Self-efficacy & Job Search: What Professionals Need to Know to Guide Job Seekers to Success

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Influencing purposeful and motivated job search behavior

Agenda

► The unemployed and their search
► Necessities for job search
► The role of self-efficacy
► Applications and interventions
► Implications for service providers
The unemployed and their search—basic tenets

► Job search activities are self-directed
► Environment influences individual and vice versa
► Motivation is variable throughout; diminishing with time

Average duration of unemployment

34.2 WEEKS
Median duration 22.4 weeks

~Bureau of Labor Statistics, 1.7.11
Effect on individuals

- Struggle with
  - Financial status
  - Role identity
  - Self confidence and esteem
  - Depression
  - Anxiety
  - Shame
  - Anger
  - Social support
  - Wellbeing
  - Anxiety
  - Avoidance

Some even struggle with spousal or child abuse and suicide

Necessities for job search

- Motivation for a job
- In-depth self knowledge
- Knowledge of labor market
- Knowledge of job search methods and strategies
- Competency in knowledge areas
- No major job search constraints (will elongate search)
Client assessment

Three broad classes of job search intensity predictors

- Motive to search for a job
- Job search competency
- Job search constraints

~Wanberg et al. (1999)
Conducting and maintaining an effective job search variables

- Job search efficacy
- Motivation control
- Emotion control

The role of self-efficacy

“Perceived self-efficacy is a judgment of one’s ability to organize and execute given types of performance”

~Albert Bandura (1997)
WARNING:
Negative views of environment can provoke negative self perceptions which reduce feelings of control and self efficacy.
Interventions and applications

- **Interventions**
  - Teach job search strategies
  - Inspire higher levels of coping and adjustment
  - Use role play
  - Model effective behavior
  - SWOT analysis
  - Motivational interviewing
  - Teach self-evaluation
  - Create a social support environment
  - Teach flexible goal setting and evaluation
  - Emphasize viable options
  - Provide career counseling
  - Help clients understand that they alone are responsible for their search

Motivational interviewing

- Avoid “knowing what the client should do”
- Roll with resistance
- Support client’s feelings of self-efficacy
Creating a social support environment

Implications for service providers

- Do we have the tools to do what we need to do?
- Do we have the skills we need to do what we need to do?
- Do we have the time to do what we need to do?
- What else?

- Remember: If we are not moving forward we are falling behind
Thank you for your time!

› Questions?

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Read my blog at www.focusedjobsearch.blogspot.com

References
References


