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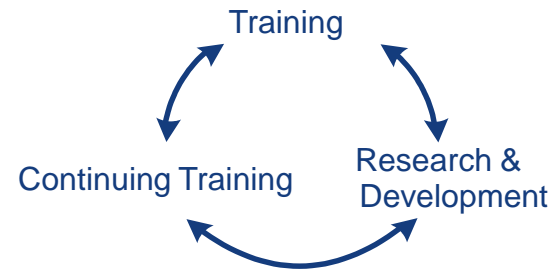
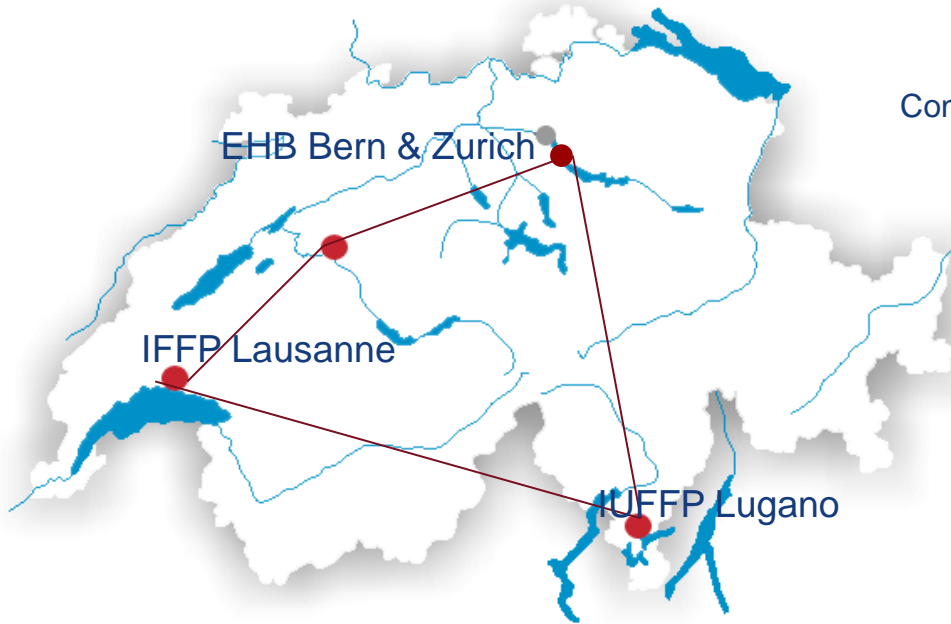
Anticipation Dynamics in Professional Development Consulting in France



Dr Deli Salini - Senior researcher
Department Research & Development - SFIVET

Overview

- SFIVET in Switzerland
- Context of research
- Theoretical and methodological framework
- Results
- Perspectives



- Swiss governmental centre of competence for teaching and research in VET
- Part of Federal Department of Economic Affairs, Education and Research (EAER)
- A staff of 180 professionals in Lausanne, Lugano and Bern/Zurich



Part of research project addressing the issue of anticipation in counseling practices.

Funded by the Swiss National Science Foundation (SNSF) & conducted in conjunction with the French university AgroSUP Dijon (Research Unit: Professional Development and Training)

AIMS

What elements facilitate or hinder advice in relation to adult education from the perspective of anticipation

TO

- develop training for counsellors
- identify the contributions of consulting practices in adult education

Conseil en evolution professionnelle (CEP) / PROFESSIONAL DEVELOPMENT CONSULTING (PDC).

Form of counselling available to all employees free of charge since 2014 in France. Gives everyone the opportunity to take stock of his/her professional development and to identify ways to achieve the required degree of diversification or change.

Situated cognitive anthropology

(Theureau, 2006)

ENACTION

Cognition emerges from the asymmetric codetermination between individual and environment (*Maturana e Varela*)

SEMIOSIS

Continuum process of meaning building through cognitive activity (*Peirce*)

