

LEISURE IN YOUR CAREER
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The author has prepared the following ideas based on the general theme of "Expand Your Alternatives". The ideas were designed to expand awareness of leisure options and to overcome self-limitations that often reduce the enjoyment of leisure in career.

Work and leisure are cultural outlets for self-expression. Individuals experience career self-realization and enjoyment relative to the degree in which they implement their self-concepts in work and leisure roles. Individuals whose self-expression is completely or partially thwarted by their participation in incongruent work roles are still free to be themselves in the leisure hours. Unemployed or retired individuals can achieve all the functions of work except income through leisure opportunities for energy expenditure, affiliation, status, identification, and self-expression. Workers whose occupational roles correspond to their identities may augment life satisfaction through purposeful leisure. The following activities were designed to expand awareness of self-realization opportunities in leisure pursuits through a series of orientation, motivation, exploration, and implementation exercises which may be used singly or in sequence.

I. LEISURE ORIENTATION ACTIVITY

Activity: Exploring Leisure Attitudes

Purpose: To promote heightened awareness of leisure options for self-expression through a stimulus designed to encourage reflection upon the personal salience of work and leisure.

Description: Individuals will consider the degree to which work and leisure are personally incorporated as identity outlets.

1. Introduce participants to the activity.
2. Distribute Incorporation Worksheets (See Table A for sample of worksheet) and direct participants to reflect upon their work. Next ask them to characterize work as best they can by rating their idea of their work from "one" (not at all descriptive) to "seven" (very descriptive) on the adjectives listed on the worksheet. They should record their ratings in the column headed "1".

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3. Repeat step two for column "2" replacing "leisure" for "work" in the directions.
4. Repeat the directions in step two for column "3" using "self" in place of "work".
5. Ask participants to determine the absolute difference in ratings for each adjective in columns "1" and "3" and record the difference for each adjective in column "4". Do the same with columns "2" and "3" and record the differences in column "5". Finally, compute a column total for column "4" and then "5".
6. The sum of column "4" suggests how extensively work is personally incorporated as an identity outlet while the sum of column "5" reflects how extensively leisure is personally incorporated as an identity outlet. See Table A for a sample of a completed worksheet.
7. Comparison of these totals can be taken as a starting point for reflection and discussion concerning the role of leisure in career as perceived by each participant. Sharing of scores and personal interpretations of scores by each participant, combined with group interchange, can be particularly productive in raising consciousness of the role of leisure in one's life.

Table A
SAMPLE COMPLETED WORKSHEET
INCORPORATION WORKSHEET

	1	2	3	4	5
1. PHYSICAL	<u>1</u>	<u>6</u>	<u>2</u>	<u>1</u>	<u>4</u>
2. REFLECTIVE	<u>7</u>	<u>3</u>	<u>7</u>	<u>0</u>	<u>4</u>
3. CREATIVE	<u>5</u>	<u>1</u>	<u>3</u>	<u>2</u>	<u>2</u>
4. SOCIABLE	<u>4</u>	<u>1</u>	<u>1</u>	<u>3</u>	<u>0</u>
5. SOPHISTICATED	<u>6</u>	<u>2</u>	<u>4</u>	<u>2</u>	<u>2</u>
6. ORGANIZED	<u>5</u>	<u>3</u>	<u>6</u>	<u>1</u>	<u>3</u>
7. ATHLETIC	<u>1</u>	<u>1</u>	<u>3</u>	<u>2</u>	<u>2</u>
8. ANALYTICAL	<u>7</u>	<u>4</u>	<u>7</u>	<u>0</u>	<u>3</u>
9. SELF-EXPRESSIVE	<u>5</u>	<u>6</u>	<u>5</u>	<u>0</u>	<u>1</u>
10. HELPFUL	<u>6</u>	<u>1</u>	<u>5</u>	<u>1</u>	<u>4</u>
11. WITTY	<u>4</u>	<u>1</u>	<u>6</u>	<u>2</u>	<u>5</u>
12. COOPERATIVE	<u>5</u>	<u>1</u>	<u>5</u>	<u>0</u>	<u>4</u>
13. ACTIVE	<u>1</u>	<u>1</u>	<u>2</u>	<u>1</u>	<u>1</u>
14. STIMULATING	<u>7</u>	<u>7</u>	<u>6</u>	<u>1</u>	<u>1</u>
15. INDEPENDENT	<u>6</u>	<u>7</u>	<u>7</u>	<u>1</u>	<u>0</u>
16. FRIENDLY	<u>5</u>	<u>1</u>	<u>3</u>	<u>2</u>	<u>2</u>
17. EXTROVERTED	<u>5</u>	<u>1</u>	<u>2</u>	<u>3</u>	<u>1</u>
18. PLANFUL	<u>6</u>	<u>5</u>	<u>6</u>	<u>0</u>	<u>1</u>
				22	40

II. LEISURE MOTIVATION ACTIVITY

Activity: Ten Leisure Commandments

Purpose: To encourage self-exploration of leisure motivation and values in order to facilitate insight into dispositions that thwart effective utilization of leisure opportunities.

