



European Doctoral Programme  
in Career Guidance and Counselling

2018

## ECADOC FIFTH SUMMER SCHOOL



HELLENIC REPUBLIC  
**National and Kapodistrian  
University of Athens**

JUNE 11TH – 15TH, 2018  
ATHENS, GREECE



The **European Doctoral Programme in Career Guidance and Counselling (ECADOC)** aims to train future academic and practitioner leaders in the field of career guidance and counselling to become interdisciplinary researchers with strong leadership and teaching competences. The programme is a joint initiative of the European Society for Vocational Designing and Career Counseling (ESVDC) and the Foundation of the Network for Innovation in Career Guidance and Counselling in Europe (NICE Foundation), and is supported by higher education institutions from more than 10 European countries.



The **European Society for Vocational Designing and Career Counseling (ESVDC)** aims to stimulate and promote European and international collaboration in research and development in the fields of life-designing, vocational guidance and career counseling. ESVDC brings together existing networks of researchers and networks of academic teachers in these fields, in order to facilitate the emergence of a new generation of specialists all over Europe.



The **Network for Innovation in Career Guidance & Counselling in Europe (NICE)** is an open European network for the academic training of people who practice career guidance and counselling (career practitioners). NICE is organized through the NICE Foundation. The mission of the NICE Foundation is to promote excellence and innovation in academic, research-based training of career practitioners in Europe; support the coordination of academic training in career guidance and counselling within Europe, and foster cooperation between the academic community and relevant stakeholders.

#### **ECADOC Scientific Committee:**

Anouk Jasmine Albien (Stellenbosch University, South Africa), Valérie Cohen-Scali (Institute for the Study of Work and Career Counselling -INETOP of the Conservatoire National des Arts et Métiers-CNAM, Paris), Nikos Drosos (National & Kapodistrian University of Athens), Laura Nota (University of Padova), Jérôme Rossier (University of Lausanne), Rie Tomsen (Aarhus University), and Peter C. Weber (University of Applied Labour Studies - HdBA, Mannheim).

#### **ECADOC Program Manager:**

Anouk Jasmine Albien (Stellenbosch University, South Africa)

#### **Summer School's Organizing Committee:**

- **Coordinator:** Nikos Drosos, National & Kapodistrian University of Athens
- **International Committee:** Nikos Drosos (National & Kapodistrian University of Athens), Andronikos Kaliris (National & Kapodistrian University of Athens), Despoina Sidiropoulou-Dimakakou (National & Kapodistrian University of Athens), Laurent Sovet (Paris Descartes University), Rie Tomsen (Aarhus University), and Peter C. Weber (University of Applied Labour Studies - HdBA, Mannheim).
- **National Committee:** Nikos Drosos (National & Kapodistrian University of Athens), Eri Gkogkoglou (National & Kapodistrian University of Athens), Andronikos Kaliris (National & Kapodistrian University of Athens), Margot Liatira (PEPSAEE), Despoina Sidiropoulou-Dimakakou (National & Kapodistrian University of Athens), Mikaela Tetteri (National & Kapodistrian University of Athens), Spyridon Zormpas (PEPSAEE).

**Contact Details:** Laboratory of Career Guidance & Counselling, Office 523, 5<sup>th</sup> Floor, School of Philosophy, Panepistimiopolis, Ilissia, 15784 Athens, Greece. E-mail: [nikdrosos4@gmail.com](mailto:nikdrosos4@gmail.com)

## FIFTH ECADOC SUMMER SCHOOL

### HOSTED BY:



HELLENIC REPUBLIC  
National and Kapodistrian  
University of Athens

LABORATORY OF CAREER GUIDANCE  
& COUNSELLING

"Μιχαλὴς Κασσωτάκης"

SCHOOL OF PHILOSOPHY

Faculty of Philosophy, Pedagogy & Psychology  
Department of Psychology

The Laboratory of Career Guidance & Counselling "Michalis Kassotakis" of the National and Kapodistrian University of Athens aims to implement various researches, and educational and training projects in the broad area of career guidance and counselling. Its activities include: (a) conducting researches regarding career counseling and personal development, (b) planning and implementation of counselling and career guidance programs, (c) construction and/or adaptation and standardization of psychometric tools for the assessment of career interests, skills, values etc., and (d) training of psychologists and career counselors regarding current trends in career counselling etc.



The **PanHellenic Association for the Psychosocial Rehabilitation and Work Integration** (PEPSAEE) is a Scientific Non-Governmental Organization that was established in 1996 ([www.pepsaee.gr](http://www.pepsaee.gr)). It aims at facilitating the social inclusion and work integration of people with psychosocial problems and of people from socially vulnerable groups in general. PEPSAEE operates three rehabilitation structures: two day-centers, and a residential house for people with severe mental health problems. It has established

the first Employment Office for people with mental health problems in Greece. In time of Greece's economic crisis, PEPSAEE established the first and only Center for the Psychosocial Support of unemployed people. In 2017 an international committee selected PEPSAEE as the most innovative organization for social inclusion worldwide, and PEPSAEE was honored with a special award during the International Conference "Decent Work, Equity and Inclusion" in Padova, Italy.

### SPONSORED BY:



The **European University Cyprus** is one of the leading institutions of higher education in Cyprus. It has established a reputation for quality education with a sharp focus on the employability of its students, and has been recognized for its investment in high tech

innovation and engagement with industry and society. Over the last decade, the university has fostered a culture of modernization that has resulted in levels of growth that have exceeded all expectations, upgrading the quality of tertiary education in Cyprus and defining a clear international orientation for the university and the country. In June 2015, QS Top Universities ranked European University Cyprus among the top universities in the world granting it a five star ranking in the fields of teaching, facilities, internationalization, inclusiveness and social responsibility.

