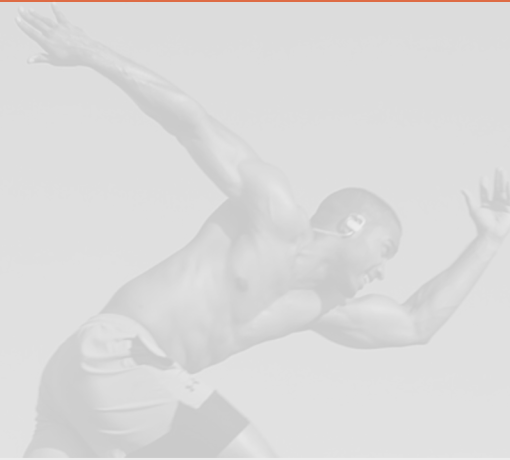


Career Support Symposium



LOOKING BEYOND THE INDIVIDUAL: EVALUATING THE ESSENTIAL FEATURES OF A **CAREER-SUPPORTIVE ENVIRONMENT**

Simon Defruyt & Jolan Kegelaers
Koen De Brandt, Sofie Smismans, Paul Wylleman

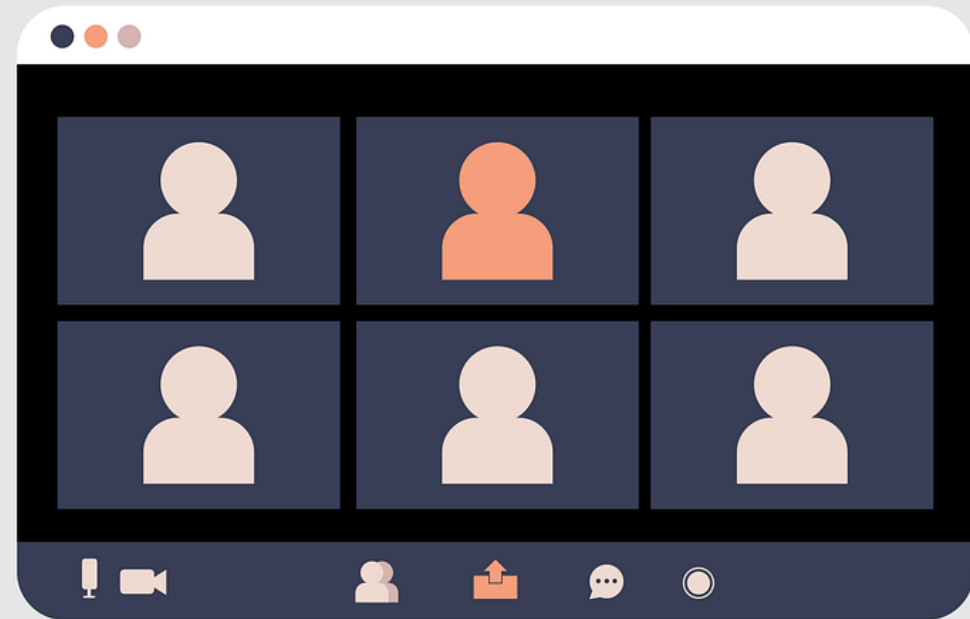


SPORT PSYCHOLOGY
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Practical

Online?

- Speakers view
- Break-out rooms
- Jolan and myself hosts
- Please mute
- No recording



When I leave this (digital) room, I have...



...a better understanding of some **essential features of a career-supportive environment**




...reflected on my own environment's **main strengths, weaknesses and needs with regard to career support**




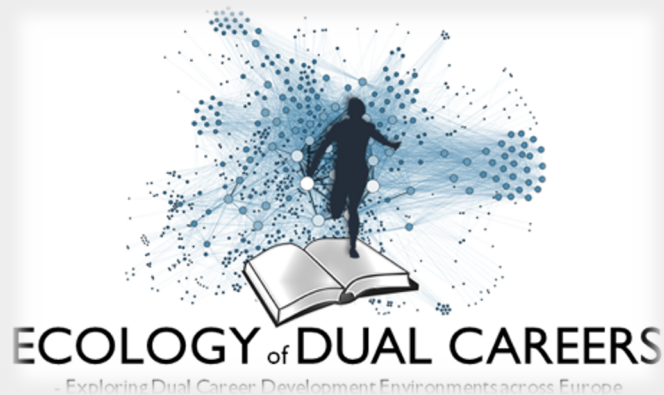
...**shared and discussed** my findings **with others**

