Genogram and Narrative Counseling: An Approach for Helping Student to Find Direction of Career Choice

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ABSTRACT

In this article, the author presents the need for using genogram and a narrative approach in counseling career. The author also described the process of genogram construction step by step to provide knowledge and basic skills for school counselor to helping student to find direction of career choice. In the context of career counseling, genogram can open client insights about themselves and their families, in addition to placing the family as a source of inspiration and expectation in developing plans and determine the direction of career choice of clients for the future.

Keyword: Genogram, Narrative Counseling, Career Choice

Introduction

The development of the life about the career choices of students at school really need to get special attention. Although the effectiveness of career counseling has been demonstrated by a number of research, although there are many indicators that career counseling are effective, but little is known about factors or other appropriate interventions and contribute to the effectiveness of career counseling (Whiston, et al, 2005).

According to Wirtati, (2002); ILO, (2011) founded students don’t get optimal guidance and counseling services, including career guidance and counseling from their counselors at school. Proceed with facts from the international Labour Organization reports that up to the year 2006 primarily in the eastern part of Indonesia, 88% of respondents have never received guidance and career counseling (ILO, 2011). It is increasingly asserted that career guidance services field is the most underdeveloped area (Prayitno, 2011).

Many students seem to face a variety of difficulties stemming from the nature of the individual, one of which is the lack of career decision making, or career information (Koumoundourou and Tsousis, 2010). Factors that influence career decision making among others that is (a) lifestyle, includes sex role orientation and life expectations, (b) social economic status, includes occupational status, income, and education parents, and (c) social
learning theory experiencing life as the child of working parents would teach behaviors appropriate to that particular lifestyle (Bosco and Bianco, 2005).

According at the above problem, then to understand the issues of direction of career choice is best seen from the perspective of relational, built by a client with other family members. That argue can easily understand because career theorist’s has long been family presume that they play an important role in the development of career as well as having great potential for influencing client in determining the direction of career decision making (Chope, 2005; Herr and Lear, 1984, at Hartung, et al, 2002). Basically direction of career decision making are strongly significant-other influences. The significant-other influences come from family members (Okishi, 1987 at Suprijana, 2008).

Relationships within a family shows the quality of the overall relationship between family members, and specific factors such as support, love and compassion can affect exploration career aspirations and teenagers perceptions (Keller and Whiston, 2008). Factors that are considered a determinant (family environment) must be thoroughly understood to create a self-dynamic, because setting of self-dynamic analogous as an attempt to manage the condition, impulse, by setting up a resource in a variety of things such as the readiness self in spirituality, capabilities, expertise and technical prowess with always oriented at the demands of the job and career communities that are growing and developing faster (Yuruf, 2002).

The idea of counseling approach to direction of career choice now has entered a new phase with the development of narrative counseling approach to complement a conventional intervention career approach (Chope, 2005; Menninga, 2009). Range of intervention strategies in counseling that emphasizes the narrative approach is by using media such as life line, card sorts, life roles circles, the goal of the folder, and genogram (E. Brott, 2004; Barner, 2011). In general, the use of such interventions with media types has similar working principles, but genogram as the media has deemed more power over the other (Perry, 2010).

Using genogram aligned with the old adagium that says that “a picture is worth a thousand words”. Magnuson, and Shaw, (2003) describes the development of the use of genogram has expanded and modified to suit the needs likely (1) Using Genogram in premarital counseling; (2) Using Genogram for Sexuality and Related Problems; (3) Using Genogram to Examine Intimacy; (4) Using Genogram With Lesbian Couples; (5) Using
Genogram to Explicate Dynamics of Gender; (6) Using Genogram When Treating Alcoholism; (7) Using Genogram With Stepfamilies; (8) Using Genogram to Help Families Resolve Issues Related to Loss; (9) Using Genogram to Identify Solutions and Family Strengths; (10) Using Genogram With Older Clients; (11) Using the Genogram With Children and Adolescents; (12) Using Genogram in Academic and Career Counseling.

In practice, the genogram is a graphic that tells a story that happened in a family. Use of the genogram is poured into the counseling process to help counselor to funnel on the issues of problems experienced by clients. Data stored in genogram such as death, birth, family relationships, type of job or career position of family member, the success of the family members, emotional problems in the family and the myth of the family from generation to generation is an important point that can be used to explore strengths and weaknesses client experienced at the time of counseling sessions.

In career counseling context, clients in attempt to take direction of career choice will learn to recognize relevant behaviors lifestyle based on life experiences and relationships that are taught and family deals he saw from both parents and/or other family members. Bad conditions because dysfunction of family due to attitudes and the role of family members, as well as socio-economic status families make the structure of emotions and/or client satisfaction and impaired self-concept thereby affecting client orientation in the field of employment, the position or career future. In contrast, the condition of family relationships is safe, peaceful and dynamic encourages the creation of a climate conducive make clients having a good self-concept (Super, 1957 at Hoppock, 1976).

