

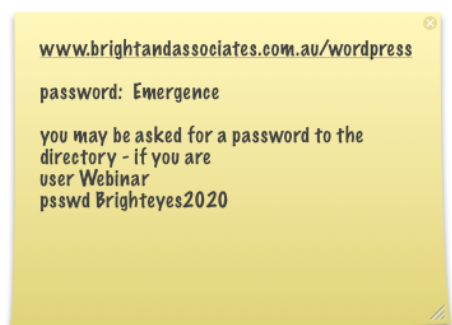
Coaching with the Chaos Theory of Careers: Coaching clients to see fractal patterns in their actions

Dr Jim Bright, Bright and Associates
Professor Career Development ACU
Webinar 4 of 23 - 24/10 August 2012



Webinar Basics

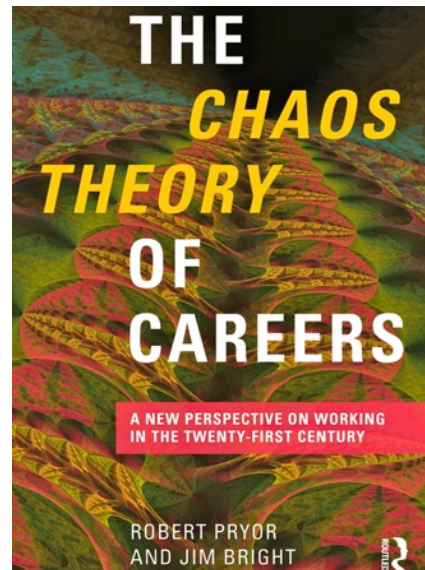
- remind me to record it!
- to type a comment, use the box at the bottom of the text screen
- you can raise a hand for a question
- I will leave 15 minutes for questions at the end
- you can access the session as often as you like after the session - I will email you details



Chaos Theory of Careers

Pryor & Bright 2011

Change
Chance
Complexity
Emergent
Dynamic Order
(Patterns)
Constructedness



© Jim Bright 2012. All rights reserved

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)



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

How much do you like the design?

A lot

A little

Not very much



© Jim Bright 2012. All rights reserved

Surprise!

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

The actual times

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



© Jim Bright 2012. All rights reserved

Humans are pattern seekers: repetition over time and scale



© Jim Bright 2012. All rights reserved

Signatures exercise

- Sign your name ten times

© Jim Bright 2012. All rights reserved



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

© Jim Bright 2012. All rights reserved



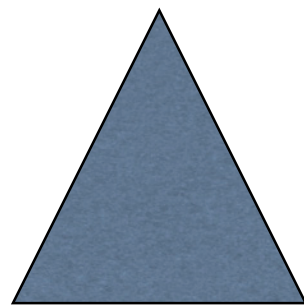
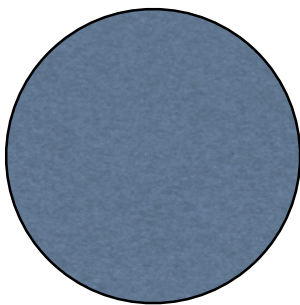


© Jim Bright 2012. All rights reserved



How to pattern (capture) client reality?

- Reducing clients to simple categories



- MBTI, Holland, etc



© Jim Bright 2012. All rights reserved

Are there squares, circles and triangles in nature?



