

Coaching with the Chaos Theory of Careers: Coaching clients to see fractal patterns in their actions

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Webinar 4 of 23 - 24/10 August 2012



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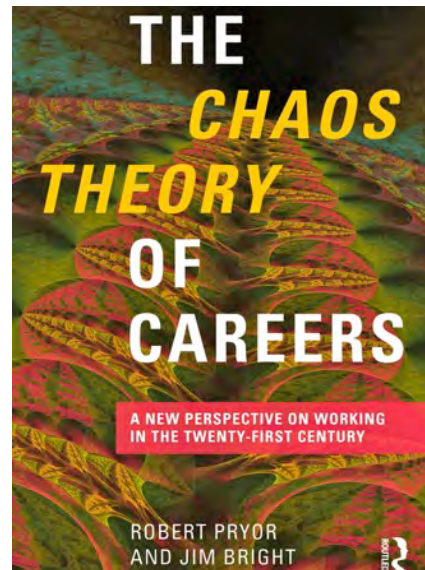
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Chaos Theory of Careers

Pryor & Bright 2011

Change
Chance
Complexity
Emergent
Dynamic Order
(Patterns)
Constructedness



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Patterns

Counselors need the ability to recognize patterns because most clients cannot say who they are or articulate their life theme. The essence of people, their unique spirit and activating force, can be seen only in the whole pattern, not in the individual traits, but clients find it easier knowing and reporting their traits that are so embedded in their own pattern that they do not realize they have one. (Savickas, 1997, p. 10)



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A lot

A little

Not very much



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Surprise!



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Which of one of these pairs of times have you seen before in the list presented?
Guess if unsure!

A	or	B
11:40	or	05:40
03:45	or	09:45
05:35	or	11:35
10:14	or	04:14
06:20	or	12:20



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The actual times

12:00		10:37
09:35		11:48
11:57		11:55
10:10		07:29
06:12		08:00



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Humans are pattern seekers: repetition over time and scale