Background of the tool

 Dual Career Development Environment Monitoring tool developed as part of the Ecology of Dual Careers project

 Adapted to general career support context

 Not a Psychometric tool, applied value



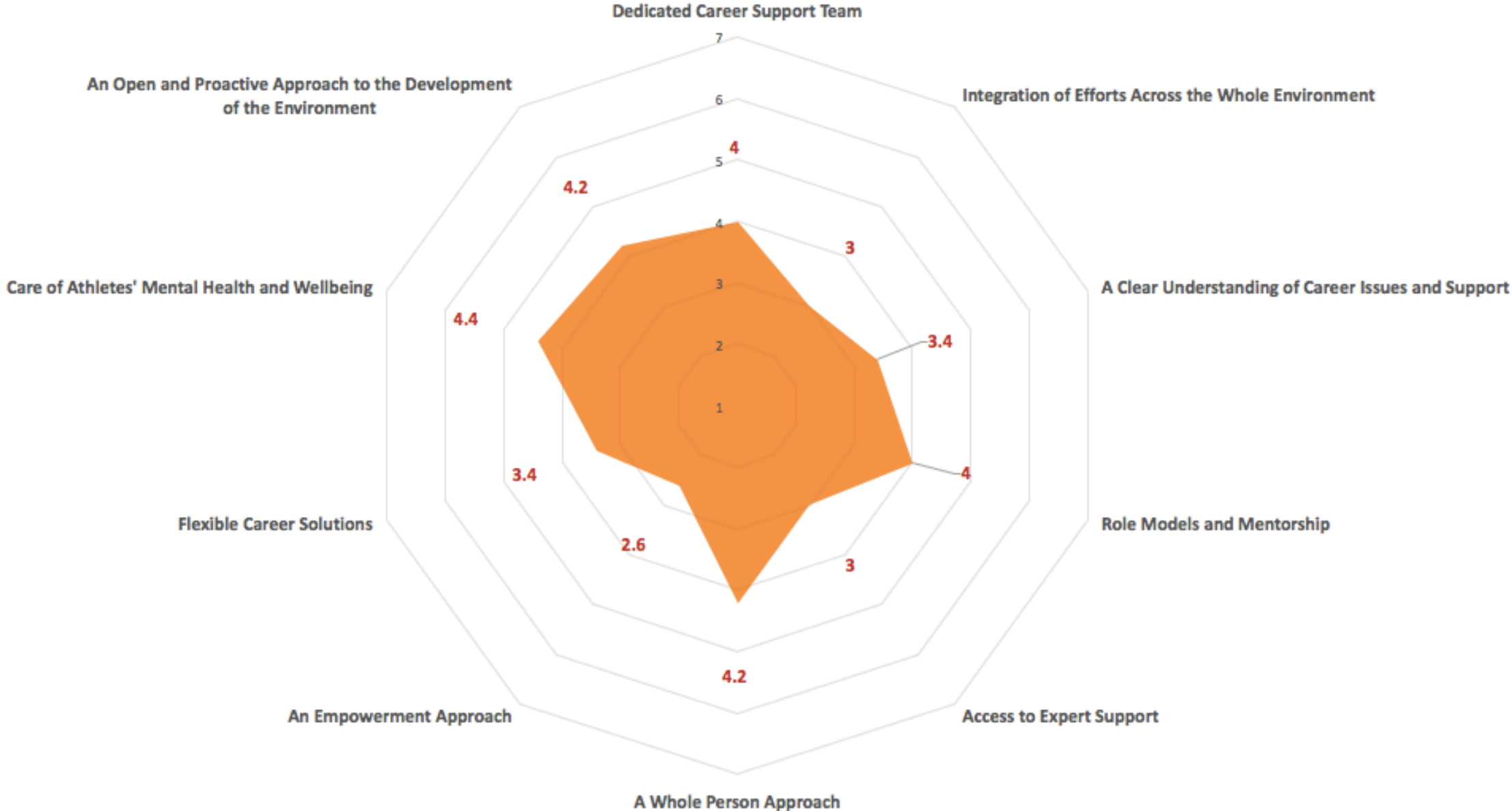
SHEET 1

In our environment...