© Jim Bright 2012. All rights reserved

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



© Jim Bright 2012. All rights reserved

Capturing Fractals

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

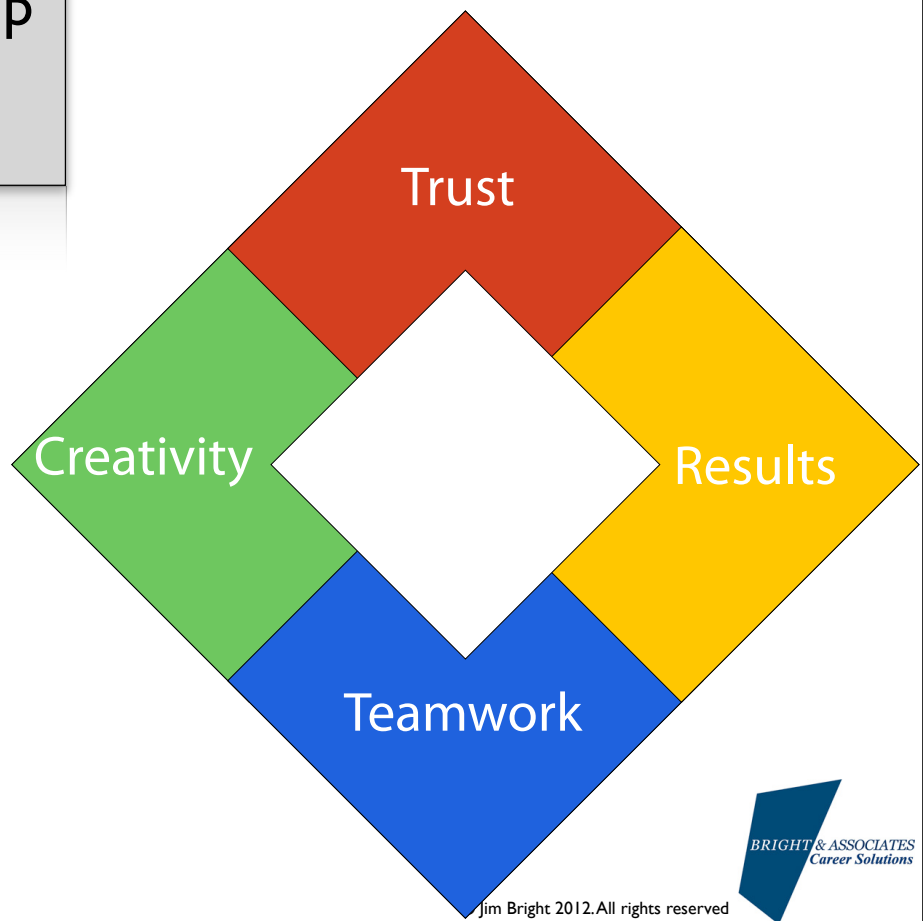


© Jim Bright 2012. All rights reserved

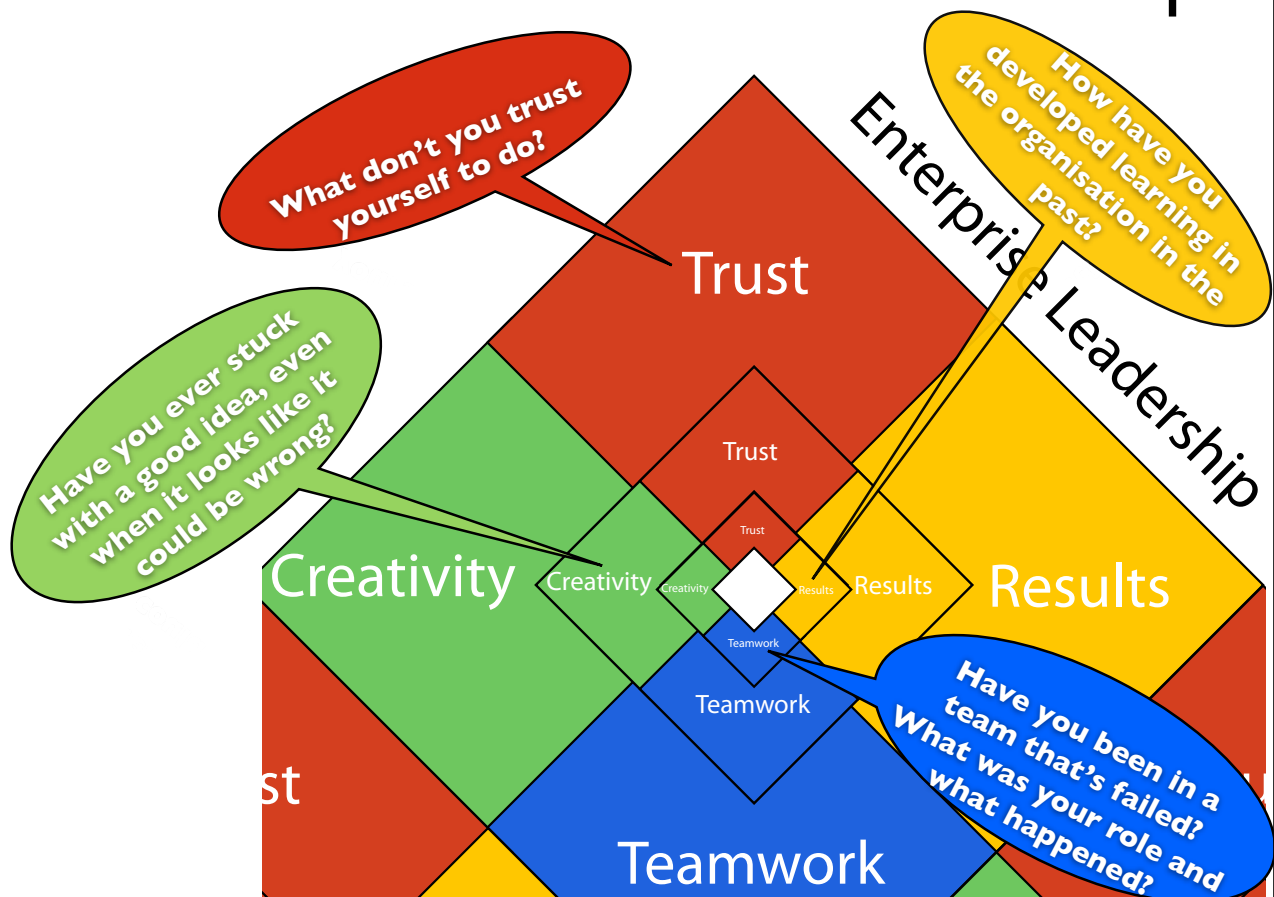
[illegible][illegible]

