

# ● IMMIGRANT COMPLEXITY

../../., Intellectual Output 3 (IO3), Assoc. Prof. Dr. Salim ATAY

Introduction to the module



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# LECTURERS



# INTRODUCTION

The aim of the module

# ● Reality 1

The motivation for getting education or being employed is an important sign of a refugee's belief for a better life, improving his life circumstances and wellbeing



" Being able to realize their personal potential in the labor force is a significant factor in successful integration of immigrants/refugees (UNHCR, 2002)"

# ● Reality 2

"Without employment, refugees risk becoming trapped in a cycle of social and economic marginalization affecting not only them but possibly future generations and also the host country's society "

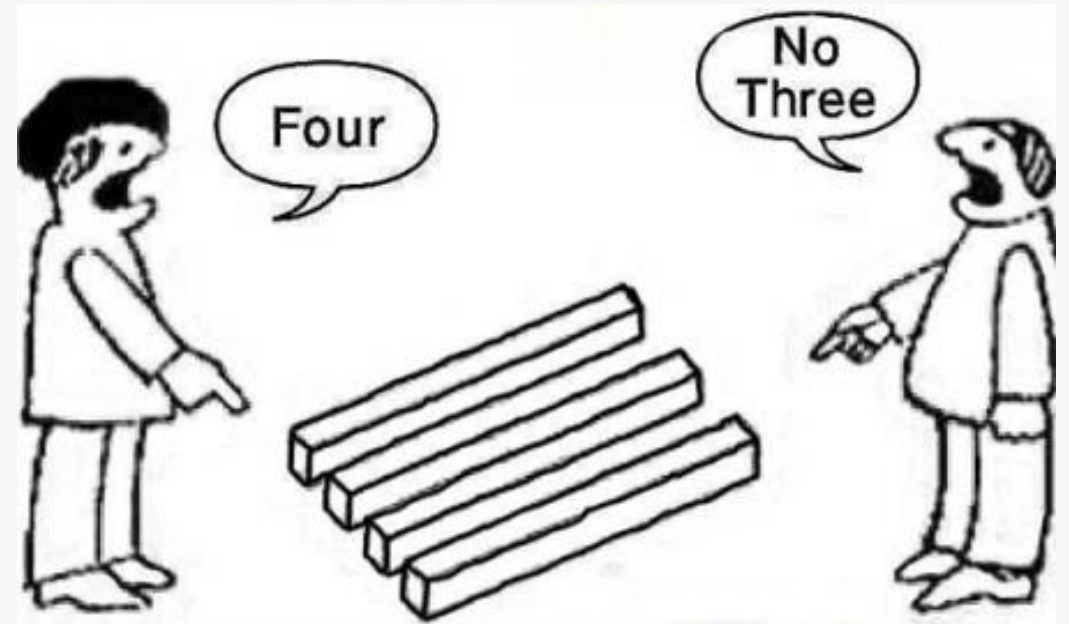
(UNHCR, 2002)





# Reality 3

Migrant/refugee counselees view, perceive and believe differently as they are coming from very different cultures and had different experiences



