

IMPLEMENTATION OF SELF-COMPASSION-BASED CAREER LEARNING MODEL TO ADDRESS CAREER ANXIETY IN ADOLESCENTS

Nor Azlinda

Program Studi Pendidikan Profesi Guru Prajabatan, Sekolah Pascasarjana, Universitas Negeri Malang, Malang, Indonesia

*Corresponding author, email: norazlinda0612@gmail.com

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Abstrak Abstract

This research aims to develop a self-compassion-based career learning model to overcome career anxiety in adolescents. The concept of self-compassion is understood as the ability to understand, accept, and feel sorry for oneself in the face of failure, difficulties, and pressure in a career context. This research combines supporting theories that support the relevance of self-compassion in developing career learning models. The proposed learning model includes a description of the model, model components, and integration of the concept of self-compassion. This model is designed to help teens better understand and manage their career anxieties. The components of the model include techniques for developing self-compassion, strengthening problem-solving skills, and introducing the world of work through a supportive approach. Implementing the model in the school environment requires effective strategies, such as training for teachers and counselors, providing the necessary resources, and support from the school and parents. Contextual factors, such as school culture, social support, and educational policies, also need to be considered in implementing this model. The research results show that developing a self-compassion-based career learning model can help teenagers reduce their career anxiety and improve their overall psychological well-being. By implementing this model, it is hoped that teenagers can better prepare themselves to face future career challenges.

1. Introduction

The phenomenon of career anxiety among teenagers is increasing in this modern era. Teenagers often face great pressure in choosing the right career path and achieving high social, academic, or family expectations. (Ahmad Arif 2023) Career anxiety can be a heavy psychological burden for them, resulting in stress, depression, and lack of self-confidence. (Kombado 2021) This condition can hurt the mental well-being and ability of teenagers to plan their future with confidence.

Karsani's statement highlights the importance of career in every individual's life. A career is not just a job but is also an integral part of a person's identity and well-being. (Karsani 2019) In this context, career planning becomes crucial, especially for teenagers who are on the verge of adulthood. Through careful career planning, teenagers can develop a better understanding of their interests, talents, and values, thereby enabling them to make informed decisions regarding the career path they will choose in the future. Thus, career planning not only provides practical provisions for entering the world of work but also helps teenagers in setting clear life goals and achieving success in living adult life.

There has been a lot of research on teenage anxiety. However, several studies, such as those conducted by May Lia Elfina and Devina Andriany regarding the relationship between career self-efficacy and career anxiety in new graduates, (Elfina dan Andriany 2023) as well as research by Muhammad Rezza Septian et al. about the factors that contribute to high school students' tolerance, shows deficiencies in terms of method, sample, and generalisability of findings. about the impact of

the Metaverse on teenagers, (Muslihati dkk. 2023) as well as research by Ismarini Bekt Setiani and Dwitias Titi on the relationship between self-compassion and academic achievement, also has weaknesses that need to be considered.(Setiani dan Titi 2023) A more holistic approach is needed and extensive in the development of a Self-Compassion Based Career Learning Model to overcome career anxiety in adolescents.

In responding to the deficiencies identified in previous studies this research will respond with several. First, this theoretical review can explore in more depth the concept of self-compassion and how a career learning model based on this concept can help overcome career anxiety in adolescents. This can be done by integrating related theories, such as self-efficacy theory, stress theory, and adolescent development theory, to provide a more comprehensive understanding of the problem. Second, this paper can highlight weaknesses in previous research and offer new views on how self-compassion-based learning models can overcome these shortcomings. For example, in addressing sample limitations, this paper could suggest a more inclusive approach, such as using cross-school or cross-city data to broaden the generalisability of the findings.

Thus, this research focuses on three main things. First, exploring the concept of self-compassion can be applied in developing career learning models to help teenagers overcome career anxiety. Second, an analysis of the weaknesses contained in previous research on career anxiety in adolescents, as well as a self-compassion-based career learning model can respond to these shortcomings. Apart from that, this research will also discuss the implementation of a self-compassion-based career learning model in the school environment as an effective solution for reducing career anxiety in teenagers, taking into account various contextual factors that might influence this implementation. Thus, it is hoped that this research can make a significant contribution to the development of career learning theory and practice for adolescents.