The importance of guidance and counseling career services in schools and various types of a genogram is highly variable, and then the purpose of writing this paper is to explain genogram and narrative approach in counseling for helping student to direction of their career choice. In this article will be discussed about what is a Genogram? What is the Narrative Approach in career counseling? How to make a career genogram?

Genogram


In family systems theory, the behavior of family members is determined by the interaction of
a person's actions in establishing a pattern of relationships with other family members from generation to generation.

Genogram is a family tree as much as three generations in order to know and understand the relational patterns that include emotional condition, kinship, and certain behaviors in a family (Okishi, 1987 at Blustein et al, 2005; McGoldrick, and Petry, 2005; Sexton, 2003; Perry, 2010).

From the above definition, we can understand that the genogram is merely just a picture, but it's what makes its own advantages that could encourage to creation of therapeutic alliance between counselor and client. Chrząstowski (2011) described:

A genogram is not only a useful tool to gather such information, but can also be treated as a psychotherapeutic technique. It helps in understanding how a family's past shapes the present and the future of this family. This past history is retold "here and now" so it opens the space for repurposing the story.

Dunn and Lewit (2000) described genogram in the process of counseling with the aim of therapeutic has been widely used and has been documented in delivering effective results in helping clients resolve the issues facing it.

As an image, genogram contains information from symbols with different meanings. Perry, (2010) described symbols are more commonly used in genogram namely "squares represent men, circle represent a women, a line denotes a relationship. But, Perry, (2010) warned each counselor should add the information on genogram based on theoretical orientation and purpose in their therapy". In other words, constructing genogram, counselor should pay attention to the kind of genogram and the purpose of the counseling will be provided to the client. Thus, the types and purposes of genogram counseling is an important factor in the success of the counseling process using a genogram.

Development of genogram as a tool in career counseling, first expressed by Rae Wiemers Okishi (1987) on paper The Genogram as a Tool in Career Counseling; Journal of Counseling and Development, Volume 66. Okishi (1987) at Flores and Spanierman, (1998; 2003) where she explained genogram is a family graphic as much as three generations in counseling sessions to discuss the influence of important families and issues unresolved and is derived from the message and intergenerational expectations.

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Narrative Approach in Career Counseling

One of the benefits of research in the field of vocational counseling is processed to
giving understanding to the individual to be able to make a career choices. In granting such
understanding can be done with a particular approach, one that is a narrative approach.
Antaki (1988) at McMahon and Patton, (2006) described "narratives as the stories people
construct to clarify, explain and understand elements of their lives". Chec, (2002); Coshran,
(1977); and Conle, (2000) at Mensinga, (2009) explained "A narrative understanding of
career choice purports that the meaning-making processes in which an individual engages to
explain their career preference reveals much about their personal and social context, the
time and the place the decision is made and then talked about". Yusuf (2002) described career
were created with self as the point. Career success can be defined from the condition how
people implement, addressing, or give meaning to every job came to his life.

Now terminology careers have evolved from the old concept to the new concept
where is more constructive. Where the old concept indicates that career means an attempt
to occupy the position can tailor within an organization or profession. The new concept of
career that is no longer purely objective, but rather is subjective. In the new concept, career
means increasing one in learning and work throughout the life.

Definition of occupational choice expressed by Ginzeberg (1972) at Hoppock, (1975)
as "occupational choice is a lifelong process of decision-making in which the individual seeks
to find the optimal fit between is career preparation and goal and the realities of the world
of work".

To accomplish the above, accuracy and steadiness against the direction of career
options is an indication of student's career maturity, Elton and Rose at Osipow, (1983)
described "one of important indication of career maturity is the ability to make vocational
decisions". The characteristics of students can get direction of career decision making
expressed by Surosuddin, (2010):

1. Career options will be steady, both in terms of time, and fields
2. Realistic career choice, since corresponded to the existing opportunities, interests, personality,
   and social class (3) He has sufficient competence to make career choices wisely,
   because he has been able to overcome the problems that arise in the development
   of his career effectively, he has many knew the in and outs of the world of work, he has
   been able to assess the suitability of his ability with the desired job, he able in to fix
certain traits with job demands, (4) Heshel has an attitude, namely subjective
   reactions, feelings and dispositions needed to make an informed choice of work and
   enter the world of work, because he actively participated in the process of decision
   making.
Goncalves (1995) at McLeod, (2003) described counseling with narrative approach have five stages: (a) Stage I: Recalling narratives. (b) Stage II: Objectifying narratives. (c) Stage III: Subjectifying narratives. (d) Stage IV: Metaphorizing narratives. (e) Stage V: Projecting narratives.

The process of counseling with a narrative approach used to assist clients in uncovering themes and meaning in their personal stories so they can take action in the most preferred direction. Whiston et al (2005) states “In responding to career counseling cases, the experts also indicated they would explore relational influences on career decision making with a focus on influences of the client’s family of origin.”