- 1- Very Strongly Disagree
- 2- Strongly Disagree
- 3 - Disagree
- 4 - Neither Agree nor Disagree
- 5 - Agree
- 6- Strongly Agree
- 7- Very Strongly Agree

...there is adequate communication between people in sport and study/work domains	3
...the development of career planning competencies is supported	5
...stakeholders in the environment are encouraged to engage in continuous professional development	7
...there is access to appropriate coaching for athletes	2
...all stakeholders work in a coordinated manner to facilitate career development	1
...no policies or processes are in place to manage mental health issues	4
...there is a recognition that sport, study or work, and private lives are compatible	3
...there is access to relevant sport science and medical support personnel for athletes	5
...people in the environment want different outcomes from an athlete's career	7
...athletes are supported to develop independence	2

SHEET 2



SHEET 3

Features of Career-supportive environments	Descriptor	Opposite Poles
Dedicated career support team	<ul style="list-style-type: none"> • Designated team (or person) responsible for coordinating sport and study/work domains with the specific function of ensuring facilitation of (successful) sport and study/work. The team provides one central entry point so that the athletes know where to go for support. • Helping athletes manage their careers is everybody's business (coaches, teachers, and others should all make an effort to make a broader career development as easy as possible) but the responsibility to coordinate and integrate should lie with a few designated people - the dedicated career support team. 	<ul style="list-style-type: none"> • Multiple contact points leave athletes uncertain about who to approach when they need assistance with career development issues. Athletes are sent to multiple people in the system and feel no one has overall responsibility and can really help.
Integration of efforts across the whole environment	<ul style="list-style-type: none"> • Coordination and communication across the sport and study/work domains. Representatives of the domains (e.g., coaches, teachers, career support team, employers) have on-going communication about solutions to athletes' challenges. Micro- and macro- levels are linked through formal or informal networks. • Athletes experience concordance and synergy in daily life. 	<ul style="list-style-type: none"> • Lack of communication. Conflicting interests. Athletes experience contradicting priorities in daily life - for example, when coaches advise athletes to primarily focus on their sport, teachers on their studies, employers on their work, and family on their household.
A clear understanding of career issues and support from across the environment	<ul style="list-style-type: none"> • The environment provides opportunities for athletes to focus on the sport and study/work at different time points depending upon key priorities at that time. People around the athlete acknowledge and accept the athletes' dedication to combining sport and study/work and/or other developmental activities. • Recognition, understanding and support from family, coaches, teachers, peers and others to facilitate this. 	<ul style="list-style-type: none"> • The wider environment shows lack of understanding of the demands involved in pursuing a broader career (e.g., career planning, education, employment). Academic staff or employers express that sport is a barrier for education/work, and sport staff and teammates consider studies/employment as a barrier to sport performance.
Role models and mentorship	<ul style="list-style-type: none"> • The presence of appropriate persons who athletes can be guided by in their broader career. This guidance may be direct support (mentorship) or a person they look up to and try to emulate (observational learning). • Opportunities to learn from other athletes who are willing to pass on their knowledge. Career support team passes on inspirational narratives about experiences of other athletes. 	<ul style="list-style-type: none"> • Impermeable boundaries between athletes at different levels of sport and/or education/employment. Athletes regard other athletes as rivals and are unwilling to share. Successful solutions to career planning, educational, or employment issues are not used for inspiration.
Access to expert support	<ul style="list-style-type: none"> • Access to experts and services, such as nutrition, physiotherapy, sport psychology, and medical services. This access can be through the sport or study domains. Career support team knows how to help the athletes get access when needed. 	<ul style="list-style-type: none"> • No access to experts. Athletes who need expert support do not know how to get this help.