2. Method

This research method adopts a theoretical review approach to develop a Self-Compassion Based Career Learning Model to overcome career anxiety in adolescents.(Maghfiroh dan Dewi 2023) This research design will consider various concepts and theories related to self-compassion, career anxiety, and career education for teenagers. The research subjects were teenagers in high school who had significant career anxiety. The instrument used is literature analysis from various sources, including scientific journals, textbooks, and related research reports. (Arifin, 2012) The data collection procedure involves searching and critical analysis of literature relevant to the research topic, (Hans 2021) with a focus on understanding how the concept of self-compassion can be applied in developing career learning models for teenagers. Data analysis was carried out by compiling and evaluating findings from relevant literature, as well as identifying patterns and themes that emerged to form the basis of a self-compassion-based career learning model. Next, this model will be evaluated in the context of implementation in the school environment, taking into account various contextual factors that may influence its effectiveness. Thus, it is hoped that this research can provide a valuable contribution to the development of a career-learning approach that focuses on adolescent welfare.

Results and Discussion

2.1. The Concept of Self-Compassion in the Development of Career Learning Models

2.1.1. Understanding Self-Compassion

According to Diana Savitri Hidayati, self-compassion is about how a person can face, understand, and interpret difficulties as something positive.(Hidayati 2015) Germer also states that self-compassion is the ability to remain open to difficulties without avoiding them. Kristin Neff added that self-compassion includes treating oneself well and accepting shortcomings as something normal.(Kristin Neff 2011) Furthermore, self-compassion is considered the root of happiness, because it allows individuals to search for the meaning behind difficulties and discover previously unrealized potential.

Studies conducted by Kristin Neff and Pommier show that the higher a person's level of self-compassion, the higher his concern for other people. (Kristin Neff 2011) The origins of this concept can be traced to Buddhist philosophy, which emphasizes compassion for yourself before giving it to others. (Hutomo Widhi Rananto dan Farida Hidayati 2017) Self-compassion helps individuals understand themselves and find effective strategies to overcome the problems they face.

Self-compassion involves “embracing” negative emotions with full awareness and a feeling of connection with others. This is different from “self-pity”, where individuals tend to be isolated in their problems. The concept of self-compassion allows individuals to feel connected to other people and realize that difficulties are part of the common human experience. (Kristin Neff 2011) Thus, self-compassion is a person's attempt to feel sorry for themselves while still looking for solutions to problems. difficulties faced, because difficulties are a common thing in human life.

The notion of self-compassion is like the concept of tawakal in Islam, which emphasizes that Allah is the one who resolves the affairs of His people. However, tawakkal is not just surrender but also involves human effort in solving problems before handing them over to Allah SWT. Tawakkal is taken from the word deputy which means handing over all matters to Allah as his representative. This shows human dependence on Allah in resolving affairs. (Basri 2008) According to the Modern Indonesian Dictionary, tawakkal is the next step after someone makes an effort, namely handing over the results to Allah. (Rusandi dan Liza 2017) M. Quraish Shihab explained that tawakal requires effort and surrender to Allah. Faith, Islam, and trust are considered as one unity in Islam. If someone has faith and Islam, then he will put his trust in Allah. (Ghoni 2016)

The concept of tawakal in Islam is also related to qadha and qadar, which refer to Allah's decisions and provisions. Humans are expected to believe that everything that happens is part of qadha and qadar that must be accepted. Tawakal is also related to ridha, which is the result of tawakal. Ridha is the attitude of accepting every event with a willing heart, including disasters and difficulties.

A pleased person usually shows a qana'ah attitude, that is, he feels sufficient with what Allah has given him. According to Hamka, there are five things in qana'ah, including accepting willingly, asking God for more, and not being interested in the deceptions of the world. The Prophet taught that true wealth is the wealth of the soul, not how much wealth one has. (Ghoni 2016) Thus, tawakkul in Islam involves human effort and prayer to achieve the desired goal, by accepting all of Allah's decisions and provisions. Ridha is a form of tawakal, which is reflected in an attitude of qanaah or gratitude.

