

The Psychology of the Hunt

Building Psychological Capital for the
Job Hunt and Beyond

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About Me

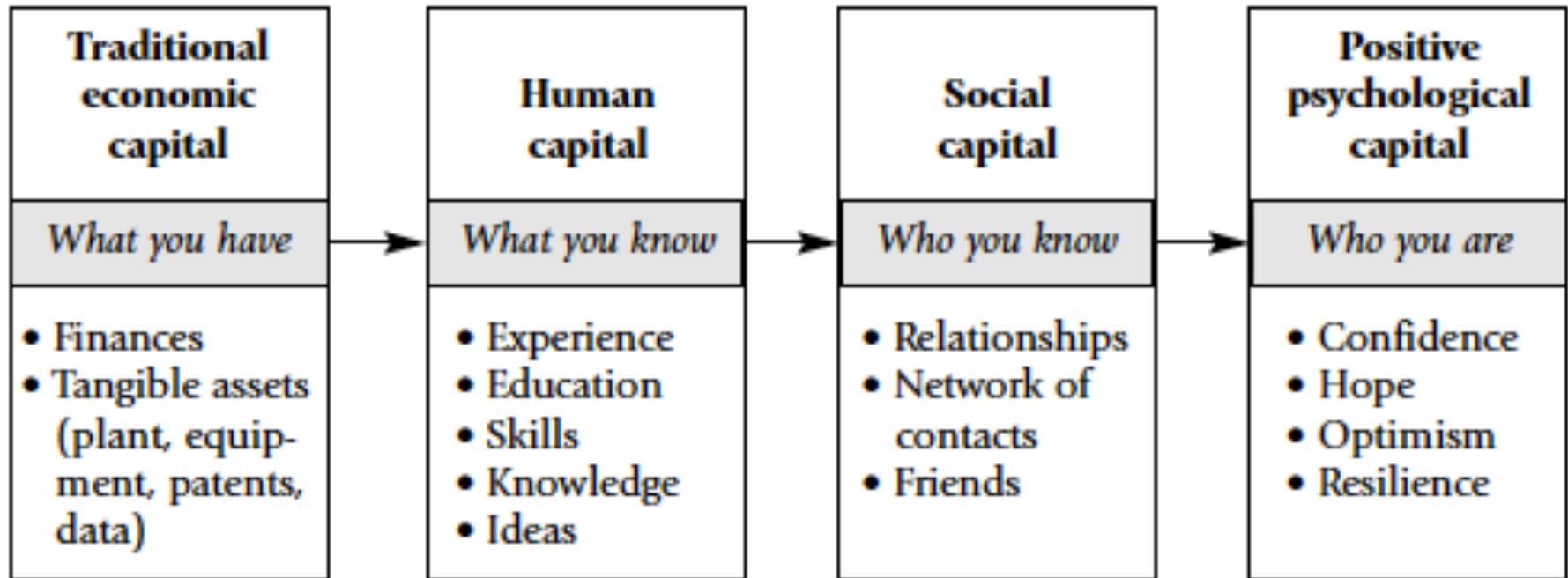
- Hiroshima JET 2013-2017
- BA International Studies, MA TESOL, MEd Educational, School & Counseling Psychology (Positive Coaching)
- Career – International Student Advisor, English Teacher, Health Coach
 - Narrative/common elements: helping others to realize their potential and fulfill their goals with excellence

Welcome Home

- Differences between Japan/US career climate
 - Differences between today's and yesterday's career climate
 - Reverse culture shock
- ✧ All of this results in the need for an internal paradigm shift regarding how we approach career development and the job search.