## GENERAL INFORMATION

Summer School's Venue:

**Monday, June 11 (13.00 – 17.40):**

**National & Kapodistrian University of Athens, Central Building (30 Panepistimiou Avenue, 106 79 Athens)**

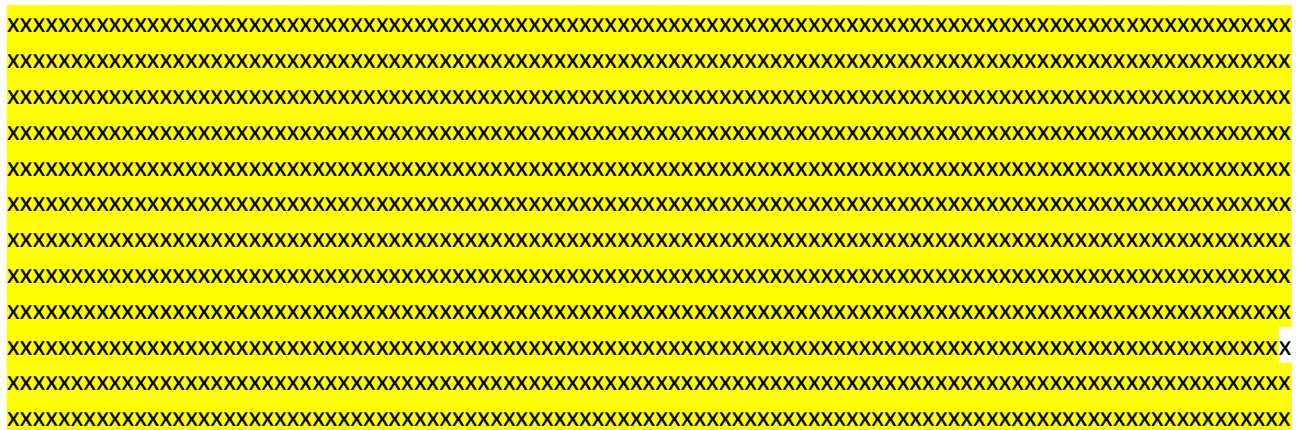
*[Closest Metro Station: "Panepistimion" – 50 meters]*



The University of Athens was founded on May 3, 1837, by King Otto of Greece. It was the first university in the liberated Greek state and in the surrounding area of Southeast Europe as well. The Central Building of the University of Athens was designed by Danish architect Christian Hansen who followed a neoclassical approach. It was once the only University building but now serves as a ceremony hall and rectory. The building was decorated by painter Carl Rahl, forming the famous "architectural trilogy of Athens", together with the building of the National Library of Greece (left of the university) and the building of the Athens Academy (right of the university).

**Tuesday, June 12 to Friday, June 15 (09.00 – 17.00):**

**XXXXXXXXXX (1-3 Mavrokordatou street, 106 78 Athens – Behind the church of "Zoodochos Pigi", 67 Akadimias street, 106 78 Athens) [Closest Metro Station: "Panepistimion" – 600 meters]**



**Thursday, June 14 – Afternoon session (18.30 – 21.00):**

**Social Dialogue Center, PEPSAEE (41 Ipirou street, 104 39 Athens)**

*[Closest Metro Station: "Stathmos Larisis" – 600 meters]*

The Specialized Day Centre "Social Dialogue Centre" includes two offices / departments: (a) an Employment Office for people with mental health problems; and (b) an Alternative Activities Office that carries out alternative activities for the social inclusion (e.g. theatrical group, art group, cooking group, photography group, etc). The center helps more than 400 mental health services users every week. More than 50 art and culture groups take place every week, together with personal counseling sessions and more than 300 people attend them.



## INVITED PROFESSORS



### Maria Eduarda Duarte, PhD

Maria Eduarda Duarte is Full Professor at the University of Lisbon, Faculty of Psychology, where she directs the Master's Course in Psychology of Human Resources, Work, and Organizations. Her professional interests include career psychology theory and research, with special emphasis on issues relevant to adults and the world of work. She is the research director of the Career Guidance and Development of Human Resources Services at the University of Lisbon,

Portugal. Her publications and presentations have encompassed topics on adult's career problems, testing and assessment, and counselling process. Since 2005, she is the Chair of the Portuguese Psychological Society; she also served on editorial boards for various Portuguese, European, and Iberia-American journals. She was the Director of the National Institute of Guidance (2009-2014). She is President of Counselling Division, IAAP. She is Fellow Award – IAAP (2014), and ESVDC award 2015. She is also National Defense Adviser, since 2006.

**Affiliation:** University of Lisbon, Portugal



### Itamar Gati, PhD

Samuel and Esther Melton Professor

Itamar Gati is Full Professor at the Hebrew University of Jerusalem, Departments of Education and Psychology. His professional interests include career decision-making models, career decision-making difficulties, and dysfunctional career thoughts. He served on editorial boards for various academic journals. He is Fellow Award –NCD (2007) and APA (Div. 17-2007, Div. 52 -2011). He has won numerous awards for his contribution in career counseling research including: Kaye Prize for Innovation (2001), the International Award (2005) and the Eminent Career Award (2010) of the National Career Development Association, the Lifetime Achievement Award of the Div. 17 of the American Psychological Association (2010). His list of publications includes 15 book chapters, over 120 articles, and more than 7500 citations. He has developed some of the most widely used decision making questionnaires, including the CDDQ, EPCD, and CDMP.

**Affiliation:** Hebrew University of Jerusalem, Israel



## SUMMER SCHOOL'S INSTRUCTORS



### Nikos Drosos, PhD

Nikos Drosos (PhD) is a researcher in the Laboratory of Career Guidance and Counseling, National and Kapodistrian University of Athens. He is an instructor in the Master's programs "Career Counselling & Guidance" of the National & Kapodistrian University of Athens; "Career Guidance & Counselling" of the European University Cyprus; and "Special Education" of the National & Kapodistrian University of Athens. His main research interests include career assessment and psychometric tests, career

counselling of socially vulnerable groups and career development. He has been working for several years in the field of counselling and career guidance, having undertaken the supervision, development, implementation and assessment of many career counselling projects. He was in charge of the development of methodology and tools for career counselling for people with severe mental health illness (2012-2014), and for long-term unemployed people (2013-2015). These methodologies were implemented in career counselling centers under his supervision with impressive results. He is a member of the Board of Directors of the Panhellenic Association for Psychosocial Rehabilitation & Work Integration (PEPSAEE), and of the Hellenic Association for Supported Employment (ELETYPE). He has numerous awards for his social activity, and for academic excellence. He is the co-creator (with Prof. Dr. Sidiropoulou-Dimakakou) of the "ARIADNE" career interests' questionnaire that has facilitated the career choices of more than 13,000 students in Greece and Cyprus. He is a founding member of the NICE (Network for Innovation in Career Guidance and Counselling) Foundation, and a member of the Scientific Committee of the European Doctoral Programme in Career Guidance and Counselling (ECADOC).