2.1.2. The Relevance of Self-Compassion in the Development of Career Learning Models

. Self-compassion is a very relevant concept in the development of career learning models because it provides the ability to face oneself with compassion when experiencing problems, failures, or shortcomings. When someone has self-compassion, they can carry out actions such as self-kindness, namely providing support and understanding to themselves; common humanity, which understands that suffering is a natural part of life and does not make a person feel isolated; and mindfulness, which helps individuals stay focused on current experiences without judging or judging themselves. These three components are critical in career development because they help individuals overcome fear, anxiety, and other obstacles that may hinder their professional development. (Alfirdaus 2023)

Self-compassion, a concept involving self-appreciation, understanding the difficulties experienced, and understanding that suffering is part of the human experience, has a significant impact on teacher and student optimism. This optimism is a key element in developing an effective career learning model. Various studies have shown that levels of self-compassion are positively related to higher levels of optimism. Optimism itself influences learning ability and positive thinking, forming a strong foundation for a continuous learning process and successful career development. By strengthening the concept of self-compassion, we not only provide emotional support to educators and students but also help create a learning environment that promotes self-confidence, perseverance, and resilience in facing learning challenges. (Laras dan Aryani 2021) For example,

teachers who have a high level of self-compassion will be able to understand more deeply and reduce feelings of anxiety or hurt in students who experience failure or deficiencies in learning. They will tend to approach the situation with empathy and understanding, helping students to feel heard and accepted. In this way, the learning environment created will be more supportive and safer, which will ultimately create better learning abilities in students. The presence of teachers who can provide appropriate emotional support will help strengthen students' mental resilience in facing learning challenges so that they can develop better academically and emotionally.(Alfirdaus 2023)

Self-compassion not only impacts a person's ability to care for themselves but is also closely related to their ability to advance their career. When someone has a high level of self-care, they tend to be better able to overcome feelings of anxiety and inadequacy, which are key factors in developing a career. By having self-compassion, individuals can build a strong foundation for personal and professional growth, because they are better able to overcome obstacles and explore their potential more boldly in the world of work.(Laras dan Aryani 2021)

Therefore, self-compassion is a relevant concept in developing career learning models, because it influences learning ability, positive thinking, and the ability to develop a career.

2.2. Development of a Self-Compassion Based Career Learning Model

2.2.1. Model Description and Components

The Self-Compassion Based Career Learning Model offers a holistic and sustainable approach to career development. By incorporating the principles of self-compassion, this model recognizes that career success is not only measured by external achievements but also by emotional well-being and personal satisfaction.(Sofian 2014) One of the main advantages of this approach is the focus on building a positive relationship with oneself, which can increase motivation, resilience, and satisfaction in one's career. It also helps individuals to better overcome failures and obstacles, which are a natural part of the career journey.

However, one challenge that may be faced is introducing the concept of self-compassion into a work culture that may tend to emphasize success and productivity without paying attention to individual well-being. Therefore, implementing this model requires strong support from the organization and a work culture that facilitates balanced personal and professional development. This Self-Compassion Model views a career as a complex journey and emphasizes the importance of caring for oneself during the process. (Kristin Neff 2023) In contrast to conventional approaches that often emphasize external success, this approach emphasizes a deeper understanding of oneself and accepting yourself with love. The main components of this model include: (Hidayatin 2019)

1. **Self-awareness:** A deep understanding of personal strengths, weaknesses, interests, and values. This involves deep reflection about ourselves, including understanding what makes us happy and fulfilled at work.
2. **Self-compassion:** Developing an understanding, gentle, and non-judgmental attitude towards yourself in facing failures, shortcomings, or challenges in your career. This involves the ability to provide support to ourselves as we would to others in difficult situations.
3. **Skill-building:** Focus on developing relevant technical and non-technical skills to achieve career goals, while strengthening the courage to take risks and explore new opportunities.
4. **Goal setting:** Helps individuals to set realistic and meaningful goals in their careers, while integrating the principles of self-compassion to overcome obstacles and failures that may occur along the way.
5. **Reflection and Adaptation:** The process of continuously reflecting on career experiences, both success and failure, to learn valuable lessons and adapt career plans according to changes that occur within oneself and the environment.

2.2.2. Integrating the Concept of Self-Compassion

Integrating the concept of self-compassion in various aspects of life is a very positive and meaningful step. This concept expands the mental health paradigm from a focus that was originally centered on problem-solving and achievement, to recognizing universal human suffering and providing self-support with irreplaceable compassion. In the context of personal development, self-compassion can be a strong foundation for sustainable growth, emotional well-being, and happiness.

