IDEALS Cards Sort – Brief User Guide

IDEALS – Cards sort (© S. Rochat, 2021), design@Josua Rochat, APO 2023 Innovation Price
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Purpose	Vocational indecision refers to the difficulties a person may experience when making a career choice (Gati et al., 1996). Addressing these difficulties is central to career counseling. Increasingly, some of these difficulties arise specifically when people attempt to take current human and ecological challenges into account in their career decisions. This approach is referred to as "green guidance".
Background	The Inventory of Difficulties in Embracing Active Life Sustainability (IDEALS) is based on: • The taxonomy of career decision-making difficulties developed by Gati et al. (1996), which distinguishes 10 major categories and 32 subcategories. • The model presented in *Mapping career counseling intervention*, which provides a more detailed framework comprising 64 difficulties grouped into nine broad categories: lack of motivation, indecisiveness, dysfunctional beliefs, lack of information about the decision-making process, lack of information about the self, lack of information about career options, internal conflicts, external conflicts and lack of employability. • The adaptation of these models to human and ecological challenges presented in the article "Green guidance: Which interventions for which problems?"
Rationale	IDEALS aims to support the career counseling process by helping practitioners to: • Identify the specific green guidance difficulties experienced by the participant. • Tailor interventions to address these difficulties. • Monitor changes in these difficulties throughout the counseling process. Green guidance difficulties can also be explored using an inventory. However, sorting cards encourages dialogue, collaboration and reflection rather than an assessment-oriented approach.
Process	With reference to the 5As model of career counseling, IDEALS is particularly relevant to three phases: • Analyzing obstacles: precisely identifying the green guidance difficulties experienced by the participant. • Agreeing on goals: collaboratively defining the objectives of the work focused on green guidance. • Accompanying the termination: evaluating perceived changes and documenting progress through a second administration of the cards.
Content	IDEALS contains 18 cards. Each of the nine categories of career decision-making difficulties is represented by two specific green guidance difficulties.
Administration	1. Invite the participant to sort the cards according to the extent to which they consider each difficulty to be a problem for them. 2. Invite the participant to prioritize the difficulties that stand out, deciding which should be addressed first. 3. Explore possible connections between the difficulties together, determine the order in which they should be addressed and identify initial intervention strategies.

Interpretation	The colored pictograms help identify the specific nature of the difficulties described: = lack of importance; = lack of confidence; = pessimism; = anxiety; = artificial separation of life domains; = artificial separation of occupations; = confusion between occupations and positions; = confusion about the steps to follow; = lack of awareness of personal goals; = lack of information about personal resources; = lack of information about current options; = lack of information about future options; = ambivalence between goals and actions; = unrealistic aspirations; = misalignment between personal values and context; = structural barriers; = concern about well-being; = avoidance tendencies.
Further Reading	• "Green guidance: Which Interventions for which problems?" • Mapping career counseling interventions • Les 5As du conseil en orientation (Chapter 2.2).
References	Gati, I., Krausz, M., & Osipow, S. H. (1996). A taxonomy of difficulties in career decision making. *Journal of Counseling Psychology*, *43*(4), 510–526.