Use of Solution Focused Approach in Support for Re-employment

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ABSTRACT. In this study, I discuss the effectiveness of solution focused approach in support for re-employment through the case. The client in this case hoped for re-employment while feeling the social anxiety and lost confidence from the unemployment experience of happening one after another. In this case, therapist expanded the solved image the client told. That was empowerment leading to re-employment. The client has begun to imagine actuality different from now through a miracle question. This talk was expanded by the method with the effective humor. That promoted the client talking solved images. That was “Hope and possibility” in the job-hunting for the client. That supported client's re-employment. It is suggested that it is effective to use solution focused approach in support for re-employment.

KEY WORDS: solution focused approach, support for re-employment, solution building r, miracle question, utilization

Problem and purpose

It said that it's difficult that we achieve ego identity by diversification of a sense of values and a cause of depression, internationalization and becoming highly information-oriented. And it's difficult to be aware of the work to wish, and it's also difficult to be engaged in the work to wish.

In a working environment of such modern society, we have to choose a turn and a new route according to the situation.

The psychological support in re-employment is charged with the important role in such modern society. In the solution focused approach, there is a principle "Strong orientation to present and the future" (Berg & Miller, 1992).

There is "Miracle question" in one of the questions that turn eyes of the client from "Past and problem" in the direction of "Future and solution", and it is assumed that it is the most important question in solution focused approach (Berg & Miller, 1992). Because the client turns feelings in the future, the client can be transformed from the image of painful life to the image of good life. It becomes "Empowerment". It is most important present "Vision of hope and the possibility" from the therapist to the client (Berg & Miller, 1992).

Then, the purpose of this study was to have examined the effectiveness of solution focused approach that supported re-employment through the case.

Outline of this case

The client of this case was 27-year-old woman.
After graduating from a college of gardening, she got a job in a plant shop. She worked there for 3 years. However, she retired independently because the working condition had deteriorated by the store amalgamation. Afterwards, she got a job in the clerical work for social stability. However, she was made to retire because of financial difficulties of the company (work years about one year). Next, she got a job in the clerical work of another company. However, the company went bankrupt by the scandal of the company, and she became the unemployed (work years about one year).

Afterwards, she got a job in the clerical work. However, she was made to be going to retire in three months (probation). She appealed for the waning confidence to a full-time employment in the current experience though she understood the importance of getting to a full-time employment. And she wished the part-time employment and the part-time job.

She felt the conflict, the remorse, and the self-loathing.

**Passage of this counseling**

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She felt that the interpersonal relationship in the office was difficult because confidence had been lost by the resignation that happened one after another. She felt the damage feeling that surrounding people thought her to be hateful.

The therapist accepted her and did the miracle question. Then, she said "I will be holding out to something. I will become all-out the improvement of me like work, study, and beauty, etc. I will be such a person who is positively alive. I'm not doing anything to improve myself."

The therapist said. “You notice, ” I'm not doing anything to improve myself " . You try to improve yourself. Therefore, you came here for the counseling. You are not "Person who is not doing anything to improve” already.

The therapist did such a reframing, and ended the counseling first time.

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Two weeks later from last time

She reported the job hunting to find employment in the clerical work. Therapist accepted and asked her "How did you work for a long time at a plant shop? (Than other workplaces)" "By what kind of motive did you quit the plant job and take a clerical job?". She said "I felt worth doing and the pleasure in plant work. But when I consulted a friend, the friend said “Plant work is unstable, the work of a clerical job is stable”.

And therapist expanded an image in a last miracle question according to her work. Then she said "I'd work with commitment and pride" "I'd look for work besides the clerical job happily" "I don't have to be able to earn much money" "I think it was such feeling relatively when working at a plant store". Therapist gave the task which "inflates the image which became happy" for her (She named this task” delusion talk" while including the positive meaning). Therapist also gave more task "observing myself carrying on job hunting of a clerical job" for her.
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Two weeks later from last time
She reported "I applied for work of traditional arts and crafts and work of forestry, it was declined because of lack of experience and allergy". She said "I noticed from a last task. The clerical job is stable, but technical technology of a clerical job is also requested. A clerical job isn't the work fit for me finding only the stability. The work I desire needs an effort. And it's serious until that becomes stable. But I'd like to be the latter. I'd like to do the work to feel a heart". Therapist gave task for her "Inflating more delusions and making the delusion reflected actually" (do more).