Psychological Capital

Figure 1
Expanding capital for competitive advantage

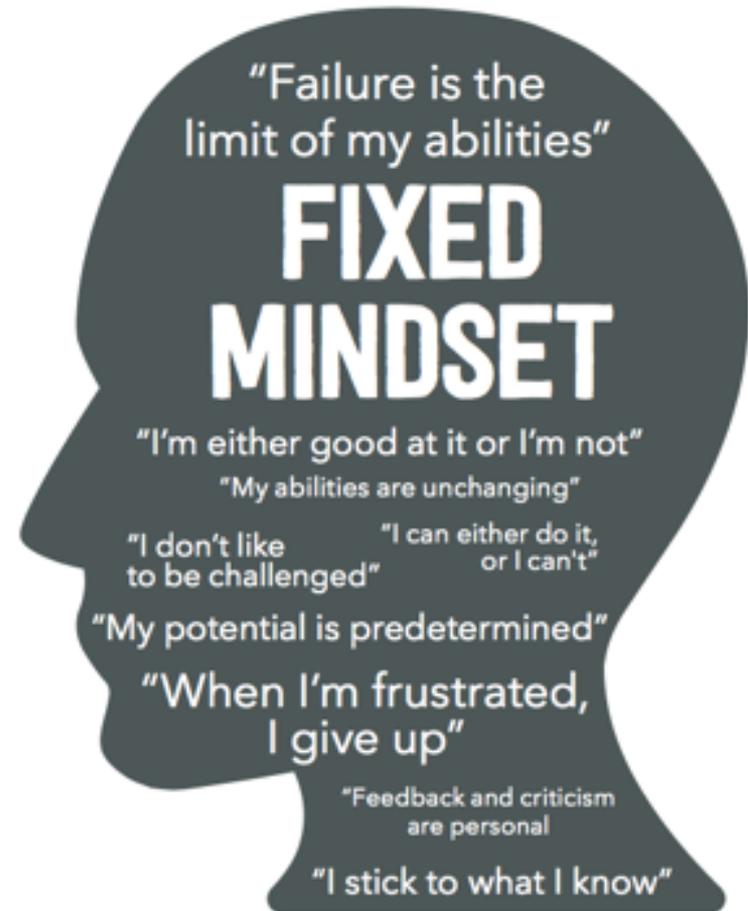


- Confidence: an “individual’s conviction...about his or her abilities to mobilize the motivation, cognitive resources, and courses of action needed to successfully execute a specific task within a given context” (Stajkovic & Luthans 1998)
- Hope: a positive motivational state derived from the internal belief that one can has the ability to plan and meet personal goals.
- Optimism: belief that outcomes in general will be positive, favorable, and desirable
- Resilience: the ability to adapt positively to significant setbacks (stress ball analogy)
- Grit: passion and perseverance for taking the actions that will contribute to our long term goals, even when we don’t want to.

A brief assessment...

1. Your intelligence is something very basic about you that you can't change very much.
2. You can learn new things but you can't really change how intelligent you are.
3. No matter how much intelligence you have, you can always change it quite a bit.
4. You can always substantially change how intelligent you are.
5. You are a certain kind of person and there's not much that can be done to really change that.
6. No matter what kind of person you are you can always change substantially.
7. You can do things differently, but the important parts of who you are can't really be changed.
8. You can always change basic things about the kind of person you are.

The Mindsets



Growth Mindset in Action

- Turning setbacks into future successes
- The positive reframe - finding meaning in challenge and failure
- Grit - figuring out ways to motivate yourself to keep going, even when you don't want to (gratitude, generating positive emotions, see Greater Good in Action).
- Actively seek out constructive feedback with objectivity and without fear of judgment.
- Never stop learning.

Your Mindset

- We can have a fixed mindset in one area and a growth mindset in another. Think of it as a continuum.
- Learn to recognize when the two voices occur, and that you have a choice to talk back to yourself with a growth mindset.
- Considering your own career development, in what areas have you had a fixed mindset? A growth mindset?

Resources

- Mindset: The New Psychology of Success by Carol S. Dweck, PhD
- Grit: The Power of Passion and Perseverance by Angela Duckworth, PhD
- [Greater Good in Action: Science-based Practices for a Meaningful Life](#) at the University of Berkeley
- [VIA Strengths Assessment](#)