**Affiliation:** National and Kapodistrian University of Athens



### Philia Issari, PhD

Philia Issari, PhD (UCLA, USA) is Associate Professor of Counselling Psychology and Director of the Centre for Qualitative Research in Psychology and Psychosocial Well-being at the National and Kapodistrian University of Athens. She teaches in several postgraduate programmes in Counselling and Clinical Psychology in Greece and Cyprus, including the Master's programme "Counselling and Career Guidance" where

she also serves in the scientific committee. Dr. Issari's work focuses on narrative and constructionist approaches to counselling and career counselling, the dialogic and embodied self, student wellbeing, diversity and social justice. She is an experienced partner in several international projects and member of the scientific committees of international conferences (e.g. QRMH, ECQI, WCQR), the University Counselling Centre, the National Committee for Drug Abuse, and National Committee for Minors. She is the main author of the book "Qualitative Research in Psychology and Education" (SEAB, 2015, in Gr.) and co-editor of the collective work "Qualitative Research in Counselling Psychology" (Pedio, 2018, in Gr.).

**Affiliation:** National and Kapodistrian University of Athens



### Antonis Korfiatis, MSc, ECP

Antonis Korfiatis is the scientific responsible for the operation of the alternative Day-Center “Social Dialogue Center” of the PanHellenic Association for the Psychosocial Rehabilitation and Work Integration (PEPSAEE). In 2010, he was actively involved in the creation and establishment of the first “Support for Employment Office” for people with severe mental health issues in Greece. Since its establishment, the Support for Employment Office provides continuously career counselling services to mental health patients under Antonis Korfiatis’ supervision. Previously, he has worked as Scientific Responsible in other mental health units. He collaborates with the ICPS College as a trainer-facilitator in the Master’s Program “Person-Centered Counselling and Psychotherapy” and as a person-centered supervisor. He often participates as an invited instructor in conferences and seminars regarding mental health patients’ employment. He has the European Certificate in Psychotherapy, and he works as a freelancer counselor as well.

**Affiliation:** PanHellenic Association for the Psychosocial Rehabilitation and Work Integration (PEPSAEE)



### Laurent Sovet, PhD

Laurent Sovet is assistant professor at the Paris Descartes University, Institute of psychology. He earned a Ph.D. in career counselling psychology at the National Conservatory of Applied Technologies (Conservatoire National des Arts et Métiers), Paris in 2014. His research was initially focused on cross-cultural differences in career decision-making processes and psychological positive resources among adolescents and young adults. He has conducted fieldwork in several countries, and he has been engaged in various international collaborative research projects. His current work includes the meaning and the influence of active learning experiences on educational and career development of students (e.g. entrepreneurship education, gap year, international mobility, volunteering). He is also involved in a research group dedicated to examine the role of meaningful life and meaningful work during career decision-making processes, and to develop and assess the effectiveness of meaning-centered career interventions.

**Affiliation:** Paris Descartes University, France



### Rie Thomsen, PhD

Rie Thomsen is Associate professor and head of the Guidance Research Unit, School of Education, Aarhus University, Denmark. Her research revolves around lifelong career guidance practices and policies with a special interest on the role of communities and in organizational, leadership and social justice aspects of career guidance provision. Furthermore, she has a strong interest in creating an inspiring environment for interdisciplinary research in Lifelong Learning and Lifelong Guidance. She is an experienced partner of several international research projects. In 2012, she published the book *Career Guidance in Communities* for which she was awarded with the Danish national guidance award for her research (2013). In 2018, she edited the book *Career guidance and social justice – contesting neo-liberalism* together with professors Tristram Hooley and Ronald Sultana. She is a NICEC International fellow, a founding member of the NICE (Network for Innovation in Career Guidance and Counselling) Foundation, and a member of the Scientific Committee of the European Doctoral Programme in Career Guidance and Counselling (ECADOC). Currently she is an expert advisor to the Skills Norway on the development of a framework for career learning and competences.

**Affiliation:** Aarhus University, Denmark



### **Athanasios Verdis, PhD**

Athanasios Verdis is Assistant Professor in Educational Research and Evaluation at the Department of Pedagogy, Faculty of Philosophy, Pedagogy and Psychology, National and Kapodistrian University of Athens, Greece. His research interests include qualitative and quantitative research methods in education and he has organized workshops on multivariate statistical analyses, visual methods, autoethnographies and phenomenology. He has worked at the Greek Pedagogical Institute as a researcher on teachers' in service training courses and the production of teaching materials. He is a member of the Board of Directors of the Hellenic Association for Educational Assessment.

**Affiliation:** National and Kapodistrian University of Athens



### **Peter C. Weber, PhD**

Dr. Peter Weber is Professor in Career Counselling at the University of Applied Labour Studies (HdBA), in Mannheim, Germany. His main research interests include Career Guidance, Counselling, and Transition Management as well as Organisational Development in education, vocation and employment, and Quality development in the field of Guidance/Counselling and further education. From 2004 to 2016, he was researcher and lecturer at the Institute for educational science, Heidelberg University where he was responsible for the development of the master's program "Career Guidance, Counselling and Organizational Development"; and he has been project manager in numerous LLP and other EU projects continuously from 2006. He is a founding member of the NICE (Network for Innovation in Career Guidance and Counselling) Foundation, and a member of the Scientific Committee of the European Doctoral Programme in Career Guidance and Counselling (ECADOC).

**Affiliation:** University of Applied Labour Studies (HdBA), Mannheim, German



## Monday, June 11<sup>th</sup>

Opening statements and welcome addresses (13.00)

- **Prof. Dr. Constantine Bourazelis**, Vice Rector for Academic Affairs and International Relations, National & Kapodistrian University of Athens
- **Prof. Dr. Eleni Karamalegkou**, Dean of the School of Philosophy, National & Kapodistrian University of Athens
- **Prof. Dr. Despoina Sidiropoulou-Dimakakou**, Director of the Laboratory for Career Counselling and Guidance "Michalis Kassotakis", National & Kapodistrian University of Athens
- **Dr. Menelaos Theodoroulakis**, President of the PanHellenic Association for Psychosocial Rehabilitation & Work Integration (PEPSAEE)
- Representative of European Society for Vocational Designing and Counselling (ESVDC)

Getting to know each other (14.15-15.15)

Representative of European Society for Vocational Designing and Counselling (ESVDC)

Title: **To be confirmed (15.15 -16.00)**

Discussion in small groups (16.00 – 16.15)

Poster Session (16.15-17.10)

Welcome drink (17.10-17.40)

## Tuesday, June 12<sup>th</sup>

Nikos Drosos, National and Kapodistrian University of Athens

Title: **Career Counselling for vulnerable groups in volatile labour markets** (09.00-09.50)