SHEET 4

	FEATURE	IN OUR ENVIRONMENT...	ITEM SCORE	FEATURE SCORE (max = 7)
1	Dedicated Career Support Team	...there is a designated team or person(s) responsible for career support services	4	4
		...there is a central point of contact so that athletes know where to go for career support	3	
		...there is uncertainty for athletes about who to approach when career assistance is required	5	
		...the roles and responsibility of the career support team are clear for all	3	
		...it is clear who to approach for specific career support services	5	
2	Integration of Efforts Across the Whole Environment	...all stakeholders work in a coordinated manner to facilitate career development	1	3
		...there is adequate communication between people in sport and study/work domains	3	
		...there is an-going communication between appropriate people to find suitable solutions when athletes experience difficulties	6	
		...people in the environment want different outcomes from an athlete's career	1	
		...people in the environment work towards specific shared outcomes	4	
3	A Clear Understanding of Career Issues and Support	...coaches support athletes in combining sport and education or work	6	3,4
		...teachers or employers support athletes in combining sport and education or work	5	
		...some people in the environment show a lack of understanding of the demands involved in combining sport and education/work	1	
		...family support athletes in combining sport and education or work	2	
		...athletes are supported to prioritize sport or study/work at different time points (e.g., during exam periods, busy working periods, or competitions)	3	
4	Role Models and Mentorship	...athletes are willing to support and mentor each other in their career development	4	4
		...there are athletes whose careers can serve as an example to others	5	
		...successful athletes are encouraged to share their developmental experiences within the environment	6	
		...inspirational stories about the career experiences of other successful athletes are shared	4	
		...there is a lack of role models and mentorship	1	
5	Access to Expert Support	...there is access to relevant sport science and medical support personnel for athletes	5	3
		...there is access to appropriate coaching for athletes	2	
		...there is access to appropriate academic or work support for athletes	1	
		...there is limited access to relevant expert support	6	
		...there is access to expert career planning and performance lifestyle support for athletes	1	

1. Break-out rooms (4 persons)
2. Introduce yourself and your environment* **(5')**
3. Run through the 10 essential features one by one and discuss: **(30')**
 - The score (/7) for your environment on this feature and explain why your environment might score like this?*
 - Exchange what goes **well** and/or what **could be better** with regard to this feature?
 - Coach each other, learn from the other environments.
4. (How) would you use this tool and the 10 features within your environment? **(5')**

1	Dedicated Career Support Team
2	Integration of Efforts Across the Whole Environment
3	A Clear Understanding of Career Issues and Support
4	Role Models and Mentorship
5	Access to Expert Support
6	A Whole Person Approach
7	An Empowerment Approach
8	Flexible Career Solutions
9	Care of Athletes' Mental Health and Wellbeing
10	An Open and Proactive Approach to the Development of the Environment

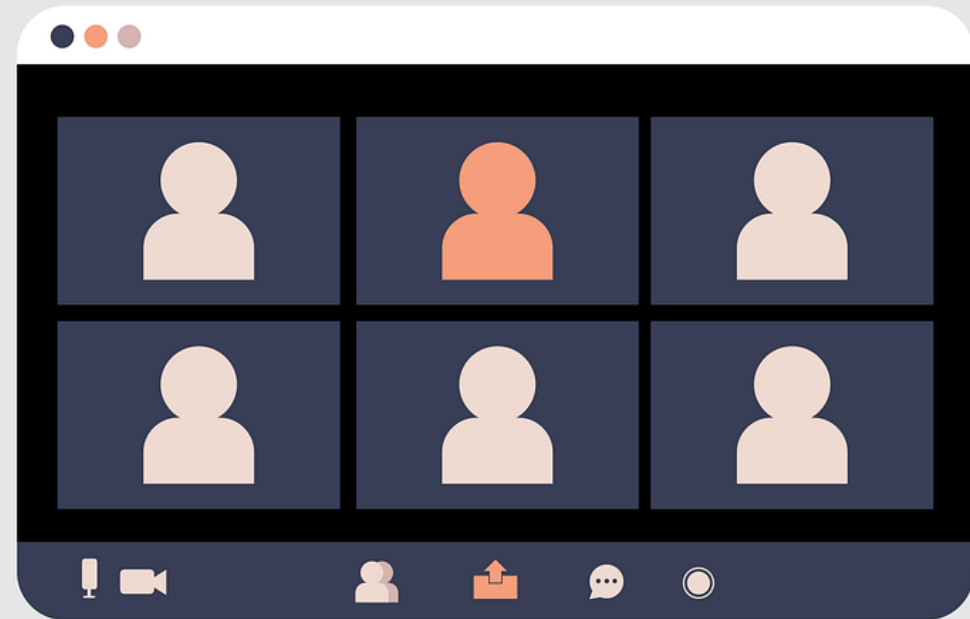
*If you do not have a direct link with an elite sport organization, please discuss an environment you have the strongest connection with for the purpose of the exercise.

