

Roots of Career Development

Norm Amundson
neamundson@gmail.com



Seven Roots of Career Development

- Relationship building
Mattering: attention, importance, reliance, personal caring, appreciation
- Storytelling
- Awareness - of self, others and environment
- Shifting perspectives
- Hopeful and strategic
- Adaptability and resilience
- Paradoxical thinking

Hope-Action Theory Developers & Researchers

Spencer Niles: William and Mary University

Hyung Joon Yoon: Penn State University

Norman Amundson: University of British Columbia

Hope-Action Theory Training & Practice

Andrea Fruhling: Doubleknot Works, UBC

HAT Developers



Hope-Action Theory

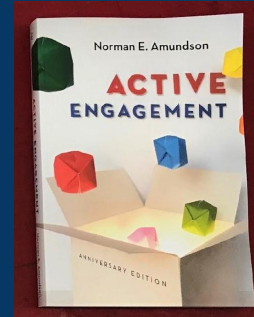


Hope-Action Theory Research

- Post Secondary Students
- Internationally Trained Health Professionals
- Unemployed Clients (face to face and online delivery)
- Syrian Refugees (group delivery)
- Immigrants
- Higher Education Alumni (group delivery)
- Clients recovering from substance abuse (in progress)

Intervention Frameworks

doubleknot.works/resources



doubleknot.works/career-wayfinder



Sample Interventions

- Hope Action Inventory
- Favourite Things
- Story Wheel
- Career Wheel
- Workplace Attractors
- Metaphors
- Vantage Points
- My Life as a Book
- 2 or 3 chair decision-making
- Goal Setting

hopeactioninventory.com

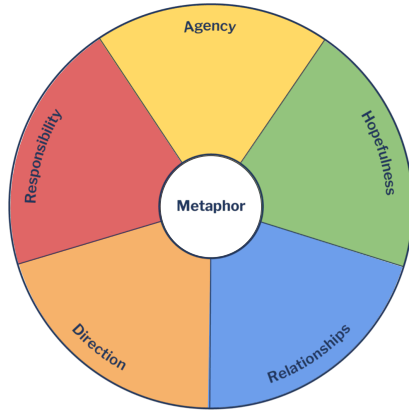
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Working with metaphors

- Identifying
- Elaborating
- Extending
- Reshaping
- Applying



The Metaphor Wheel



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Thank You!

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