Integrating the concept of self-compassion also has a big impact on interpersonal relationships. When individuals practice self-compassion, they tend to have a greater ability to provide authentic empathy and support to others. This changes the dynamic of the relationship to one that is more enriching and mutually reinforcing, as there is a deeper understanding of the suffering and hardship experienced by all.

In the workplace, integrating the concept of self-compassion can bring significant benefits in improving employee well-being and an inclusive work culture. When employees feel emotionally supported and appreciated, they tend to be more productive, innovate, and contribute positively to the success of the organization. Additionally, the practice of self-compassion can also reduce levels of work-related stress and fatigue, thereby increasing employee retention and improving the overall work climate.

The importance of integrating the concept of self-compassion is also seen in education. When teachers and counselors pay attention to the emotional well-being aspects of pupils and students, they not only help them achieve better academic performance but also form a strong foundation for holistic growth. Self-compassion enables students to better cope with failure and challenges, and build the self-confidence and resilience needed to face a complex and rapidly changing world.

In the field of mental health, integrating the concept of self-compassion has been proven effective in the treatment of anxiety disorders, depression, and trauma. Practices such as self-compassion meditation, journaling, and self-compassion-based therapy can help individuals expand self-compassion, reduce harmful internal criticism, and increase tolerance for suffering.

In addition, integrating the concept of self-compassion in public policies and non-profit organizations can bring positive changes in society. When policies and programs are designed with individual needs and suffering in mind, they tend to be more effective in redressing social inequalities, combating discrimination, and promoting inclusion. By recognizing and championing the well-being of all citizens, society can become more empathetic and sustainable.

Overall, integrating the concept of self-compassion has broad positive consequences in various aspects of life. It broadens mental health horizons, enriches interpersonal relationships, strengthens inclusive work cultures, increases academic achievement, improves mental health, and promotes social justice. As individuals and as a society, we can take concrete steps to integrate self-compassion into our daily lives, creating a kinder and more empathetic world for everyone.

2.3. Model Implementation in the School Environment

2.3.1. Implementation Strategy

Implementing a Self-Compassion Based Career Learning Model in a school environment requires a holistic and structured approach. The following are some strategies that can be used to integrate this model into the school environment:

1. **Teacher and Staff Education:** Conduct training and workshops for teachers and school staff on the concept of self-compassion, as well as how to integrate it into learning approaches and student counselling. Trained teachers and staff will be good examples for students to practice self-compassion.
2. **Self-Compassion Based Curriculum:** Integrate the concept of self-compassion into the school curriculum, including in subjects such as counseling, mental health, and character education. This can be done through direct learning about self-compassion, as well as through case discussions and reflection activities.

3. **Skills Development Program:** Organizing skills development programs that focus on self-awareness, self-compassion, and goal setting for students. These programs may include training in interpersonal skills, emotion management, and healthy coping strategies.
4. **Building a Supportive Environment:** Creating a school environment that supports the practice of self-compassion, including by providing safe spaces for reflection and emotional support, as well as avoiding an excessively competitive culture that can damage student well-being.
5. **Integrate Self-Compassion in Extracurricular Activities:** Involve the concept of self-compassion in extracurricular activities such as mental health clubs, student support groups, or community service projects that promote empathy and compassion toward oneself and others.
6. **Collaboration with Parents:** Involve parents in the self-compassion approach by holding information sessions and workshops, as well as providing resources to support self-compassion practice at home.
7. **Evaluation and Monitoring:** Evaluate the effectiveness of implementing this model through surveys, interviews, and observations. By monitoring progress and feedback, schools can adjust their implementation strategies to ensure that the model is having a positive impact on students.

By adopting a comprehensive and sustainable implementation strategy, schools can create an environment that supports students' personal growth, emotional well-being, and career success through a Self-Compassion Based Career Learning Model.

2.3.2. Influencing Contextual Factors

Contextual factors play a key role in implementing the Self-Compassion Based Career Learning Model in the school environment. Although the model has the potential to provide great benefits to students, teachers, and school staff, its implementation can be influenced by several factors that need to be considered.