** If you have not completed the excel before this workshop, please just engage in the discussion and give a score based on how you feel. Completing the questionnaire is still possible after the workshop

Practical

Break-out rooms?

- Automatically
- Request for help?
- Jolan and I will move around



Ask for Help

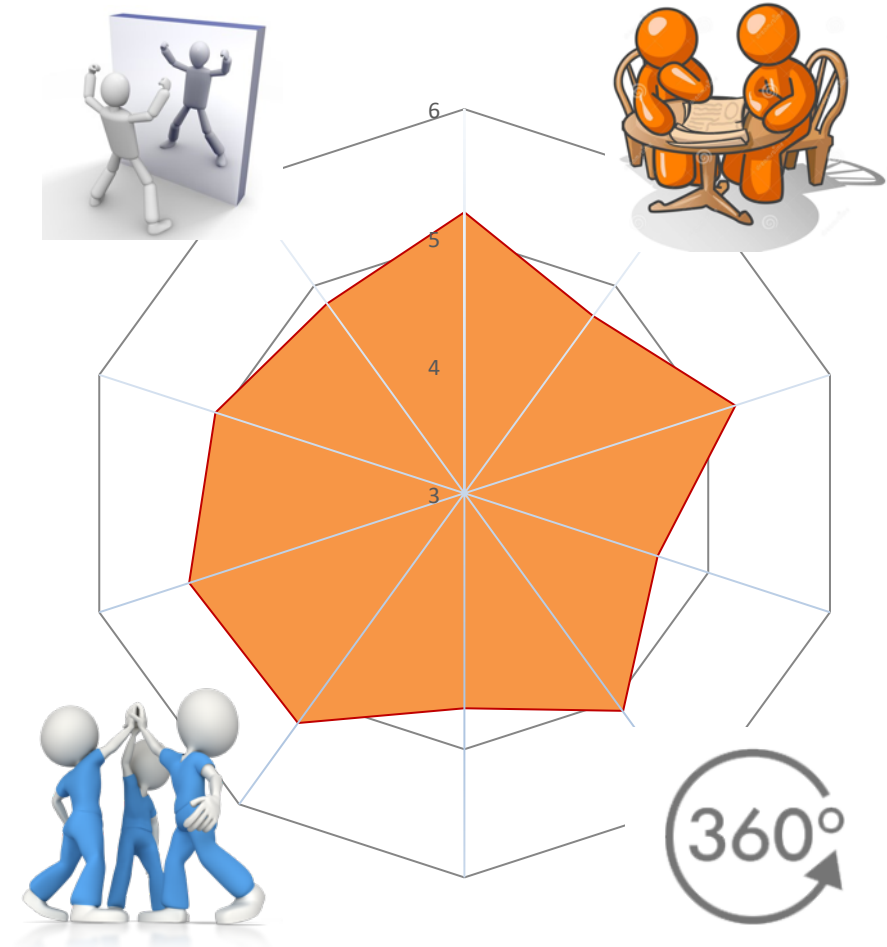
You can invite the host to this Breakout Room for assistance.

Invite Host

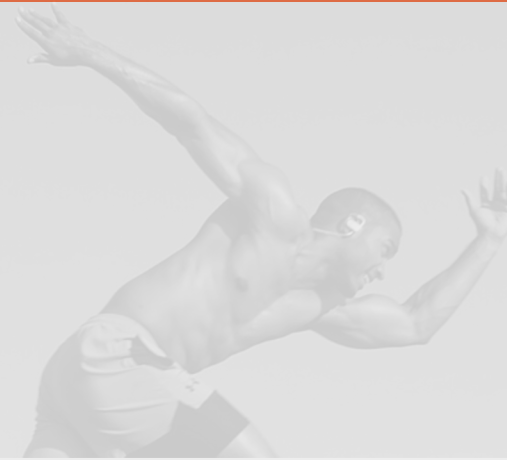
Mute Start Video Participants 1 Share Screen Chat Record **Ask for Help** Reactions Leave Breakout Room

Some potential avenues

- The 10-feature structure to structure and operationalize your work within the environment
- Self-assessment/reflection
 - Identify strengths-weaknesses-needs
- To facilitate conversations between career support stakeholders
- 360°: compare views within the environment
- Analyze the needs on a group level taking into account multiple career support stakeholders' opinions
- Develop a strategic plan



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