Discussion in small groups (09.50 – 10.05)

Peter Weber, University of Applied Labour Studies, Mannheim (10.20-11.10)

Title: **Individualized Human Resource Management & Career Counselling- Challenges for Companies and People**

Discussion in small groups (11.10-11.25)

**Open Space Format to discuss and reflect research and conceptual issues for the CGC field** (11.40-12.25)

Coordinated by Peter Weber and Laurent Sovet

Lunch break

Parallel sessions 1: Qualitative / quantitative methods (4 parallel workshops) (13.40-15.40)

- Instructor to be confirmed

Title: **To be confirmed**

- Philia Issari, National and Kapodistrian University of Athens

Title: **Introduction to qualitative research methodology**

- Peter Weber, University of Applied Labour Studies, Mannheim

Title: **Case Studies as a qualitative Basis for Explorative Research.**

- Athanasios Verdis, National and Kapodistrian University of Athens

Title: **Advice for thesis writing: quantitative, qualitative, and mixed methods**

Laurent Sovet, Paris Descartes University (16.00-16.40)

Title: **Effectiveness of meaning-centered career interventions**

Discussion in small groups (16.40 – 16.55)

Wednesday, June 13 <sup>th</sup>
<p><b>Participants research presentations (4 groups in parallel) (9.00-11.00)</b> (Organization: Dr. Nikos Drosos) Coordinated by: <i>Peter Weber, Rie Thomsen, Nikos Drosos, and Laurent Sovet</i></p>
<p>Itamar Gati, <i>Hebrew University of Jerusalem (11.15-12.00)</i> Title: <b>Making Better Career Decisions Using the PIC Model: Prescreening, In-depth exploration, and Choice</b> Discussion in small groups (12.00 – 12.15)</p>
<p>Laurent Sovet, <i>Paris Descartes University (12.30-13.05)</i> Title: <b>EU research funding opportunities in career counselling</b> Discussion in small groups (13.05 – 13.20)</p>
Lunch break
<p>Itamar Gati, <i>Hebrew University of Jerusalem (14.50 – 15.35)</i> Title: <b>Developing Evidence-Based Assessments of Decision-Making and Integrating Them into Career Counseling</b> Discussion in small groups (15.35 – 15.50)</p>
<p>Time for reflection (16.05 – 16.40) Organized by: <i>Laurent Sovet, Paris Descartes University</i></p>
<p>Guided tour in the Ancient Agora of Athens (<b>Optional</b>) (17.25 – 19.25)</p>
<p>Dinner in a traditional “taverna” (20.00)</p>

Thursday, June 14 <sup>th</sup>
<p>Rie Thomsen, <i>Aarhus University (09.00 – 09.45)</i> Title: <b>Career guidance in communities - A model for reflexive practice</b> Discussion in small groups (09.45 – 10.00)</p>
<p>Maria Eduarda Duarte, <i>University of Lisbon (10.15-11.15)</i> Title: <b>Counselling promoting well-being: what counselors can do?</b> Discussion in small groups (11.15– 11.30)</p>
<p>Athanasios Verdis, <i>National and Kapodistrian University of Athens (11.45-12.30)</i> Title: <b>The use of autoethnographical research in counseling</b> Discussion in small groups (12.30– 12.45)</p>
Lunch
<p>Parallel sessions 2: Qualitative / quantitative methods (3 parallel workshops) (14.15-16.00)</p> <ul style="list-style-type: none"> <li>▪ Nikos Drosos, <i>National and Kapodistrian University of Athens</i> Title: <b>To be confirmed</b></li> <li>▪ Philia Issari, <i>National and Kapodistrian University of Athens</i> Title: <b>Qualitative Research Analysis</b></li> <li>▪ Rie Thomsen, <i>Aarhus University</i> Title: <b>Participatory approaches to research – Research Circles and Practice Portrait methodologies</b></li> </ul>
Time for Reflection/ Break
<p>Antonis Korfiatis, &amp; Nikos Drosos, <i>PanHellenic Association for Psycho-social Rehabilitation and Work Integration-PEPSAEE (18.30 – 19.00)</i> Title: <b>Career counselling for people with severe mental health issues: What can be done?</b></p>
<p>Theatrical Performance from <i>PEPSAEE (19.00-20.00)</i></p>
<p>Dinner offered by <i>PEPSAEE and KARAOKE night (20.00)</i></p>

## Friday, June 15<sup>th</sup>

Anouk Albien, Stellenbosch University, South Africa *(To be confirmed)* (09.00-10.15)

*Title: To be confirmed*

*Discussion in small groups (10.15-10.30)*

*Invited Speaker (to be confirmed) (10.45- 11.15)*

*Title: To be confirmed*

*Discussion in small groups (11.15-11.30)*

Closing Session (11.45 – 12.30)

(Coordinated by Nikos Drosos)

Lunch

Evaluation of the summer school and wishes for the future (14.00-15.30)

(Coordinated by Rie Thomsen)

## Saturday, June 16<sup>th</sup>



### *DIFFERENT SOCIAL ACTIVITIES (optional)*

- *Temple of Poseidon, Sounio*
- *Lunch near the Aegean sea*



## ABSTRACTS

Monday, June 11<sup>th</sup>

*Representative of European Society for Vocational Designing and Counselling (ESVCD)*  
Title: *To be confirmed*

Tuesday, June 12<sup>th</sup>

*Career Counselling for vulnerable groups in volatile labour markets*  
Nikos Drosos, *National and Kapodistrian University of Athens*

*Individualized Human Resource Management & Career Counselling- Challenges for Companies and People*  
Peter Weber, *University of Applied Labour Studies, Mannheim*

How do companies react to the societal change, specifically to today's trend of individualization and new work values like democratization or work-life balance? This presentation is based on a research project that was carried out between 2016-2018 at the University of Heidelberg as well as at the University of the Federal Employment Agency in Mannheim. The project „HRM & Individualization - Career Counseling Perspectives“ aims to explore HRM (human resource management) and human resources work against the backdrop of an increasing individualization of HR work. The project focuses on illuminating specific counseling perspectives by looking at the professionalization and change of the role of HRM. For this presentation we ask if and to what extent "individualization" has a relevant impact on HR work and what this influence looks like. In this context, "individualization" means the individualization of professional progressions / occupational biographies and the development of professional competence. In return, an individualization of HR tasks results from the adaptation to the role of HR, to individualized values, competence profiles and career paths, among others.

