Applied Chaos

Connecting Career and Leadership Development

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Fort Worth, Texas | December 2014
Intros!

Sarah

Kristina

Maggie
Learning Outcomes

- Participants will understand the connection between Career Development theory and leadership development.
- Participants will be able to identify Chaos Theory concepts.
- Participants will be able to identify opportunities for Chaos Theory application with their student leaders.
The Chaos Theory of Career Development

- Formulated to address identified shortcomings in existing career theory

- Traditional approaches to career development typically aim to understand the key attributes of the person and then match these to compatible or congruent environments (jobs)

(Bright & Pryor, 2005)
The Chaos Theory of Career Development

- Multiplicity of influences in career decision making; they are interconnected and have the potential to interact in unpredictable ways. Emphasizes the dynamic and interacting nature of these factors.
- Chaos theory asks us to find the patterns and connections between interests, knowledge, and experiences and know that there are a variety of career choices available. Tolerate and welcome ambiguity*
- Four main tenets: Complexity, Change, Chance, (Construction)

*(Brooks, 2009)
Complexity

- People are subject to a complex array of career influences, including parents, labor markets, friends, media, cultural tradition, teachers, gender, sexual orientation, politics, climate, health, etc.

(Bright, Pryor, Wilkenfield, & Earl in Bright & Pryor, 2011)
Change

- Chaos Theory assumes that change occurs constantly and that the unexpected and unpredicted will occur.
- Systems will ultimately reveal an order.
Chance encounters can have major effects on career choice.
“Typically a client does not consider the events in which he/she has a great deal of discretion over the outcome, such as unexpectedly meeting someone at a party who suggests that the client contact him or her at work the following week to discuss a job opportunity. In this circumstance, the client has much more discretion over whether to act on this invitation or ignoring it.”

(Bright & Pryor, 2005)
US Student Stats

20,642,800 Students
Undergraduate & Post Bac

12,737,000 full time
&
7,905,800 part time
students

1,602,480 undergrad
degrees awarded

AGES: 13 million students under 25 - 8 million 25+

Piktochart
make information beautiful
What else to consider:

- Parents/Family
- Upbringing
- Geographic Location
- Financial Status
- Friends
- Teachers/Schooling
- Activities/Hobbies
- Religion
- Economic & Political Climate
- Health
- Climate
- Unplanned events
Georgia State Student: Johnnae

- Senior
- English Major
- Student Government Association Senator
- Member of Alpha Kappa Alpha Sorority, Inc.
- Former Emerging Leader
- Work-study Student
- Pursuing graduate school opportunities
UH-Downtown Student: Isaac

- Senior
- Applied Mathematics Major
- Scholars Academy Member
- Former SGA President
- Leadershape Participant
- 1st Generation Student
- Pursuing graduate school to study Oncology
Your Students

- Who are your students?
- Year?
- Major?
- Student Org memberships?
- Affiliations?
- Employment?
- Pursuing graduate school/work opportunities?
- What else?
Applied Chaos: Georgia State
Complexity of Information

Professional Panthers Series

A collaboration between Leadership Development and Career Development to provide students with skills needed to successfully transition from college to career.
Change

Panther Leadership Academy

A three day leadership retreat for students to prepare them to create positive social change.
Chance Events

Leadership in the City

A series of panel presentations highlighting various career fields and addressing current and future leadership needs.
Applying chaos to your own leadership development initiatives
Questions?

For references and more information, visit: https://chaosofcareers.wordpress.com

Thank you for attending!