

Some tips for career counsellors

1. To establish culturally sensitive rapport career counsellors should not necessarily expect clients to establish eye contact.
 2. Counsellors need to monitor the types of questions and responses they use. Some ethnic groups consider directness as intrusive while others may see an open person as weak and incapable of appropriate restraint.
 3. Immigrants and refugees have a number of important differences in their pre-migration experiences and are likely to experience differing levels of adjustment.
 4. Immigrants and refugees may be experiencing emotional and psychological difficulties due to the loss of their culture, relationships, and identity. They may experience culture shock stemming from isolation, loneliness, and loss of support from extended families.
 5. Refugees may experience survivor's guilt of having escaped their birth country, but have left family behind.
 6. Counsellors should seek to understand the client's world view to determine the barriers that could impede career decision-making.
 - Individualistic focused cultures, value is placed on individual autonomy and independence in decision-making.
 - Collectivist cultures value is placed on the welfare of the group in decision-making.
 - Individuals from some cultures may view time as when "we get together, that is convenient." In Australia, being late for an appointment may be misunderstood as a symptom of indifference or a lack of a basic employability skill.
- Some cultural groups view human nature as a composite of good and bad while others see human nature as basically good.
 - Some ethnic groups maintain differences in their expectations of what and how males and females may contribute to family and occupations which are suitable for both.
 - Some ethnic groups tend to maintain status differences between supervisor and employee, while others tend to minimize them.

From: John B. Stewart (2003) Career Counselling Multicultural Immigrant Groups, University of New Brunswick, Canada <http://contactpoint.ca/wp-content/uploads/2013/01/pdf-03-05.pdf>