First, the existing school culture can be a determining factor. A school culture that supports growth, well-being, and equality tends to facilitate the application of the concept of self-compassion. Schools that encourage excessive competition or unrealistic standards may hinder the ability of students and staff to adopt self-compassion practices.

Furthermore, school leadership has an important role in influencing the implementation of this model. Principals who support and promote self-compassion as an integral part of school culture can create a supportive environment for staff and students to practice it. Conversely, a lack of support from leadership can hinder efforts to implement this model effectively.

In addition, the resources available at the school can also influence the implementation of the model. Schools with limited budgets may struggle to provide the training, support, or programming necessary to properly introduce the concept of self-compassion to students and staff.

The role of teachers is also very important in the implementation process. Teachers who understand and practice self-compassion can be powerful role models for their students. However, if teachers do not receive sufficient training or support, they may struggle to integrate these concepts into the curriculum and daily interactions with students.

Apart from internal school factors, external factors such as pressure from the national curriculum, standardized tests, and expectations from parents can also influence the implementation of this model. Schools may feel pressured to emphasize academic achievement without paying attention to student's emotional well-being, which may hinder efforts to introduce self-compassion practices.

In dealing with all these factors, schools need to take a holistic and sustainable approach to the implementation of the Self-Compassion Based Career Learning Model. This includes providing

training and support for staff, building a supportive school culture, allocating adequate resources, and strengthening partnerships with parents and communities to ensure that student well-being is a top priority. Thus, this model can be implemented effectively and provide significant benefits for all parties involved in education.

2.3.3. Solutions Offered

To overcome contextual factors that influence the implementation of the Self-Compassion Based Career Learning Model in the school environment, several solutions can be considered:

1. **Building a Supportive School Culture:** Principals and administrative staff can work together to build a school culture that prioritizes the well-being of students and staff. This can be done through counseling, group discussions, and training to help all members of the school community understand the importance of self-compassion in achieving educational goals.
2. **Training and Professional Development:** Schools can allocate resources to provide training and professional development for teachers and staff on the concept of self-compassion and how to integrate it into daily practice in the classroom and in interactions with students.
3. **Holistic Curriculum Approach:** School curricula can be revised to include learning about self-compassion and related social-emotional skills. This may include the development of lesson modules, extracurricular activities, or project-based learning approaches that strengthen the understanding and practice of self-compassion.
4. **Increased Parental Involvement:** Schools can work closely with parents to increase their understanding of the importance of emotional well-being in their children's education. This can be through seminars, group discussions, or parent education programs that focus on self-compassion and supporting skills.
5. **Utilization of External Resources:** Schools can form partnerships with non-profit organizations or experts in the field of mental health to obtain additional resources and support in implementing the self-compassion model. This may include providing additional counseling services or workshops for students and staff.
6. **Continuous Monitoring and Evaluation:** Schools can carry out ongoing monitoring and evaluation of the implementation of the self-compassion model, by identifying new challenges and opportunities that arise. By taking into account feedback from all stakeholders, schools can continue to improve and strengthen their approach to self-compassion.
7. **Inclusive and Differentiated Approach:** It is important to remember that each school has different uniqueness and challenges. Therefore, the approach to integrating self-compassion must be inclusive and differentiated, taking into account the specific context and needs of each school.

By implementing these solutions sustainably and sustainably, schools can create environments that support the holistic growth of students and staff, as well as improve emotional well-being within their educational communities.

3. Conclusion

The conclusions of this research indicate that the Self-Compassion Based Career Learning Model has great potential in overcoming career anxiety in adolescents. By strengthening attitudes of self-acceptance and developing compassionate decision-making skills, this model helps teens face the uncertainty of the future with more confidence. The integration of self-compassion in career education is also expected to provide long-term benefits in maintaining the mental well-being of teenagers and helping them achieve success in their careers. Suggestions for further research include empirical testing of the effectiveness of this model, development of more detailed intervention programs, and evaluation of the long-term impact of implementing the model in the lives of adolescents. In addition, further research could also explore how this model can be adapted to the needs of different groups of adolescents as well as the role of parents and teachers in supporting the implementation of this model in school and home environments. Thus, it is hoped that further

research will provide deeper insight into the potential of the Self-Compassion Career Learning Model in helping teenagers manage career anxiety and achieve success in their career planning and development.

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