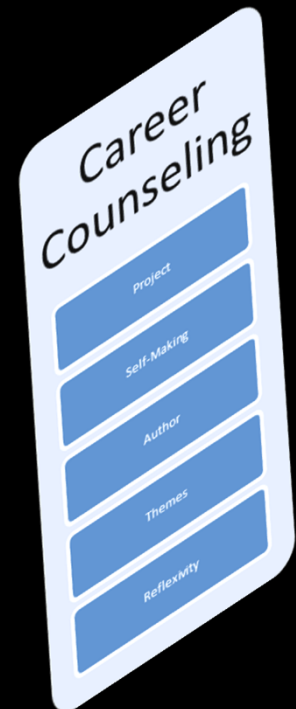
Self-Matching

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For Actor's Occupational Fit



For Agent's Vocational Adaptation



Career Education

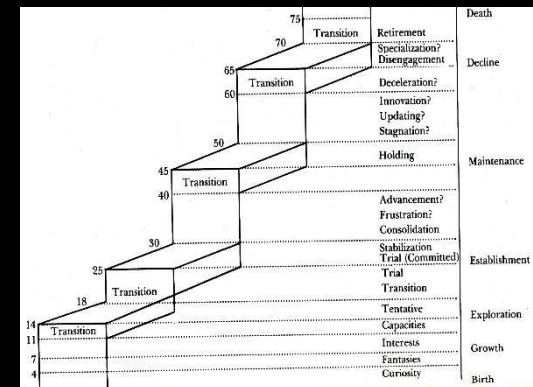
Subject

Self-Implementing

Agent

Tasks

Readiness



For Author's Career Construction



Career Counseling

Project

Self-Making

Author

Themes

Reflexivity

Career Intervention Discourses: Genres and Lexicons

Vocational Guidance

Object

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Resemblance

Career Education

Subject

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Agent

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Career Counseling

Project

Self-Making

Author

Themes

Reflexivity

LIFE DESIGNING



INTERNAL COMPASS TO NAVIGATE TRANSITIONS

META-COMPETENCIES

Life course
individualization
calls for

Adaptability

and

Identity

PARADIGM SHIFT

FROM

MATURITY

TO

ADAPTABILITY

- **Employability**
- Life-long learning
- **Career capitol**
- Flexicurity
- **Life-course strategy**
- Job crafting
- **Career roles**
- Preparedness
- **Emotional labor**
- Cultural competence
- **Emotional intelligence**
- Psychological contract



ADAPTABILITY

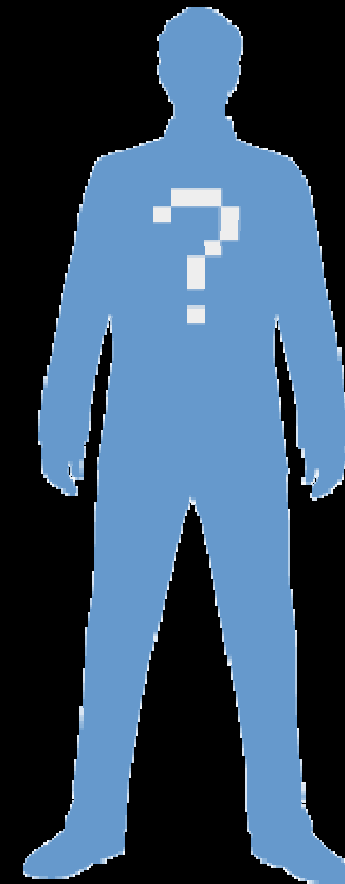
PARADIGM SHIFT

FROM
PERSONALITY
TO
IDENTITY

IDENTITY

IN AN UNCERTAIN WORLD,
CONSTRUCT CERTAINTY
WITHIN OWN SELF.

- **Biographicity**
- **Life design**
- **Narratability**
- **Calling**
- **Volition**
- **Meaning**
- **Mattering**
- **Self-construction**
- **Career construction**



IDENTITY

Career Management

**From Vocational Choice to
Career Development to
Career Management**

**Career management is a life-long quest
to construct one's best possible future.**

**Career success depends on *learning* and
becoming rather than on deciding.**