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Signatures exercise

- Sign your name ten times



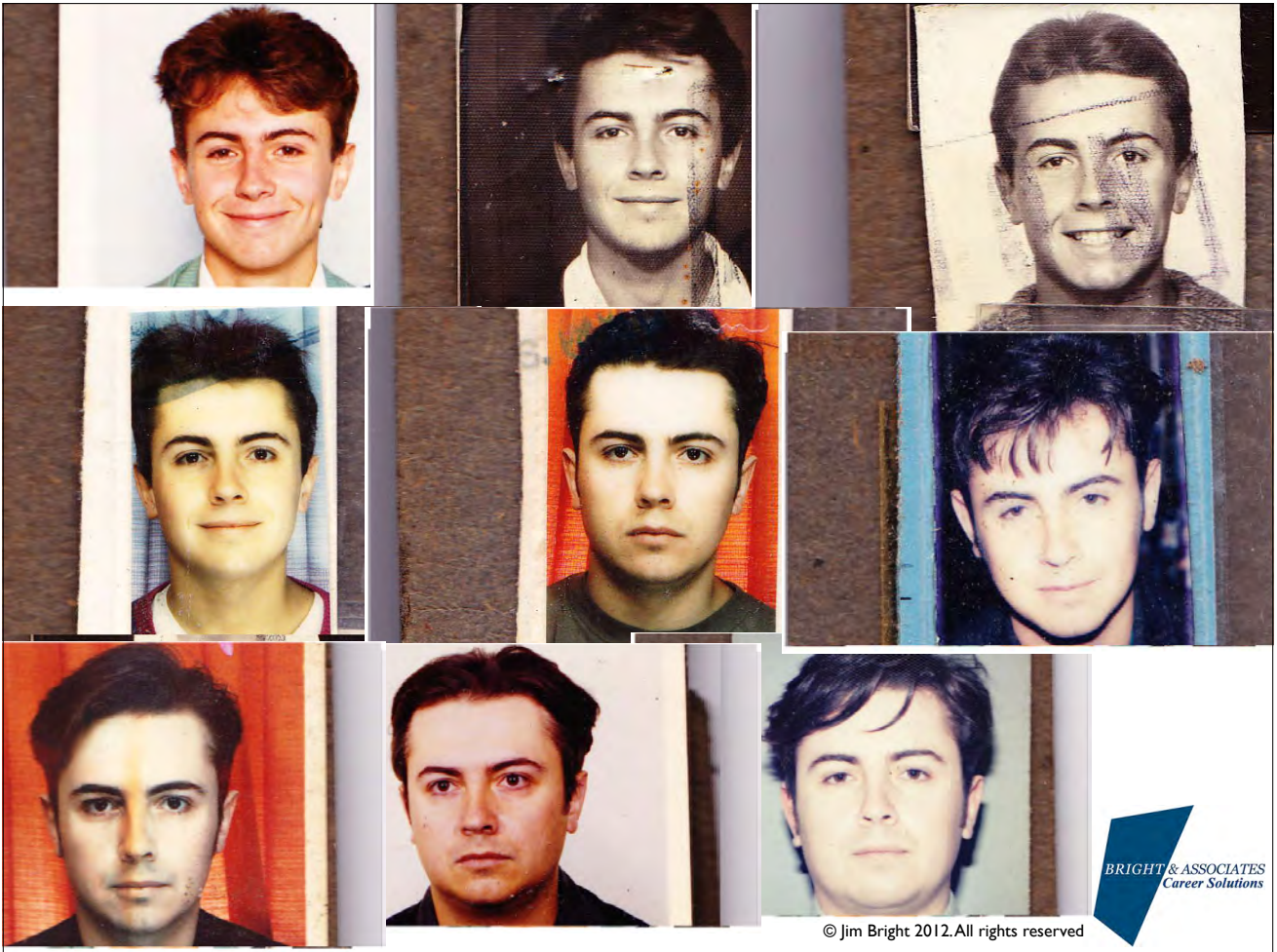
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Signatures - the essence of fractals

- Self similar
- But each signature is unique
- Fractals are the patterns that describe the operation of the Strange (Change or Chaos) Attractor. They are the patterns of us and our lives

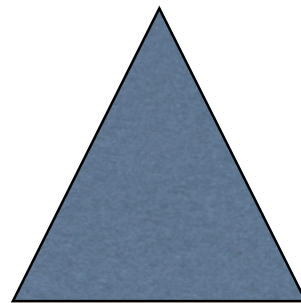
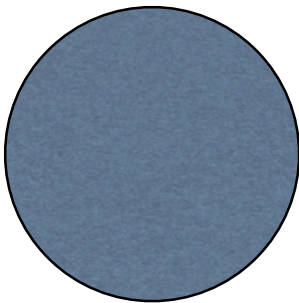


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How to pattern (capture) client reality?

- Reducing clients to simple categories



- MBTI, Holland, etc

Are there squares, circles and triangles in nature?