The focus lies on the following questions: How is the individualization discourse included in HR and how is it reflected in current HR trends in companies? Which HR tasks play a role due to increasing individualization? Which competences are of particular importance to the staff? How do HR departments shape the necessary change processes? Can career guidance & counseling play a role in that? The following main topics are highlighted in research: Individual career development, (career) counseling and coaching, competence assessment and competence documentation, identification and retention of potentials & talents, competence development, personnel selection and career design or career support, work-life balance and company health care.

Alongside the results and a critical analysis of the explored reality in today's HRM, two case studies about new forms of career guidance and counseling in companies will be presented.

Instructor to be confirmed  
Title: *To be confirmed*

Philia Issari, *National and Kapodistrian University of Athens*  
Title: *Introduction to qualitative research*

*Case Studies as a qualitative Basis of Explorative Research*  
Peter Weber, *University of Applied Labour Studies, Mannheim*

The workshop is focusing on a qualitative research design that combines expert interviews with the case-study methodology and a delphi design. Case study research through reports of past studies allows the exploration and understanding of complex issues (Zainab 2007). It is a research method particularly for holistic, in-depth investigation of complex realities. Recognized as a tool in many social science studies, the role of the case study method in research becomes more prominent when issues with regard to education, sociology and community-based problems, such as poverty, unemployment, drug addiction, illiteracy, etc. were raised (Zainab 2007). The use of this method allows in-depth explorations and focuses on complex social and behavioral topics where quantitative

methods may face typical limitations. The workshop will introduce the method in general as well as in connection to an implemented research design within a specific project.

The combination with other methods will be outlined. In a practical phase, the participants are urged to transfer the methodology to their own research interests.

**Advice for thesis writing: quantitative, qualitative, and mixed methods**

Athanasios Verdis, National and Kapodistrian University of Athens

In this workshop, we will present the main research methodologies in guidance and counseling and we will discuss some special topics in relation to data analysis and writing. After a short introduction, the participants will be encouraged to talk about their own research designs and to go into possible worries, difficulties, and dilemmas. The presenter and the participants as a group will talk over a number of possible resources, books articles, and special software (Atlas ti, SPSS, Jasp, R) and also a number of possible procedures for qualitative and quantitative methods (content and discourse analysis, multivariate statistics, phenomenological writing etc.). By the end of the two-hour session, the participants will have enough information for further reading and development.

**Effectiveness of meaning-centered career interventions**

Laurent Sovet, *Paris Descartes University*

The new social arrangement of the world of work described by Savickas et al. (2009) challenges career counseling researchers and practitioners to provide innovative and sustainable responses in order to address emerging career issues. In the context of uncertainty and loss of traditional markers, existential themes such as meaningful life roles, social usefulness, and authenticity have emerged and are more frequently evoked by clients (Bernaud, Lhotellier, Sovet, Arnoux-Nicolas, & Pelayo, 2015). Meaning-centered career interventions may offer promising directions as more and more individuals are questioning the meaning of the lives and works (Arnoux-Nicolas et al., 2018). The present contribution will explore the main effects of meaning-centered career interventions on both career- and wellbeing-related outcomes and provide recommendations for implementing and assessing such interventions among diverse populations.

**Wednesday, June 13<sup>th</sup>**

***Making Better Career Decisions Using the PIC Model: Prescreening, In-depth exploration, and Choice***

Itamar Gati, *Hebrew University of Jerusalem*

Making career decisions continues to be among the great challenges of the 21<sup>st</sup> century. One hundred years ago, Parsons, the father of career guidance and counseling, proposed three fundamental concepts for describing the essence of career guidance: (a) a clear understanding of oneself, (b) information about different lines of work, and (c) making career choices based on "true reasoning of the relations among these factors". However, the meaning of "true reasoning" was never elaborated by Parsons, and today, research on decision-making under uncertainty is probably the modern equivalent of true reasoning.

In this presentation, Dr. Gati intends to elaborate on correct reasoning, focusing on facilitating career decision making. Since career choices are based on decision-making processes, career counseling is a type of decision counseling. Decision theory can be translated into practical interventions for facilitating individuals' career decision-making. Here Dr. Gati adopts the prescriptive approach, where the goal is not making perfect decisions, but rather helping clients make better career decisions.

This presentation reviews an evidence-based, three-stage process for career decision-making, consisting of Prescreening, In-depth exploration, and Choice (PIC). It describes the goals, method, and outcomes of each of these stages. In the Prescreening stage, the aim is to locate a small, manageable set of promising occupations or career alternatives. The second stage, in-depth exploration, the goal is finding out more about the promising alternatives to identify those that are actually suitable. The goal of the third stage, choice, is finding the most suitable alternative.

PIC was transformed into a user-friendly Internet-based system – Making Better Career Decisions (MBCD), which can be incorporated into counseling interventions. However, theory-based models like PIC and interventions like MBCD can and should be empirically tested for concurrent and predictive validity as well as practical effectiveness. Dr. Gati presents criteria for evaluating PIC, which include users' perceptions of MBCD, changes in users' level of decidedness, perceived benefit, six-year predictive validity, and factors that contribute to positive outcomes.

The presentation highlights how career counselors can incorporate PIC into their repertoire of approaches to make

career counseling more engaging, efficient, and effective. Dr. Gati sums up with the claim that the goal should be promoting a systematic decision making process rather than a perfect one, which is making better career decisions.

**EU research funding opportunities in career counselling**

Laurent Sovet, *Paris Descartes University*

*The European Commission provides various funding opportunities for research and innovation. H2020 is the main financial instrument and covers a broad range of programmes, including competitive calls and fellowships. A short overview of these existing programmes will be given with a special attention for the ones that can be relevant for career counselling researchers and practitioners. The presentation will be illustrated by the Marie Skłodowska-Curie Actions – Individual Fellowships (MSCA-IF). Regarding the highly competitive nature of MSCA-IF call, it is crucial to understand its rationale, the evaluation criteria, and how to write a competitive proposal.*

***Developing Evidence-Based Assessments of Decision-Making and Integrating Them into Career Counseling***

Itamar Gati, *Hebrew University of Jerusalem*

If we adopt the viewpoint that the goal of career counseling is facilitating clients' career decision-making, it is important to assess several of its aspects. First, we need to locate the focuses and the sources of the client's career decision-making difficulties; second, to identify the client's decision-making status; third, to assess how crystallized the client's preferences are; and fourth, to acknowledge the client's career decision-making profile (pattern, style). These assessments can help career counselors tailor their interventions based on the way their client make decisions and help them adopt more adaptive strategies.