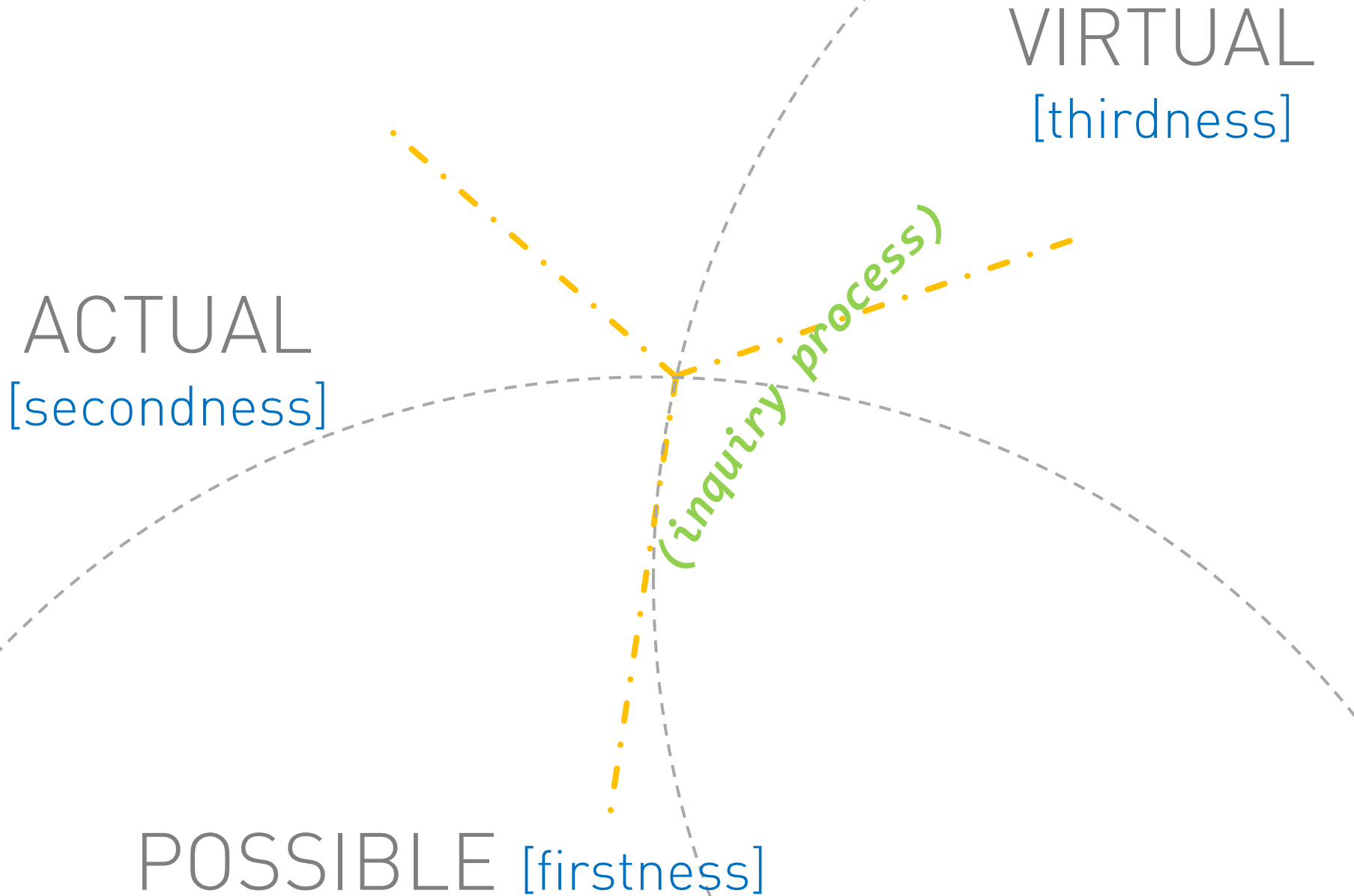
PRE-REFLEXIVE CONSCIOUSNESS

Each activity involves a perception of oneself in the process of acting, or lived experience (*Gallagher & Zahavi, Theureau*)

Human activity as object of study and conception, considering the process of building meaning

Semiological perspective on anticipation

(Peirce/Theureau)



Method

Data collecting

- **Ethnographic perspective:** ethical approach & gathering data *in situ* (field notes, audio recording).
- **Pre-reflexive consciousness perspective:** encourages the *re-enactment* of past activities through self-confrontation interviews: *what were the actions, focalizations, interpretations and feelings in the situation?*