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Fractal Gallery

A Cauliflower



Fractal
Gallery

Human
Circulatory
System
and
Jackson
Pollock
Fractal Art



Fractal
Gallery

Lawrence
Hudetz



Fractal
Gallery

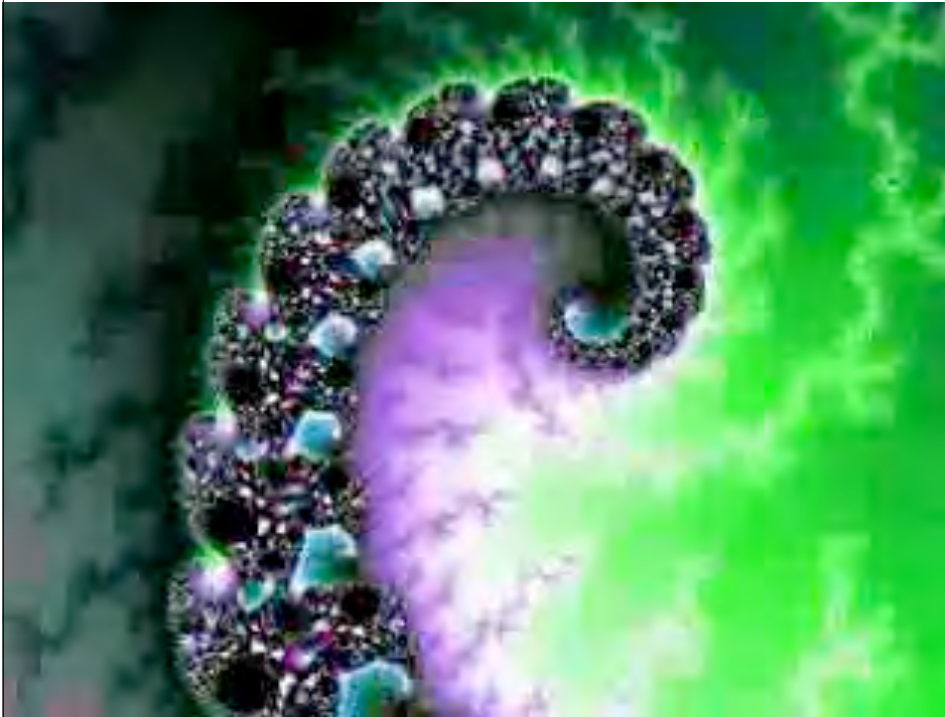
Chaos
Landscape



Narrative /Story

- More complex
- But still tends to be linear -
 - beginning, middle, end
 - Z happened because Y happened because X happened
- Still a fairly simple description

Fractals capturing dynamic order through complexity



CTC states that humans are complex dynamical systems and therefore can be considered as fractal patterns



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Capturing Fractals

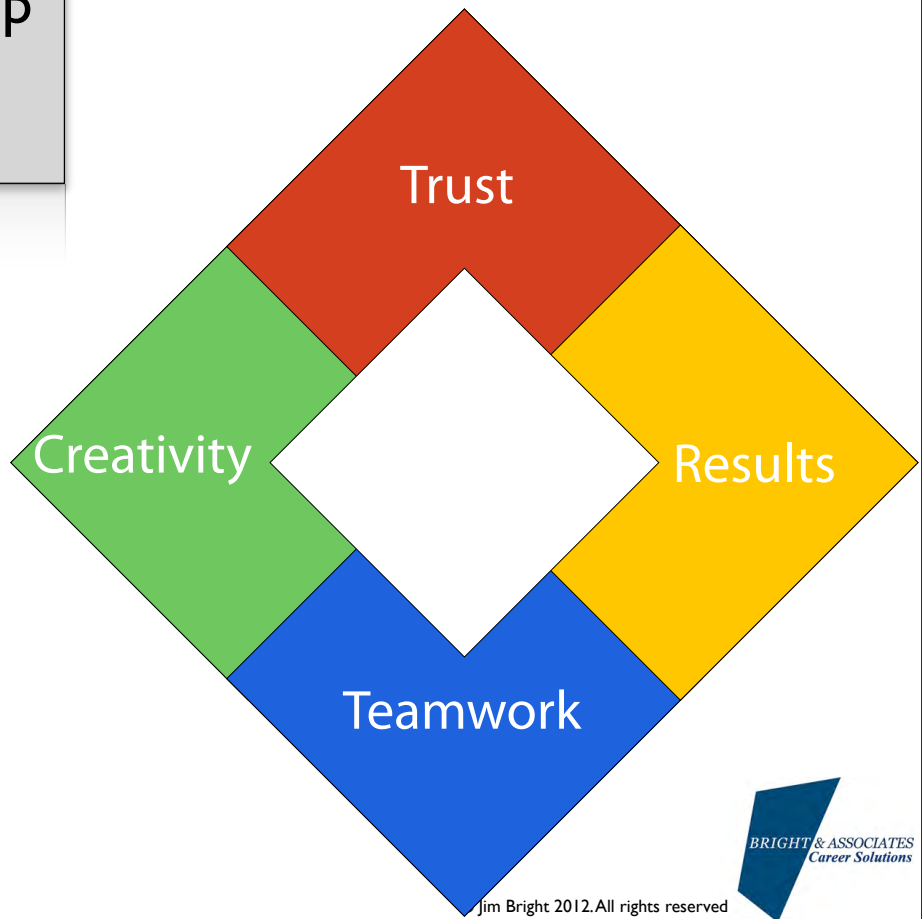
- Savickas - From Preoccupation to Occupation - repeating patterns over time
- Multiple stories - multiple perspectives
 - Forensic interview
- Collage



