Career Planning/Life Development
861.511
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Review of Integrative Life Planning Model
(Sunny Hansen)

Integrative Life Planning
Sunny Hansen

* Improving society while helping individuals with career concerns (Six tasks)
  - 1: Finding work that needs doing in a changing global context
  - 2: Weaving our lives into a meaningful whole
  - 3: Connecting family and work
  - 4: Valuing pluralism in individuality
  - 5: Exploring spirituality and life purpose
  - 6: Managing personal transitions and organizational change

Interdisciplinary origins of ILP

* Career development and adult development (Super)
* Gender-Role theory
* Gender-Role system (male-female stereotypes, segregation of work, higher value on "male" work)
* Theories of Women's development
* Theories of "New Male"
* Multicultural theories
* Spirituality
Integrative Life Planning (ILP) is a comprehensive, interdisciplinary framework to help people make career and life decisions in the context of the 21st century. ILP assumes that societal changes require us to think more broadly about career development and to help our clients, employees, and students to do the same. Six critical life tasks form the core of ILP.

### Six Critical Life Tasks

<table>
<thead>
<tr>
<th>Finding work that needs doing</th>
<th>Weaving lives into a meaningful whole</th>
<th>Connecting work and family</th>
<th>Valuing pluralism and inclusivity</th>
<th>Exploring life purpose/spirituality</th>
<th>Managing transition/change</th>
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</thead>
<tbody>
<tr>
<td>-Preserving the Environment</td>
<td>-Attention to mind, body and spirit</td>
<td>-Challenge gender role stereotypes and strive for equality</td>
<td>-Increase awareness of all kinds of diversity</td>
<td>-Identify what gives meaning to life</td>
<td>-Approach change by identifying roles, routines, assumptions, relationships, whose transition it is, and where we are in it</td>
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<td>-Constructive use of Technology</td>
<td>-Seeing work within a life</td>
<td>-Create more flexible work arrangements</td>
<td>-Understand what it means to value diversity</td>
<td>-Strive to live life fully and move away from materialism</td>
<td>-Take stock of situation, self, supports, and coping strategies</td>
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<td>-Understanding change in the workplace and families</td>
<td>-Striving for both connection and self-sufficiency</td>
<td>-Recognize that both men and women may make career accommodations</td>
<td>-Challenge your own biases and attitudes</td>
<td>-Contribute to a greater community</td>
<td>-Take charge by choosing a coping strategy, developing an action plan, and learning/profiting from change</td>
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<td>-Accepting changing gender roles</td>
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<td>-Create greater corporate flexibility that allows time-out from a career</td>
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<td>-Understanding and celebrating diversity</td>
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<td>-Build home-based work options</td>
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<td>-Reducing violence</td>
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<td>-View work-family choices as flexible based on family stage and responsibilities</td>
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<td>-Promoting economic opportunity</td>
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<td>-Fit work around family rather than the opposite</td>
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<td>-Advocating human rights</td>
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<td>-Discovering new ways of knowing</td>
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<td>-Exploring spirituality</td>
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Consider how each task connects the following aspects of human life:

- Identity (ethnicity, race, gender, class, disability, etc.)
- Dimensions of development (social, intellectual, physical, spiritual, emotional, career)
- Life roles (love, labor, learning, leisure)
- Social context (society, organization, family, individual)