Using Genogram and Narrative Approach in Career Counseling

Lopez and Andrews (1987) at Chope (2005) described the sequence of events that occurred in the family environment have important value to influences career decision.
Figure 1. Career Genogram

The stages of the application of a genogram can be seen in the Figure 2 below:

Figure 2. Stages of Career Genogram

1) Planning

At this stage, the counselors are actively accessing information from various sources with regard to the client. This process begins with a gathering information as much as possible with regard to the direction of the client's career choice. Access to information that counselors needs to be understood in relation to planning target services include information that is public in the form of anecdotal records and information that are specific, that is the level of students maturity of the career choices, type of job/career interest and client self-concept by using a valid and reliable instrument.

2) Organization

At this stage the counselors organize the complete work needed in counseling sessions such as the genogram worksheet, pens/pencils, rubber erasers, Dictionary of Occupational Titles (DOT) or The Occupational Outlook Handbook, time and place where counseling session will be underway. In this process, the counselor will need to do the coordination with the parties concerned, especially the clients to communicate and make a mutual agreement to time the execution of counseling.
3) Introduction

Accept the arrival of clients (either client self-referral or come upon the influence of a third party) needs to be done publicly; it is, with the principle of “Klien Tidak Pernah Salah (KTPS)”, friendly and gentle, so that clients feel welcome in a cozy atmosphere. In this step, if clients come for their first counseling, counselors need to explain all about counseling. For clients who have been doing counseling, counselors can explain what is meant by on the most important parts of counseling.

4) Construction

This is a stage when disclosure of client data analysis results showed problems at career choices have relationships with socio-emotional conditions in the environment of her/his family. For that test data of interest (4a), talent (4b) and academic potential test (4c) need to be its own considerations to be revealed in advance to clients before entering in construction stage.

a. Counselors provide an explanation to client about definition of genogram, the working principles, and use of genogram to helping their problem.

b. Counselors ask clients to learn the genogram worksheet and index symbol of genogram.

c. Counselor doing recalling narrative by guiding client to tell her/his family genealogy, family life events, relationships and career family members.

d. Counselor doing objectifying narratives by means of encouraging and/or assist clients to pour recalling narrative results to genogram worksheet with using index symbol.

e. Both counselor and client jointly re-examine genogram construction that has been created.

In this stage, the use of color pen (blue, red, green or black) worthy of note to highlight the particular connection by the client is considered to exert influence in terms of his/her career.

5) Interpretation

At this stage, the counselor increase client awareness for all experience against an event (subjectify narratives) based on genogram was created to stimulate thought
and/or feelings of the client so that it forms a good perception concerning the following matters:

a. The success or failure of family members as spouses, parents, uncles, cousins, and siblings.
b. Increase and decrease mobility of the family member who has received the career and the following problems.
c. Relationship of time, space, money, and emotional that exist within and outside the family.
d. Integration of family members in a variety of different roles within the family and workplace.
e. The contents of the client's career preferences.

Discussion points (a) up to (e) with fixed refers to construction of a genogram was created.

6) Intervention

a. Both (Counselor and Client) doing metaphorizing narratives by collecting impressions from stories of clients who have in common with a preference towards the client's career options.
b. Both (Counselor and Client) reviewing a task, job or field that become the content preferences of the client's career options.
c. Counselor doing intervention based on (1) contents of client's self-observation; (2) understanding of environment or the world of work; (3) decision making process; (4) life style model; and (5) accommodate occupational model with a preference toward the career choice of the client and family conditions.
d. Counselor doing projecting narratives by giving the opportunity to client to think about the career options that allow it to be implemented based on point (c) above.

7) Inspection

The assessment in question in this case is to assess the extent to which the acquisition of benefits and/or knowledge obtained by client relating in counseling sessions. The most important from this part is the spirit of the client to perform the steps to realize the direction his/her career choice.
Counselor make a genogram summary with includes graphic genealogy, chronological and description of family relationships. The summary is confidential and counselor must be responsible for Sharing of information or using data related to the genogram summary for stakeholders refers to the code of ethics of guidance and counseling services.

9) Follow Up

Some follow-up efforts can do that is by doing the information and orientation service in counseling with regard to career to strengthen the mental scheme the client against the direction of his career options.

Conclusions

Application genogram and narrative approach in counseling for helping student to direction of their career choice opens an opportunity of learning process on client through the atmosphere to think and/or feel a variety of things with regard to members of his family, career and improve relationships in counseling so as to accelerate therapeutic process and clients gaining insight regarding the direction of his career choice. The career choices that determined students as clients with different careers of members of his family did not give the sense that the client is in abnormal condition. Using genogram is very much colored by cultural aspects and the pattern in which the process of counseling underway, so that counselors need to carefully pay attention to cultural values of clients who join into counseling process.

The counselor that does not know very well the clients' family genealogy may limit the usefulness of using a genogram. To that end, counselors are required to have the completeness of supporting, i.e. the set of data that is updated at least once every 3 months.

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