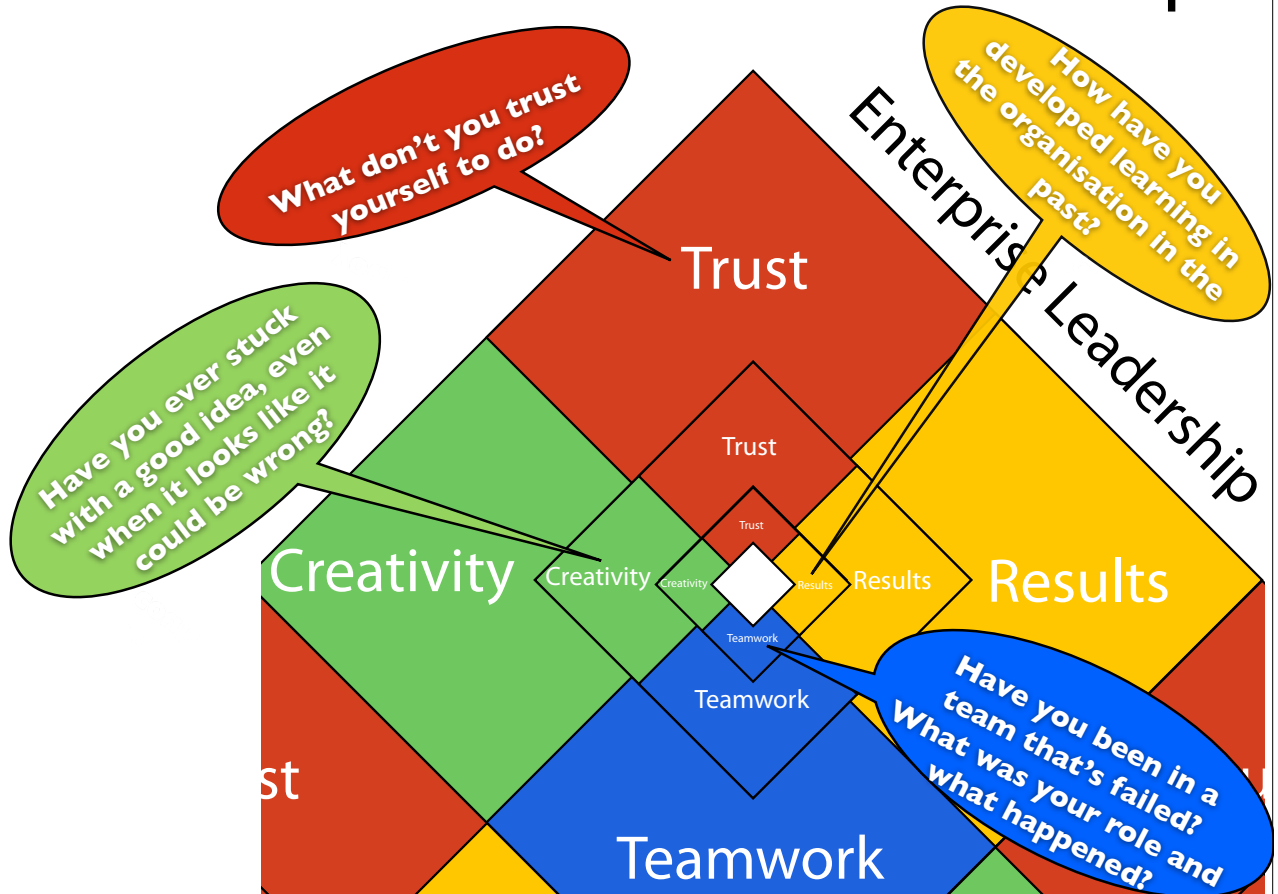
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The Leadership Model as a Fractal