Difficulties in making career decisions are among the primary reasons people seek career counseling. Thus, the first and perhaps most important component of career assessment is finding the focuses of the difficulties the clients face in making these decisions.

Focusing on the sources of the difficulties that prevent clients from making an upcoming career decision, we developed a taxonomy for classifying these difficulties based on the stage in the decision-making process when they typically arise: the similarity between different sources, the effects they may have on the process and the relevant type of intervention. I will briefly describe the development of the Career Decision-making Difficulties Questionnaire (CDDQ). The CDDQ makes it possible to classify the difficulties into three major categories – Lack of readiness, Lack of information, and Inconsistent information – and then into ten specific categories.

After reviewing research using various methods of testing the CDDQ's concurrent and predictive validity, I will present options for incorporating the CDDQ and other decision-making-process assessments into career counseling to facilitate clients' career decision-making process.

**Thursday, June 14<sup>th</sup>**

***Career guidance in communities - A model for reflexive practice***

Rie Thomsen, *Aarhus University*

In this presentation, Rie Thomsen asks how career guidance interacts with the everyday lives of people and their communities. Based on her book *Career Guidance in Communities* she discusses the possibility of framing guidance as part of a community and not as an activity separate from it. Career Guidance in communities can be considered a social practice theory, which advocates changes in perspective from the individual to the collective as the starting point for the development of guidance activities. As resources for guidance in many countries are suffering from cutbacks discussions on how to invest resources become increasingly important. Engaging in existing communities and creating flexible forms of career guidance activities that allow for adaptation to meet the diverse needs of different communities might be a way forward. Practices, which also allow the participants to influence the guidance process, so that they, together with the guidance professional, set the stage for new collaborative modes of delivery will also, be considered as an important part of this philosophy.

**Counselling promoting well-being: what counselors can do?**

Maria Eduarda Duarte, *University of Lisbon*

Counseling seen as a process of continuous interactions, which helps in the resolution of problems, which places the process of decision making within a systematic and realistic frame, and which allows the conjunction of the necessities of individuals with those of the contexts they act, develop and live will constitute the core of the presentation. In fact, social and educational globalization they are not a mainstream in the field of counseling. Because of that, some arguments are discussed trying to put training in counseling in broader perspectives that surpass “our own land”. From theoretical will arises the use of intervention methods and techniques: the development of self-knowledge and ecological variables, facilitating or inhibiting, in decision-making processes. The stories and activities developed by individuals are the focal point concerning methodological aspects instead of utilization of test scores or profile interpretations. The existing techniques and tools are reconfigured for use in a social constructionist approach: counselling and the engagement with meaning with individual concerns, and some discussion about the assumption of dialogical approaches. The statement “tell me your story” support the development of a frame to put stories or the narratives told during counselling process critically engaged with the context, and the future. The jargon “tell me your story” argues that a fully voiced consciousness needs to be found at the point of contact with the other, equally-voiced consciousness. This implies that counseling needs to engage with the context.

At the end, and going ahead to the future, we need specific answers to the question: what counselors can do?

**The use of autoethnographical research in counseling**

Athanasios Verdis, *National and Kapodistrian University of Athens*

Auto-ethnography is a known qualitative method that focuses on the subjective experiences of the researchers from either an analytical or an evocative (‘vulnerable’) point of view. Despite the recognition of this method, however, in the social sciences and the Humanities, auto-ethnographical studies are rare in counseling and psychological journals. In this lecture, we will explore the history and the epistemological foundations of this method and will discuss how auto-ethnography (literally ‘the writing of the self’) can find a place in counseling and personal development.

**Nikos Drosos, *National and Kapodistrian University of Athens***

**Title: *To be confirmed***

**Philia Issari, *National and Kapodistrian University of Athens***

**Title: *Qualitative Research Analysis***

**Participatory approaches to research – Research Circles and Practice Portrait methodologies**

Rie Thomsen, *Aarhus University*

In this workshop, Rie Thomsen will give an introduction to ‘participatory approaches’ to research and the scientific paradigms they rest upon. The practical aspects of the workshop include working with Research Circles and The Practice Portrait as methodologies that foster ‘joint venture’ relations between researchers and participants in research projects and we will discuss the implications of conceptualizing research participants as co-researchers. Please read in advance:

Thomsen, R. (2016). The practice portrait – a method for promoting social justice in practice. *Journal of the National Institute for Career Education and Counselling*, 35(1).

[http://malmo.se/download/18.72a9d0fc1492d5b743f75935/1414504552463/research\\_circles\\_a\\_guide.pdf](http://malmo.se/download/18.72a9d0fc1492d5b743f75935/1414504552463/research_circles_a_guide.pdf)

**Antonis Korfiatis, & Nikos Drosos, *Panhellenic Association for Psycho-social Rehabilitation and Work Integration-PEPSAEE***

