

guidance, coaching and career development - what future for guidance?

### careers work positioning device



the venn-diagram sets out examples of key elements for careers work

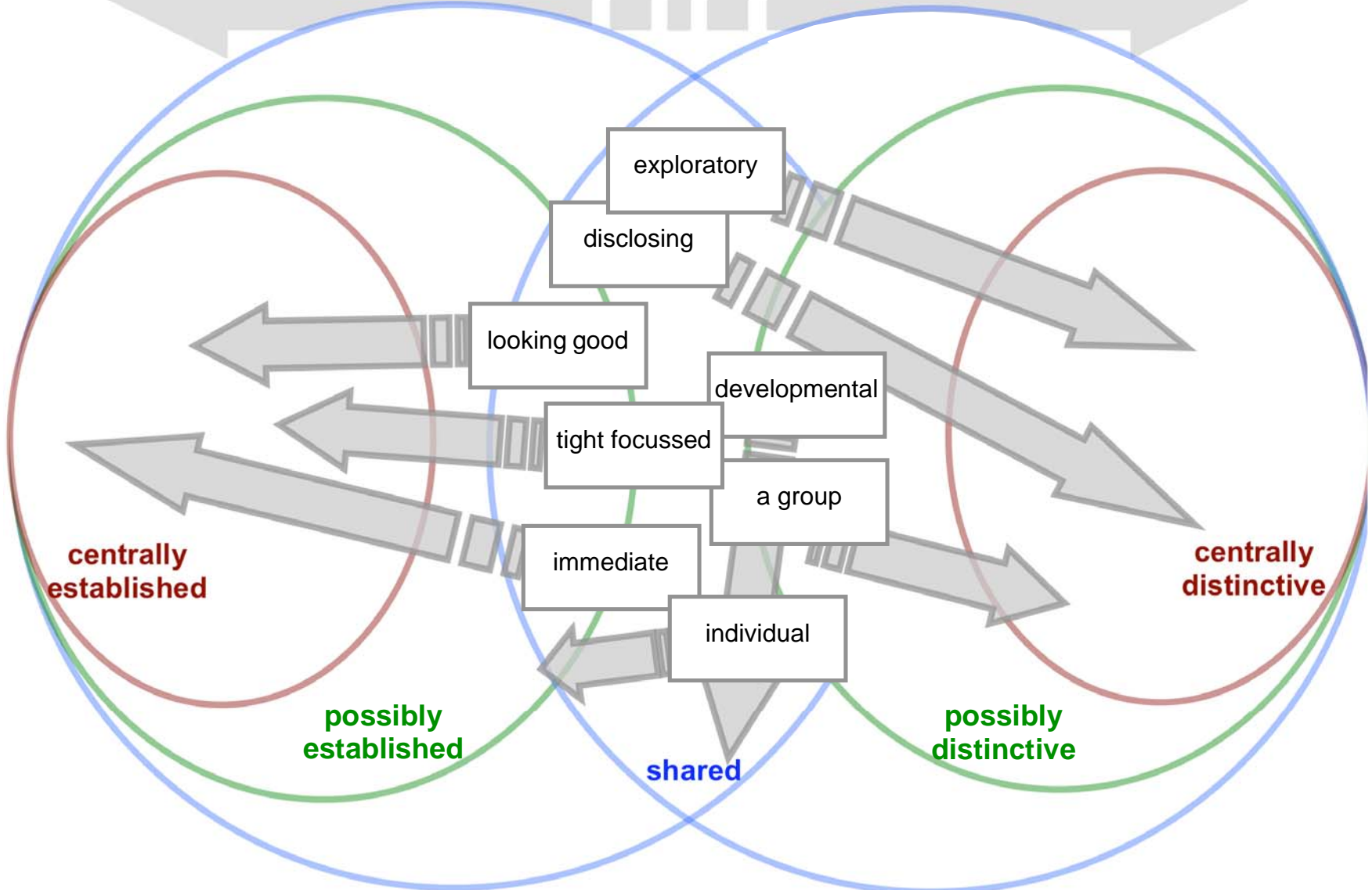
a starting point clusters them - as if everybody can do everything

but where they are not entirely reconcilable with each other - 'disclosing' is not entirely reconcilable with 'looking good' - they can be distributed to services with different central concerns..

- > the right take on what are new and distinctive ways of working
- > the left works with what is established and conventional

work with these - and-or other important elements - to show how each position has...

- > central core of elements - like 'immediate' or 'exploratory'
- > elements which are possible in one or other direction - like 'individual' and 'developmental'
- > some elements may be pursued by either position - like 'individual' or 'group' - but would be central to neither



this is a discussion, negotiating and planning device, for establishing a range of activity in a coherent framework