



IMPLICIT
CAREER SEARCH
WORKING ON PURPOSE

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STRATEGIES LTD

Introduction

Implicit Career Search (ICS) is an innovative, purposeful approach to career exploration and planning that is currently being utilized effectively by EPBC providers, career and life coaches and management trainers. The underlying assumption throughout ICS is that not only do we each have a unique contribution to deliver during our lives, we also implicitly and deeply desire to make this contribution.

What is ICS?

The **ICS** approach to career planning is built around six core modules. Each module applies a lively blend of lecturettes, assessments, structured group discussion, guided imagery, non-verbal exercises, and movement-as-metaphor exercises to address multiple learning styles. The primary goal of each of the first five modules is to provide the information required to produce an effective, realistic and flexible career plan in Module 6 (Strategic Planning).

- Decision Making;
- Personal Development;
- Personal Definition;
- Career Definition;
- Career Development;
- Strategic Planning

ICS is proven to assist you in:



Working with unmotivated clients

"I have seen ICS turn around a group of long term unemployed jobseekers from low energy and despondent to energised and focused. This career based solution is profoundly ground breaking."

Bill Davies, Senior Consultant, JCA (Occupational Psychologists) Ltd, Cheltenham, UK



Avoiding Cyclical Unemployment

"ICS delivers the perfect balance of personal development and essential skills training for individuals to become employment ready. Our clients emerge from ICS Training with a solid plan and renewed confidence to take those steps and achieve their goals."

Terry Deakin, CEO, INEO Employment Services - Work BC Satellite Office, Port Alberni, BC



Optimizing other Services

"I am currently delivering ICS to groups of tier 3 and 4's under the EPBC mandate and am achieving greater results than I had hoped for! Clients actively participate in each module, attendance is almost perfect and they are moving on from ICS to enthusiastically participate in the other services we have to offer."

Allison Houweling Program Facilitator, John Howard Society, Vernon BC

Program Modules

- **Decision-making**

This module guides clients to the understanding and realization that they are 100% responsible for their choices and decisions by helping them identify how their current career beliefs and choices may be hindering and unnecessarily complicating their career decisions.
- **Personal Development**

Personal development involves identifying roadblocks in behaviours that stops one from becoming effective in personal and work relationships and then developing specific action plans to overcome those roadblocks.
- **Personal Definition**

A Personal Mission Statement helps your clients define the person they intend to be including the values and characteristics to be developed; how they intend to interact with others, with money, with work, with play. Defining 'Who I am' is an important step to take before determining the work I will do.

■ **Career Definition**

The Work Purpose Statement is a declaration of the contribution your clients will make to the world through their work. There are no big or small contributions, only contributions. There are, however, contributions that have positive or negative impacts. The previous modules will help clients determine whether or not their work purpose is the former. The work purpose is the foundation of the career plan.

■ **Career Development**

This module clearly identifies the steps and efforts involved in achieving career success. The Career Development Spectrum assists clients to develop a realistic career plan that shows them that soaring first involves walking, then running.

■ **Strategic Career Planning**

How to deliver the work purpose is a matter of strategy. What kind of training makes sense? What are the chances of finding work from the training? Where is this kind of work available? What does it pay? How will I develop from this job? A strategic plan has a number of Vision Stages that contain Implementation Steps supported by Contingency Planning. All to ensure the work purpose gets delivered and your clients develop successful careers.

Why ICS?

- ICS clients become more motivated to use other agency services when they have learned how to incorporate these programs into their overall plan. This provides these programs with highly focused and enthusiastic participants.
- Facilitators love delivering this workshop as it is carefully designed to provide an enjoyable and at the same time, intense learning experience. An ICS workshop is the most cost effective, and time efficient way to have a minimum of 18 hours face time with clients.
- Using ICS at the beginning will accelerate the return to work process. Having a defined career action plan will put Employment Advisors and clients on the same page in helping to achieve a quicker outcome.



In a 3-day, 6-module workshop, ICS can accomplish what might ordinarily take weeks of Case Management sessions and separate individual or group workshops.

**Bill Brown, Community Partnership
Coordinator/Facilitator, Alberni Valley
Employment Centre, Port Alberni BC**



Results

Clients complete ICS with:

- A comprehensive Employment Goal and 'realistic' plan to achieve their goal. This includes detailed steps or 'Activities' which can be easily translated into the Clients' Service and Action Plan in ICM;
- Greater focus, confidence and organizational skills to support achievement of activities towards their Employment Goal;
- Increased awareness around personal accountability in relation to their Career Goal and Plan;
- Increased awareness regarding past behaviours and how they impacted on past career successes and failures."

ICS Licensing Model

We have developed our licensing model to put you in control. We will train your staff to deliver ICS workshops and provide ongoing support giving you flexibility around your agency demographics. You will be in control of when you hold the workshops to suit your scheduling. We will provide all course materials:

- Participant Handbook;
- Instructor Handbook;
- Flipcharts;
- FIRO Assessment
- PowerPoint Presentation

About Steve Miller, Creator

Steve Miller has been at the forefront of the career-development field in Canada since 1987. Inspired by the question that entered his head at the age of seven: "How do we decide what our work is to be?" Steve has studied and mastered traditional career development methods such as personality and vocational assessments; trained and worked as a corporate consultant in Strategic Planning, Teambuilding and Mediation; developed employment delivery models with the British Columbia Provincial Government and the Canadian Federal Government.

His collaboration with Dr. Will Schutz (FIRO Theory) in the early nineties accelerated Miller's techniques and effectiveness as a workshop facilitator and developer. The ICS workshop, designed to give each participant the opportunity to live his or her individual Hero's Journey, is the result of this collaboration.

ICS has achieved worldwide recognition as an extremely effective and highly integrated approach to career decision making, development and planning. The program has achieved outstanding results with a wide variety of clients including: prisoners, homeless, youth, first nations, management trainees, and CEOs.



Testimonial

"ICS actually delivers more than it promises and anyone would benefit from participating in this workshop. As far as using it to support Employment Programming, each module is focused in its objective and designed to help client's produce an effective and achievable career plan and to be accountable for the implementation of the steps necessary to achieve economic independence.

The design of the workshop ensures that the level of each client's engagement and motivation is significantly increased to help them be accountable for seeking out the specific support services they require in order to follow through and their career goals. In short, ICS delivers exactly what we wanted for our Clients participating in our employment programming."

**Naomi Bullock, Senior Program Director,
Open Door Group,
Kamloops WorkBC Employment Service Centre**

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