**Title: *Career counselling for people with severe mental health issues: What can be done?***

**Friday, June 15<sup>th</sup>**

**Anouk Albiën, *Stellenbosch University, South Africa* (To be confirmed)**

**Title: *To be confirmed***

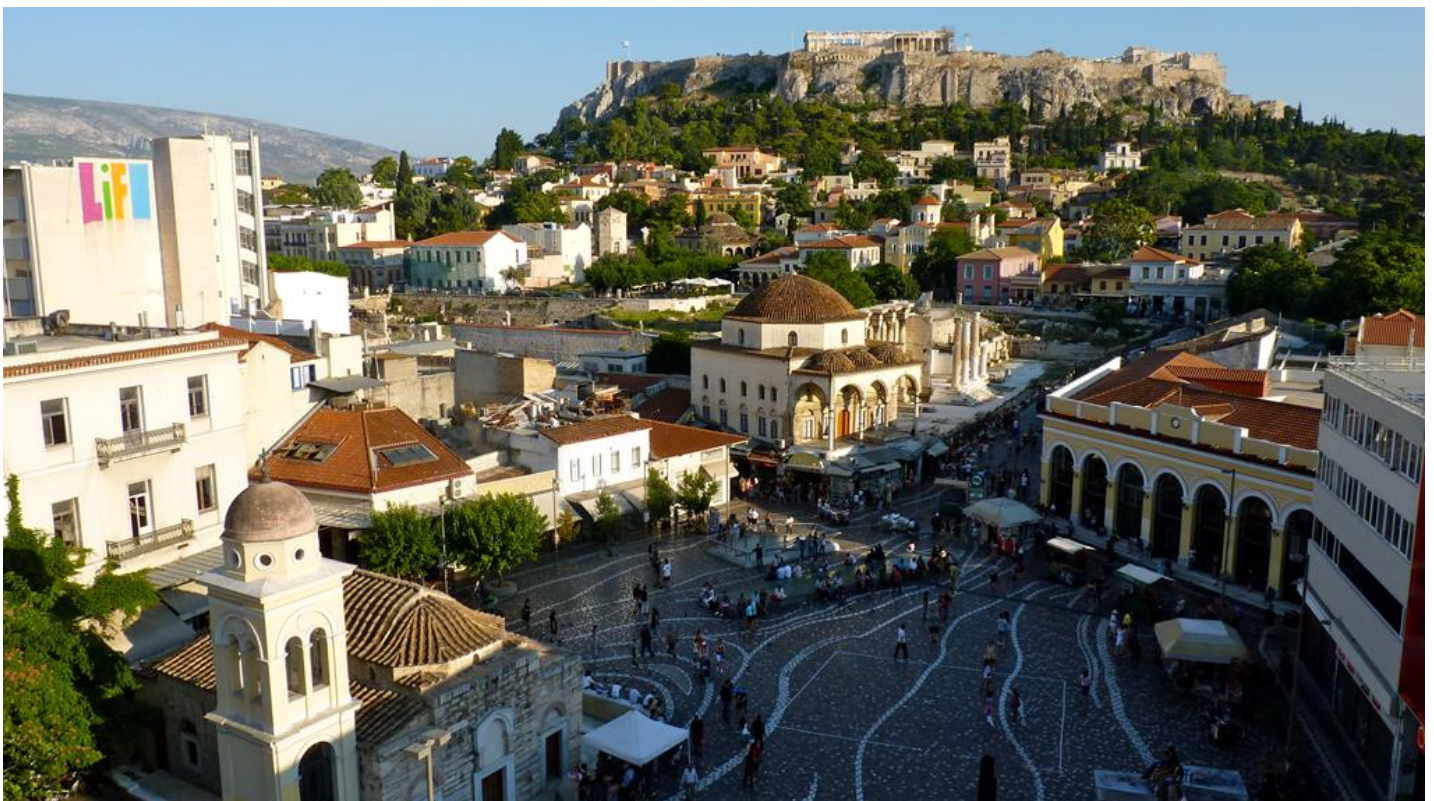
Invited Speaker (to be confirmed)

Title: *To be confirmed*








## INSTRUCTORS

<b>NAME</b>	<b>E-MAIL ADDRESS</b>	<b>Affiliation</b>
<i>Drosos, Nikos</i>	nikdrosos4@gmail.com	National & Kapodistrian University of Athens
<i>Duarte, Maria Eduarda</i>	maria.ec.duarte@gmail.com	University of Lisbon
<i>Gati, Itamar</i>	itamar.gati@mail.huji.ac.il	Hebrew University of Jerusalem, Israel
<i>Issari, Philia</i>	philia@otenet.gr	National & Kapodistrian University of Athens
<i>Korfiatis, Antonis</i>	ypap@pepsaee.gr	PEPSAEE
<i>Sovet, Laurent</i>	laurent.sovet@parisdescartes.fr	Paris Decartes University
<i>Tomsen, Rie</i>	riet@edu.au.dk	Aarhus University
<i>Verdis, Athanasios</i>	averdis@ppp.uoa.gr	National & Kapodistrian University of Athens
<i>Weber, Peter</i>	peter.weber@hdba.de	University of Applied Labour Studies (HdBA)







## 2018 ECADOC SUMMER SCHOOL PARTICIPANTS

	Family Name	Affiliation	Country	Nationality	E-mail
1	Bala Arabe, Fatchima	CNAM Paris	 France	 Nigerien	<a href="mailto:bfatchima@yahoo.fr">bfatchima@yahoo.fr</a>
2	Bonnefoy, Lucie	University of Paris Nanterre	 France	 French	<a href="mailto:luce.bonnefoy@parisnanterre.fr">luce.bonnefoy@parisnanterre.fr</a>
3	Casanova, Mariana	University of Porto	 Portugal	 Portuguese	<a href="mailto:casanova.mariana@gmail.com">casanova.mariana@gmail.com</a>
4	Cernja, Iva	University of Zagreb	 Croatia	 Croatian	<a href="mailto:iva_cernja@yahoo.com">iva_cernja@yahoo.com</a>
5	Dekkar, Ingrid	CNAM Paris	 France	 French	<a href="mailto:ingrid.dekkar@gmail.com">ingrid.dekkar@gmail.com</a>
6	Haenggli, Madeleine	University of Bern	 Switzerland	 Swiss	<a href="mailto:madeleine.haenggli@psy.unibe.ch">madeleine.haenggli@psy.unibe.ch</a>
7	Hovsepyan, Ani	Yerevan Brusov State University of Languages and Social Sciences	 Armenia	 Armenian	<a href="mailto:annie.hovsepyan@gmail.com">annie.hovsepyan@gmail.com</a>
8	Galfalvi, Esther	University of Derby	 England	 British	<a href="mailto:E.Galfalvi@derby.ac.uk">E.Galfalvi@derby.ac.uk</a>
9	Gkogkoglou, Argyro	National and Kapodistrian University of Athens	 Greece	 Greek	<a href="mailto:erigogol@yahoo.gr">erigogol@yahoo.gr</a>
10	Grammatika, Maria	Panteion University	 Greece	 Greek	<a href="mailto:mariagrammatika@yahoo.gr">mariagrammatika@yahoo.gr</a>
11	Kaliris, Andronikos	National and Kapodistrian University of Athens	 Greece	 Greek	<a href="mailto:akaliris@ppp.uoa.gr">akaliris@ppp.uoa.gr</a>
12	Kulcsar, Viktoria	Doctoral School, Babes- Bolyai University	 Romania	 Hungarian	<a href="mailto:viktoria.krizsan@gmail.com">viktoria.krizsan@gmail.com</a>
13	Mir Ghaffari, Doris	University of Applied Labour Studies, Mannheim	 Germany	 German	<a href="mailto:doris.mir-ghaffari@freenet.de">doris.mir-ghaffari@freenet.de</a>
14	Motlova, Veronika	University of Economics in Prague	 Czech Republic	 Czech	<a href="mailto:veronika.motlova@vse.cz">veronika.motlova@vse.cz</a>
15	Robinet, Marie-Line	CNAM Paris	 France	 French	<a href="mailto:marieline.robinet@gmail.com">marieline.robinet@gmail.com</a>
16	Sanou, Siaka	CNAM Paris	 France	 Burkina Faso	<a href="mailto:do_siak@yahoo.fr">do_siak@yahoo.fr</a>
17	Staunton, Tom	University of Derby	 England	 British	<a href="mailto:T.Staunton@derby.ac.uk">T.Staunton@derby.ac.uk</a>