One week later from last time
She said that I noticed through a last problem "I'd do the work appreciated from people" "I'd do the work to give peace of mind to customer's heart" "I'd do the work with which not the work to purchase money, but money comes" "I'd do work on a plant relation" "I'd like to be beautifully (I improve myself, and would like to do the life-style which isn't disrespected.)".
Therapist accepted and said her "Next time, let's do" delusion talk" about your behavior in detail for you to take a step forward more than now".

One week later from last time
She said that I hesitated about whether I applied to front business of the long-established store Japanese-style hotel in the hot spring town.
Therapist noticed that there are training in 3 months and a guidance period to do this work.
Therapist recommended her to enter for the work. The aim of therapist was that she has guidance of the interpersonal relationship she doesn't like from a professional of service for 3 months. Therapist advised her to have the job interview which relaxed.

Two weeks later from last time
She said "Though it was a job interview, The interviewer explained work one-sidedly". The interviewer would explain business to her subject to the adoption. But she told the interviewer negatively. Continuously, she said negatively "in a front, only man" "An entrance lobby is dirty" "A luxurious flower was displayed, but, it withered up". Therapist changed her remarks using re-framing "When being dangerous, a man protects" "There are no complicated human relations peculiar to lady" "That's worth doing for you who like a plant" "It may be the viewpoint which doesn't notice a man" And therapist praised her "You were observing variously, and it's wonderful".

After that, therapist asked her about good points of the Japanese-style hotel. Then she responded, "A personnel system is clear." "Nature in a base-court is beautiful."
far. Therapist said to her, "If you won't get to the full-time employment, you should think it was study of an interpersonal relationship. And let's exert ourselves together." And counseling was a finish just in case.

Developmental report  200X.11.>

Two months later from last sessions

She has come to the counseling room to greet 2 months later. She seemed happy and reported it "I think that I'm turning to service work. Thank you very much for making them notice" "I got 3 thank you letters from a customer over 1 month" "Because I like forestry, the heavy baggage progress and bug extermination are easy for me. Therefore I receive high evaluation" "I'm working happily every day because I also concern management in a garden and a flower arrangement at the front".

2 months later, she has come to the counseling room in a greeting again. Her hairstyle, clothes and make-up changed very much (A dark and serious impression changed completely). And she reported that she got the full-time employment.

Discussions

In this case, therapist expanded the solved image the client told. And the power to the client's change was supported by embodying that the client told. That was the empowerment which leads to re-employment. The client has begun to imagine actuality different from now through a miracle question. This talk was expanded by the method with the effective humor (delusion talk). That promoted that the client talks solved images. That was "Hope and possibility" in the job hunting for the client. The "Hope and possibility" led the client to forestry and hotel work. That supported client's re-employment.

In solution focused approach, a therapist rarely judges client’s want and wish (Berg & Dolan, 2001). Instead, a therapist does the question into which a possibility of the client is expanded, not to restrict the client's choices. This is said to be "leading from one step be-hind". The therapist didn't demand "To take a clerical job." "Work on a plant relation." "To become a regular member." from a client. The therapist didn't deny client's clerical job wish and made an effort toward client's expansion of a solved image and embodiment of the image. I think that was " leading from one step be-hind " for the client. I think the stance which expands a possibility of the client was the empowerment for client's re-employment.

In solution focused approach, it’s said that the client often leads a solution independently by the future vision which makes a client satisfied will be the real vision (de Shazer, 1985).

Moreover, in solution focused approach, it’s said that If seeming able to use a change before counseling and success in the past, a day of miracle can be carried out easily (Berg & Miller, 1992). In other words, there is important meaning that a client should expand "success in the past".

In re-employment support, I think client's resume is "treasure house of the difference" and "treasure house of false solved circulation". Or it's said that it's one of the valuable resources
which can find success in the past. I think this utilization (attention to the difference) is effective in re-employment support by solution-focused approach.

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