Description: Ask participants to recall their upbringing and focus on how their parents felt about leisure and work. They may consider the modeling and advice offered by parents and other influential family members. Request that participants crystallize these attitudes and enjoiments into their family's "Ten Commandments" of work and leisure by writing them down.

Seek volunteers to share their major family commandments on energy expenditure and think aloud concerning how these dicta have influenced their lives both as they were growing up and today. If this activity is used in combination with Activity I, have participants consider how this family programming influenced the incorporation of leisure into their lives as an identity outlet. In discussing the family commandments relevance to contemporary leisure attitudes inquire as to how participants have modified the commandments (family programming) into their own commandments (self-programming). Discuss how these attitudes toward leisure conflict with or coincide with attitudes of their significant others (.e.g spouse, children, co-workers) and society (e.g. Protestant work ethic, the "now generation"). The implications of these leisure attitude systems to satisfaction at work, in the home, and around the neighborhood should be explored.

III. LEISURE EXPLORATION ACTIVITY

Activity: Leisure Translations of Self

Purpose: To teach individuals to recognize opportunities for implementing their self-concepts in leisure activities through use of an identity translation technique.

Description: Point out that a popular model of occupational choice suggests that one should translate his/her self-concept into congruent occupational roles. The translation model can be effectively used to generate leisure activities to explore for possible enjoyment.

Use the Incorporation Worksheet from Activity I and direct participants to rate themselves from "one" (not at all like me) to "seven" (very much like me) on the eighteen adjectives, recording their judgments in column "1". (If participants performed Activity I they may use the ratings already recorded in column "3"). The eighteen adjectives represent six typological clusters of leisure outlets. The adjectives representing each cluster are:

ACTIVE 1,7,13	REFLECTIVE 2,8,14
ARTISTIC 3,9,15	SOCIABLE 4,10,16
EXTROVERTED 5,11,7	SYSTEMATIC 6,12,18

Participants should compute the total points they assigned themselves for the three items in each cluster, and then rank the clusters from one through six based upon total number of points. They should make judgments based on self-appraisal to break ties. The ranking may now be used to generate leisure activities for exploration by using the translation model in Table B.

Table B
Leisure Translation Device

<u>CLUSTERS</u>	<u>SELF-DESCRIPTIONS</u>	<u>TRANSLATED INTO LEISURE ACTIVITIES TO EXPLORE</u>
Active	physical athletic active	Leisure permitting one to be "on the go" or engaged in some environmental challenge such as sports, woodworking, auto mechanics, gardening, hunting, fishing, camping, and crafts.
Reflective	analytical stimulating reflective	Leisure permitting one to think, reflect, analyze, or problem-solve such as reading, chess, night school, electronics, model building, and attending lectures.
Artistic	creative self-expressive independent	Leisure permitting one to create or experience beauty and/or freedom such as drawing, writing, photography, sight-seeing, attending plays or concerts, visiting museums, and writing poetry, reading creative literature.
Sociable	helpful friendly sociable	Leisure permitting one to communicate with others and/or to be helpful such as writing letters, talking on the phone, visiting friends, participating in social clubs and events, dancing, partying, volunteering, and reading sociology and psychology.
Extroverted	witty extroverted sophisticated	Leisure permitting one to be recognized, persuasive, influential, or to enjoy "creature comforts" such as driving unique cars, traveling, giving talks, debating, political campaigning, club leadership, and community development projects.
Systematic	organized cooperative planful	Leisure opportunities permitting one to belong, collect, organize, or plan such as heraldry, collecting (e.g. stamps, coins, antiques, beer cans), knitting, club membership, bingo, church sponsored activities, charitable activities, community service projects, and team activities.

Point out that participants should use their imaginations to consider leisure activities that combine outlets for two or three of their top clusters. For example, a sociable-extroverted-systematic leisure activity is community service club (e.g. Rotary, Kiwansis, Lions) leadership; a sociable-reflective-artistic outlet is found in continuing education personal development courses and workshops.

IV. LEISURE IMPLEMENTATION ACTIVITY

Activity: Leisure Day or Directory

Purpose: To provide role models, learning opportunities, and encouragement to those who seek advanced exploration of whether a leisure outlet translates their self-concept or who wish to be initiated into a leisure role/activity.

Description: Imitate "Career Day" procedures to arrange sessions on a variety of leisure pursuits led by enthusiastic exponents and/or compile a resources directory for individuals wishing to be involved in a wide gamut of leisure pursuits. The leisure day/directory can include everything from volunteer opportunities, local and national clubs and organizations, library and continuing education offerings, community recreation outlets, entertainment options, etc.