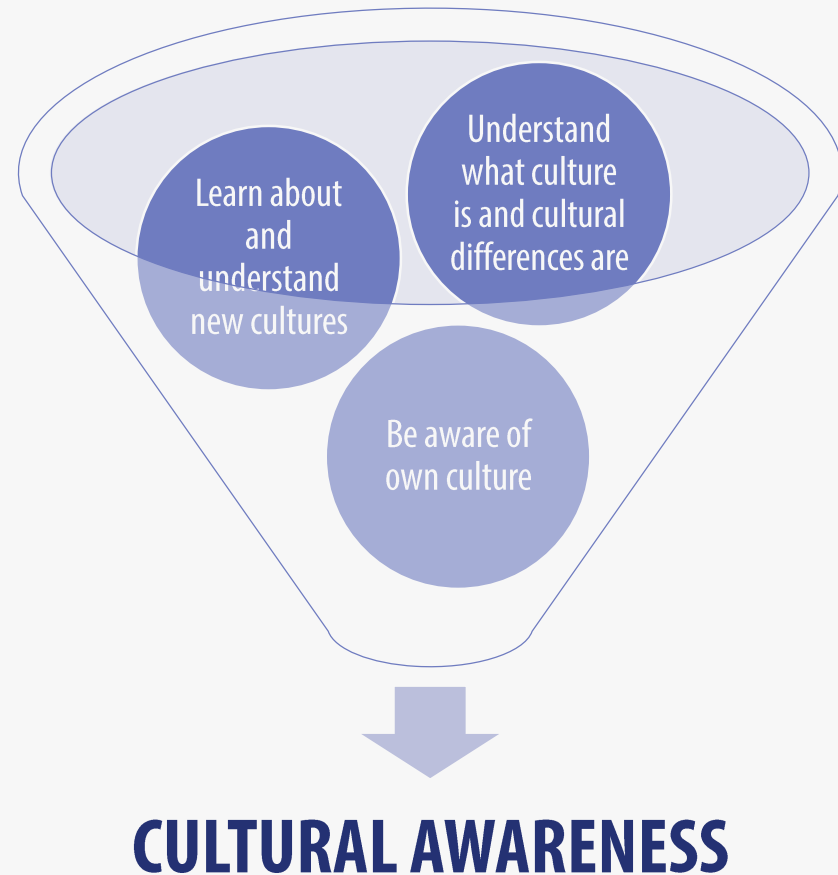


# In Order to Develop Cultural Awareness

## Career counsellors

1. need to understand what culture is and cultural differences are
2. be aware of their own culture
3. learn about and understand a new culture

**Thus,** they can be aware of and ready for the role of cultural differences on labor market integration





# ● Counselors' Intercultural Competence

Three main factors determine whether a counselor has intercultural competence or not

1. Counselor's cultural self-awareness
2. Understanding cultural differences
3. Ability to develop culture-sensitive methods for counselees

# 1. Counselor's Cultural Self-awareness

Refers to self-perception of career counselor about his values, personal limitations and beliefs



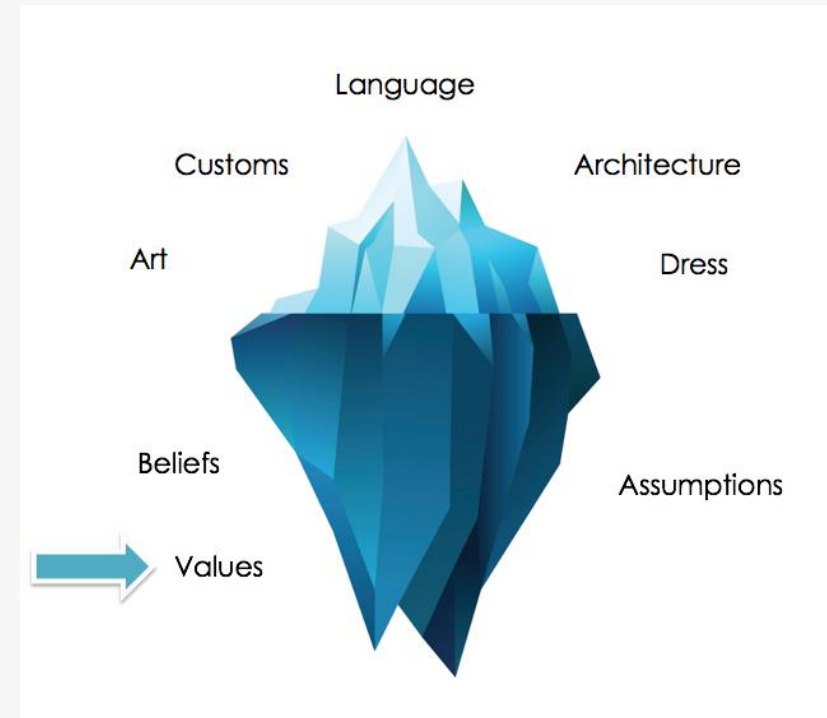
=> This competency is very valuable for making adjustments in career counseling due to the different cultures



## 2. Understanding Cultural Differences

Understanding cultural differences means understanding different world views, human behaviors and biases of counselee from different cultures

=> helps counselor to deal with different types of cultures



### 3. Ability to Develop Culture-sensitive Methods for Counselees

Career counselor is expected to develop best-fit strategies and recommendations for counselees according to their cultural values



# CRITICAL NOTE



Career counsellors are not expected to work like cultural experts. However, they need to understand counselees for having a sustainable and effective communication



=>Thus, the first aim of career counseling is:

**understanding the previous experiences and current situation of the counselees and then motivating them for building a new life**

# GROUP DISCUSSION

1

WHAT IS CULTURE

3

WHAT ARE THE COMPONENTS OF CULTURE

2

WHAT ARE THE CHARACTERISTICS OF CULTURE

4

HOW IT FUNCTIONS IN DAILY LIFE



**Thank you for the  
Attention.  
Questions?**

[satay@itu.edu.tr](mailto:satay@itu.edu.tr)  
[gulmezn@itu.edu.tr](mailto:gulmezn@itu.edu.tr)