The Leadership Model as a Fractal

as a Fractal



Fractal Career Conversation Prompts

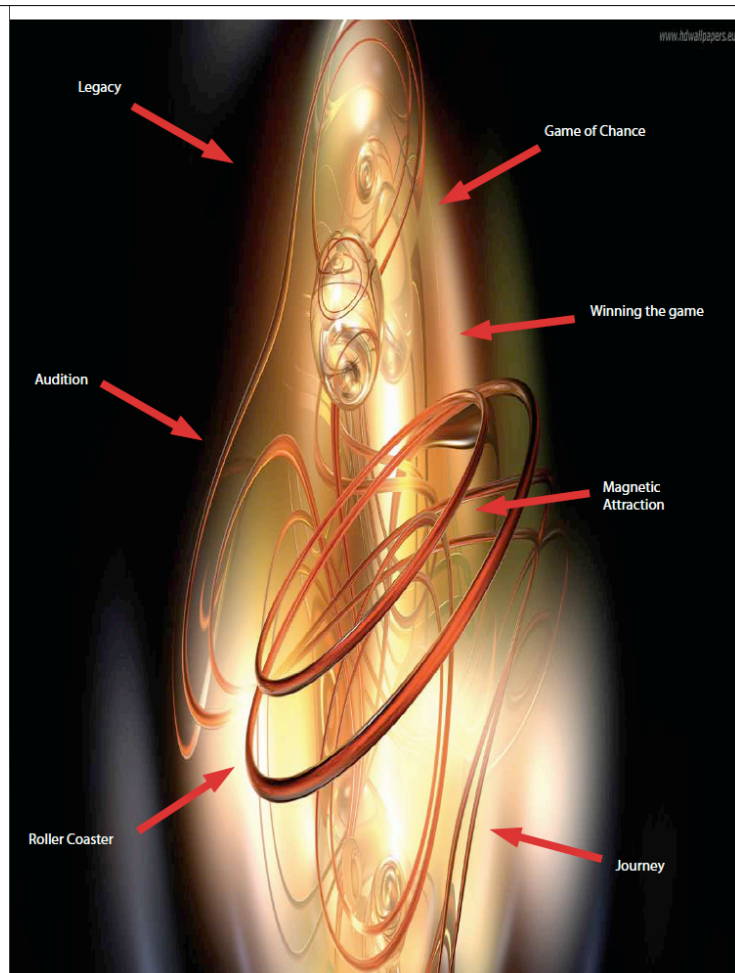


Capturing the fractal

- 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



© Jim Bright 2012. All rights reserved



Fractals and metaphors

Metaphors as Satellites highlighting different aspects of the Fractal



© Jim Bright 2012. All rights reserved

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!

© Jim Bright 2012. All rights reserved



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

© Jim Bright 2012. All rights reserved