18	Terziyska, Tanya	Sofia University	 Bulgaria	 Bulgarian	<a href="mailto:tanyaterziyska@gmail.com">tanyaterziyska@gmail.com</a>
19	Tetteri, Mikaella	National and Kapodistrian University of Athens	 Greece	 Greek	<a href="mailto:miktetteri@yahoo.gr">miktetteri@yahoo.gr</a>
20	Tsalouchou, Ariadni	National and Kapodistrian University of Athens	 Greece	 Greek	<a href="mailto:ariadtsa@gmail.com">ariadtsa@gmail.com</a>

### PARTICIPANTS NOT ENROLLED IN PHD PROGRAMME YET

	Family Name	Affiliation	Country	Nationality	E-mail
1	Papaioannou, Spyros	European University Cyprus	 Cyprus	 Greek	<a href="mailto:sp175132@students.euc.ac.cy">sp175132@students.euc.ac.cy</a>
2	Skoulaki, Maria	National and Kapodistrian University of Athens	 Greece	 Greek	<a href="mailto:mskoulaki@careerfocus.gr">mskoulaki@careerfocus.gr</a>

## ***GENERAL INFORMATION ABOUT YOUR STAY IN ATHENS, GREECE***

### **Athens**

Often referred to as the cradle of Western civilisation and the birthplace of democracy, Athens is one of the world's oldest cities, with its recorded history spanning over 3,400 years. In modern times, Athens is a large cosmopolitan metropolis and central to economic, financial, industrial, maritime, political and cultural life in Greece. Athens is, also, one of the biggest economic centers in southeastern Europe. Piraeus, its port, is the largest passenger port in Europe, and the second largest in the world, while the urban area of Athens (Greater Athens and Greater Piraeus) has a population of 3,090,508 (in 2011) over an area of 412 km<sup>2</sup>.

The heritage of the classical era is still evident in the city, represented by ancient monuments and works of



art, the most famous of all being the Parthenon, considered a key landmark of early Western civilization. Additionally, the city retains Roman and Byzantine monuments, as well as a smaller number of Ottoman monuments. Athens is home to two UNESCO World Heritage Sites, the Acropolis of Athens and the medieval Daphni Monastery. Landmarks of the modern era, dating back to the establishment of Athens as the capital of the independent Greek state in 1834, include

the Hellenic Parliament and the so-called "architectural trilogy of Athens", consisting of the National Library of Greece, the National and Kapodistrian University of Athens and the Academy of Athens. Athens is also home to several museums and cultural institutions, such as the National Archeological Museum, featuring the world's largest collection of ancient Greek antiquities, the Acropolis Museum, the Museum of Cycladic Art, the Benaki Museum and the Byzantine and Christian Museum. Since 2004, the newly-inaugurated Archaeological Promenade, a 2.5-mile long, pedestrian-only, tree-lined walkway skirting the foot of the Acropolis and linking all the city's major archaeological sites, has made the city center infinitely more walkable and reduced the notorious traffic congestion and exhaust fumes. In 2017, the National Museum of Contemporary Art (EMST) and the Stavros Niarchos Foundation Cultural Centre opened - both venues are on Syngrou Avenue, connecting the city centre to the coast, where you'll also find the Onassis Cultural Center, which was inaugurated back in 2010.

Nevertheless, visitors do not come to Athens just for the ancient monuments. Despite the current economic crisis, contemporary Athens boasts one of the most happening nightlife scenes in Europe, which now centers on the urban-chic bars and cafés between Syntagma and Monastiraki (at the foot of the Acropolis), and the up-and-coming neighborhood of Metaxourgion, known for its art galleries and hip eateries. And somewhat surprisingly, more and more new bars and restaurants keep opening, even in times of strife.

Beyond Athens, down the Attica peninsula, are more spectacular antiquities, such as the Temple of Poseidon at Sounion, as well as very good beaches, such as those near historic Marathon.

## Food

a. Lunches:

There are many restaurants in Athens. Here is a recommendation: Lunch can be taken at the University restaurant “Kapodistriakon”, which is located in the “Kostis Palamas” building (48 Akadimias street and Sina). Lunch costs vary between 13-17 euros.

b. Dinner:

Dinners on the 13th and 14th of June will be organized by the NKUA and PEPSAEE accordingly. The other days you are welcomed to try one of the many restaurants that are in the center of Athens. In most restaurants the costs vary between 12 to 25 euros.

## Transportation

Getting to/from the Athens International Airport and the city center, located about 20 km (12 miles) east can be achieved via:

- Metro: Take Metro Line 3 (Aghia Marina – Douk. Plakentias - Athens International Airport), which connects the Athens airport with the city center. Trains run every 30 minutes, 7 days a week from 6:30 a.m. to 11:30 p.m. The trip from/to the Airport to Syntagma station (Athens center) lasts 40 minutes. Ticket costs 10 euros.
- 24-hour express buses: EXPRESS Bus routes connect directly the Athens (city center & greater area) and Piraeus (port) with the Athens International Airport (AIA) “Eleftherios Venizelos”. Service is provided on a non-stop basis seven days a week including holidays (24/7 operation). The bus to Athens center is “X95: Syntagma- Airport”. The trip from/to the Airport to Syntagma station (Athens center) lasts 60 minutes. Ticket costs 6 euros.
- Taxi: Taxis are available at the designated Taxi waiting area located at Exit 3 of Arrivals Level. A taxi from the airport to the city center (inner ring) costs a flat rate of €35 from 5:00 a.m. to midnight, and €50 from midnight to 5:00 a.m.

## Good to Know

- In September, the temperatures fluctuate between 20° and 29°C (but it can also get as cold as 15°C and as hot as 35°C).
- The language spoken is Greek. In the touristic areas, there will usually be English-speakers.
- Taxis Service: 18180/ 18300/ 18222
- Ambulance: 166
- Police 100
- Tourist Information Centre: 26A Amalias Avenue, Tel. +2103310392, +2103310716
- Web: <http://www.athensinfoguide.com> , <http://www.thisisathens.org/>