

斜槓工作經驗對諮商心理師的專業認同發展之敘說研究

學生：蔡季蓉

指導教授：陳志賢 博士

國立臺南大學諮商與輔導學系碩士班

中文摘要

本研究旨在探討斜槓工作經驗對諮商心理師的專業認同發展之影響。本研究採用質性研究之敘說研究，邀請四位具有斜槓工作經驗兩年以上的諮商心理師，進行半結構深度訪談，並以「整體－內容」之分析方法進行資料整理與分析。研究結果如下：

一、 諮商心理師從事斜槓工作模式的動機，可分為「內在一外在」、「預期－非預期」構成的四個象限；且動機會因個人特質而有不同的落點。

(一) 內在動機包含：「自我實現與自我效能感」、「平衡發展不同的角色任務」、「健康的工作型態」、「發展社會興趣」、「自我照顧」。

(二) 外在動機包含：「經濟收入」、「具備外在發展條件」、「完成社會角色期待」。

(三) 動機具有預期與非預期性，會因為對個人的意義有所改變，而改變動機原先的內在或外在傾向。

(四) 對動機具有影響性的特質包含：「積極的態度和行動力」、「多元發展」、「樂於探索」、「內省覺察」、「自我肯定」、「對界線變化敏感但自在」、「理性、務實」、「擁抱偶然的彈性、非目的取向」、「明確且堅定的生涯信念」、「因應變化、轉化挫折的心理韌性」。

二、 斜槓工作經驗對在不同的諮商發展階段，對諮商心理師專業認同有不同的影響。

(一) 不同的諮商發展階段展開斜槓工作也具有不同的意義。

(二) 不同的斜槓路徑對諮商心理師專業認同的形塑略有不同，但三種斜槓路徑都能讓諮商心理師感受到在多元領域的價值，對不同的工作專業認同皆有增強之效。

(三) 不同的斜槓組合對諮商心理師專業認同的影響沒有明顯的差異性。

三、 不論斜槓工作為諮商心理師創造的是實際或無形的價值，它都能將其影響透過諮商心理師間接的提供於諮商工作型態中。

(一) 斜槓工作模式對諮商專業工作具有啟發性亦有挑戰性

(二) 現行的斜槓工作組合並不完全適用於諮商心理師，但就廣義的定義而言，不同類型的斜槓組合對諮商工作型態的影響依然有其區別性

最後，根據以上研究結果對未來想從事或正在從事斜槓工作模式的助人工作者、諮商專業教育人員與培訓機構及對相關主題有興趣的研究者。提供相關建議。

關鍵字：諮商心理師、斜槓、專業認同

The Narrative Research of the Impact of Slash Career Experience on the Professional Identity Development of Counseling Psychologists

Student : Ji-Rong Tsai

Professor : Chih-Hsien Chen

Master's Program of Counseling and Guidance, National University of Tainan

Abstract

The purpose of this study was to investigate the impact of slash career experiences on the professional identity development of counseling psychologists. This research employs a qualitative narrative approach, involving semi-structured in-depth interviews with four counseling psychologists who have over two years of slash career experience. Data organization and analysis are conducted using the "holistic-content" narrative analysis method. The findings of the study are as follows:

1. The motivations for counseling psychologists engaging in a slash career model can be categorized into four quadrants formed by the axes of "internal-external" and "expected-unexpected," and these motivations vary based on individual characteristics.
 - (1). Internal motivations include: "self-actualization and self-efficacy," "balancing different role tasks," "healthy work patterns," "developing social interests," and "self-care."
 - (2). External motivations include: "economic income," "availability of external development conditions," and "fulfilling social role expectations."
 - (3). Motivations can be both expected and unexpected, changing from their original internal or external tendencies depending on their significance to the individual.
 - (4). Traits influencing intrinsic motivations include: "positive attitude and initiative," "diverse development," "enjoyment of exploration," "introspection and awareness," "self-affirmation," "comfort with changing boundaries," "rationality and pragmatism," "embracing flexibility and non-purpose orientation," "clear and firm career beliefs," and "psychological resilience to adapt and transform setbacks."
2. Slash career experiences have varying impacts on the professional identity of counseling psychologists at different stages of their career development.
 - (1). Engaging in slash careers at different stages holds distinct meanings.

- (2). The impact of different slash career paths on the professional identity of counseling psychologists varies slightly, but all three paths enable them to recognize their value in diverse fields, thereby enhancing their professional identity in various areas.
 - (3). There was no significant difference in the impact of different slash career combinations on the professional identity of counseling psychologists.
3. Whether slash careers create tangible or intangible value for counseling psychologists, they can indirectly influence the counseling work model.
- (1). The slash career model presents both opportunities and challenges to the counseling profession.
 - (2). Current slash career combinations are not entirely applicable to counseling psychologists, but broadly defined, different types of slash career combinations still have distinct impacts on the counseling work model.

Finally, based on the findings of this study, recommendations are provided for future practitioners, counseling education personnel, training institutions, and researchers interested in related topics who wish to engage in or are currently engaged in slash career models.

Key word : Counseling psychologists 、 Slashie 、 Professional Identity