as a Fractal



Fractal Career Conversation Prompts

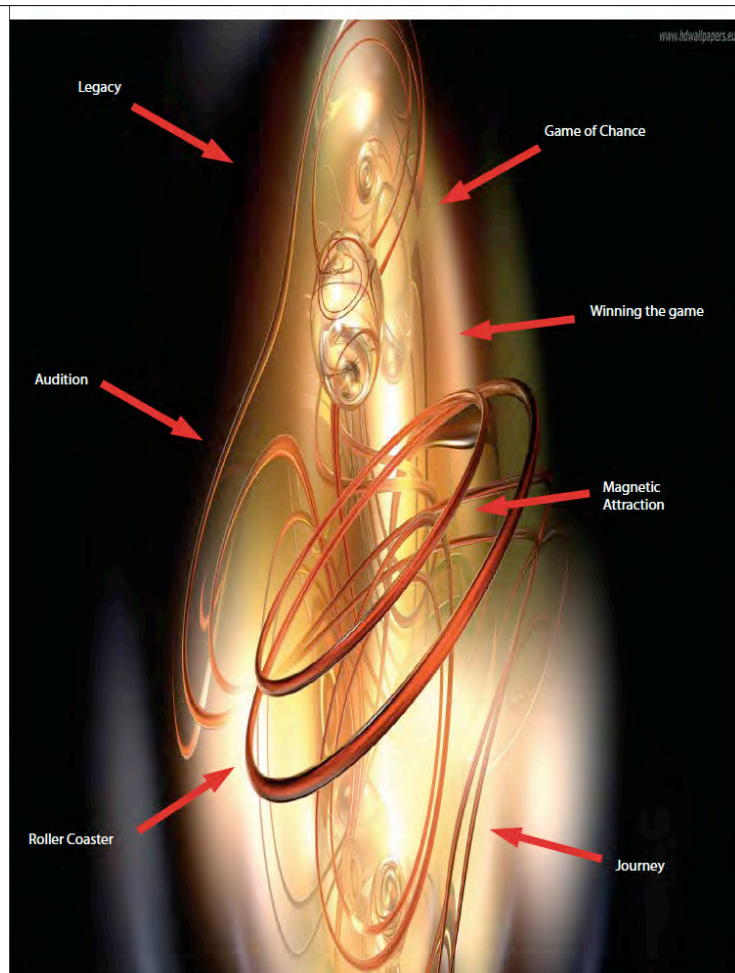


Capturing the fractal

- From scores to stories? No!
- Qualitative vs Quantitative? No!
- We can never fully capture reality - it's too complex so we need as many different perspectives as possible



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Fractals and metaphors

Metaphors as Satellites highlighting different aspects of the Fractal



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Working with clients as Fractals

- Beware overly simplistic characterisations of clients (you are an Aries, SIA, ENTJ etc)
- Beware of singular perspectives or reductive perspectives (ie it's all due to x)
- Look for multiple stories, multiple patterns and look for similarities over time and scale
- Be aware you are exploring a mystery NOT solving a puzzle!



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Implications

- Limits of knowledge and what is knowable
- Past doesn't always predict the future
- Action may represent the best way of exploring fractal (cf Krumboltz)
- Encourage creative ways of being self-similar (authentic) but different
- Being the same by being different
- Apply values in EVERY situation



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