

Supporting the Career Development of Chinese Students in an Intercultural Setting in China



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Agenda

The importance of career development in China

NYU Shanghai overview

Counseling theories and approaches

Case examples

Questions



Today -- Increasingly Globalized Careers

523,700 Chinese students
Studied abroad



409,100
Returned from
studying abroad

Record number
studying abroad
(13.9% over
previous year)

Returning to China as
returnees for career and
professional
opportunities

By 2020, the People's Republic of China alone will account for
30% of the world's university graduates between
the ages of 25 and 34.



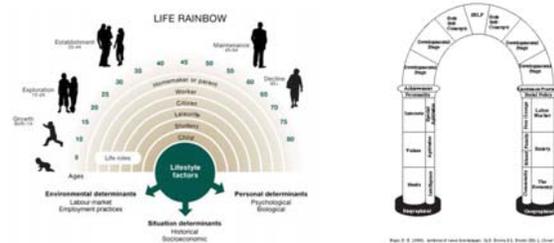
Brief Introduction of NYU Shanghai

Part of NYU's Global Network, 3rd degree-granting campus
51% Chinese and 49% international students, from over 60 countries
Liberal arts and sciences education; language of instruction is English
~95% of students study away for at least one semester in their Junior Year



Super

The work of Super and his colleagues "changed the focus of career choice from that of a static point-in-time event to that of a **dynamic process** where career development was viewed as an **evolving process of life**"
(Patton & McMahon, 2006)



Careers as "the sequence and combination of roles that a person plays during the course of a lifetime"



Chinese Concept of Self

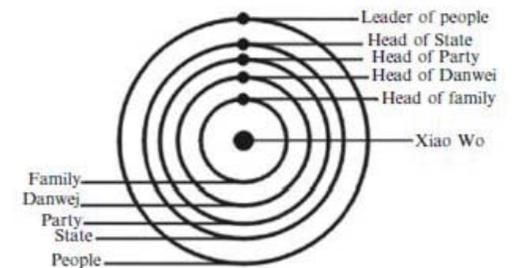


Figure 7. The Relationship between *Xiao wo* and the Different Levels of *Da wo*

Source: Yang, C. F. (2006)



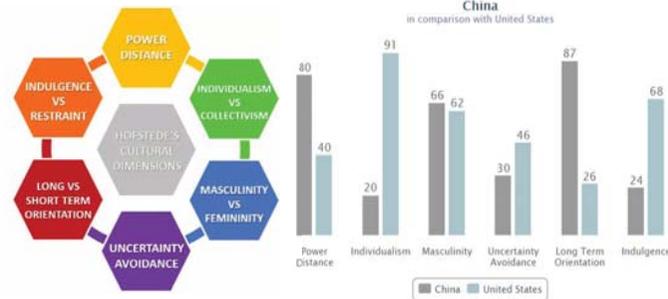
Indigenous Counseling

Indigenous psychology advocates examining knowledge, skills, and beliefs people have about themselves and how they function in their **familial, social, cultural, and ecological context**.

(Yang, C. F, 2006)



Hofstede's Culture Dimensions - China



Source: <https://geert-hofstede.com/china.html>

Life-Design Paradigm

Guichard (2006); Savickas (2009, 2012, 2013); Di Fabio (2016)

Helping individuals meet the career challenges of the **rapidly changing** environment - often unpredictable global economy and job market by increasing competencies of adaptability, flexibility, and life-long learning

Focuses on **narrative approach** because stories are construction tools for shaping identities and careers

Thesis (self) + society's antithesis (social role) = synthesis (identity) to reflect on the past to move forward towards meaningful future and self-concept

The process of self-narrative... "help clients create meaningful change in their lives by developing an expanded, fuller, or clear conceptualization of the self" (Di Fabio, 2016)



Case Example LILY

Lily is at the end of her freshman year and considering what major to pursue. She is interested in Interactive Media Arts but her parents are strongly pressuring her to pick Business and Finance as her major. They assure her that this is the best, most stable path to pursue for her future.



Lily feels torn because she wants to obey her parents' wishes but also does not want to study something she is not interested in.

Case Example LILY

Life-Span, Life-Space Lens

Understanding the personal and contextual factors that influence her career decisions
Parents
Peers
Society

Chinese Self-Concept
How will your career choice affect the relationship with your parents?

Why do your parents strongly push you towards Business & Finance major?



Indigenous Counseling Lens

Asking questions for better understanding of student's self-understanding and self-understanding
What are the forces at play?
What would it look like for your parents to be fully supportive of your choice?

Equipping students with skills to discuss, understand, and shape parental/societal expectations

How can you be best prepared to discuss your decision with your parents, knowing their desires?

Are there ways you can find middle ground?

Case Example JASON

Jason is a Sophomore who will be studying away in two different sites during his Junior year, in New York and then Berlin.



He is thinking about how to make the most of his time away, and better prepare for life after graduation. However, he is very vague in his current thinking.

Case Example JASON

Narrative Approach Lens

- reflecting on the past to move towards constructing meaningful future

Describe how you envision the ideal year studying away.

Describe how you see yourself in your career development right now, and how you want to see yourself in a year?

Hofstede's Long-term orientation dimension

Developing a Career Action Plan focusing on cultivating self-awareness and next steps for action



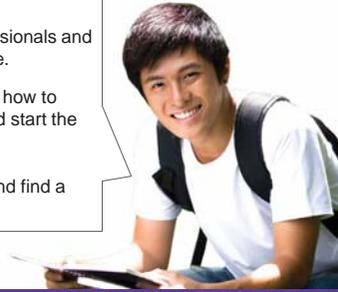
Case Example HONGBIN

Hongbin is a sophomore, who majors in Social Science and is very interested in education and social services.

He heard that there will be many professionals and alumni at the I Am Limitless Conference.

He would like to get more assistance in how to communicate with the professionals and start the conversation.

He would like to do industry research and find a summer internship.



Case Example HONGBIN

Super's theory - Exploration

Trying out classes, work, hobbies; tentative choice and skill development

Self-Construction and Self-Concept

Communicating with People
I Am Limitless Conference
NYU Alumni Executive Mentor Program
Dinner with Six, Industry Insights



Reviewing CDC Guides

Skill guides: Networking Guide, Informational Interview Guide
Industry guides: Education and Social Services

Finding a summer internship - Try it out!



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