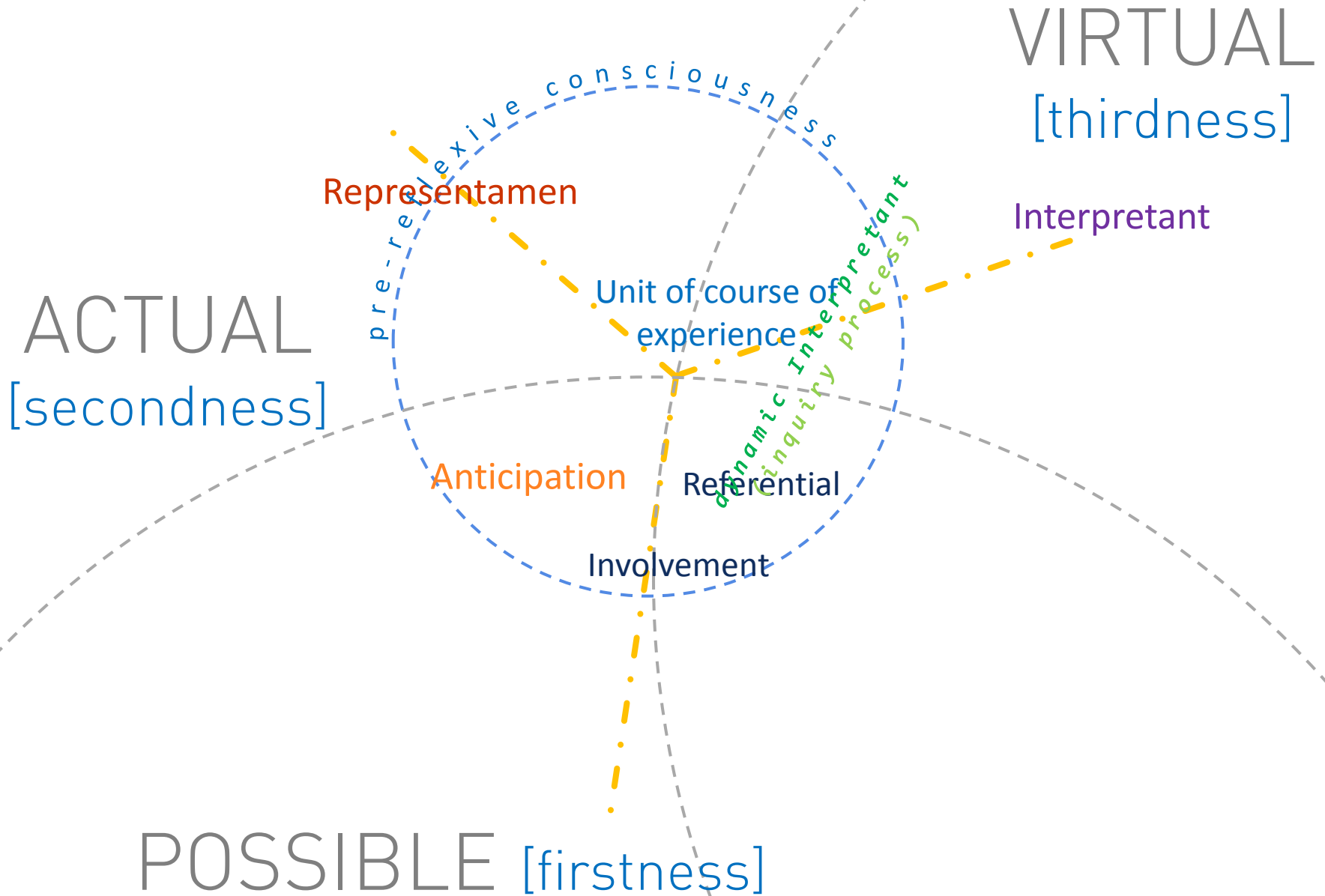
15 PDC counsellors working in the French administrative region of Burgundy

Data processing

- **Semiological perspective:**
 - a. Study of the components of three dimensions of experience of the actors.
 - b. Identification of the meaning building process (individual and collective)

Céfai, Gallagher & Zahavi, Gallese, Salini, Theureau

Categories of experience analysis (Peirce/Theureau)



PDC as an anticipation context

Users

- go beyond predictable patterns that keep the future rigid and create new configurations of oneself and one's own activity

PDC
counsellors

- help shape these configurations by keeping an open mind to various possibilities, taking care not to carry the person in his/her search for solutions and understanding that outcomes are always uncertain

PDC facilitating a life transition, one that has been imposed on someone (e.g. unemployment), or one that the person has chosen due to dissatisfaction with the current situation

Adults in an inquiry process

Men and women at a crossroad in their lives:

- Wishing to improve and/or anticipate various developments of their situation.
- Taking stock of what they have achieved thus far and consider various options.
- Looking for something new, that will take them beyond their current boundaries, whether it be in terms of time, their age, or even a situation in which they feel trapped.
- Positioned at different points along the inquiry path (from uncertainty to a new convictions) marked by recursive doubts, questions and hypotheses.



MIMETIC

Enables a person to feel understood as a unique individual

DIALOGICAL

Allows a person to move through the investigative process by externalising his/her internal dialogue

FICTIONAL

Allows the two parties to co-construct realistic scenarios of possible future horizons

Lifelong learning and advice to adults

A new vision of advice for adults besides the concepts of employability and adaptability, toward a new vision of adults, who are not just looking for a job, or need "a helping hand". (Cedefop 2011, Mayen 2015)

Counselling process

- taking care of specific needs of users, considering multiple factors (not only rational ones) that influence decision-making, such as:
 - personal satisfaction
 - presence of social networks
 - degree of hope felt by individuals
- supporting inquiry process and decision-making
- searching for and selecting relevant information (taking time to explore and process it)
- opening up new scenarios for the future, beyond statistical previsions.

Users

- with various intentions and commitments that have to be managed
- need guidance and support during all kinds of transition periods

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**Thanks for
your attention**

deli.salini@iuffp-svizzera.ch