



European Society for Research in Adult Development

ONLINE CONFERENCE

April 23rd to 25th 2021

Provisional Programme

All times are Central European Time (GMT+2)

All sessions will be held via Zoom, links will be provided later

12.30 to 14.00 - Lunch

14.00 to 15.10 - Session 3

Session 3a <i>Crisis, wellbeing and growth in context</i>	Session 3b <i>Emerging adulthood, relationships and culture</i>	Session 3c <i>Discussion session: Can Dialectical Thinking Help Us Bridge Our Political Divides?</i>
Study-related well-being and the effect of Covid-19 lockdown among science students <i>Liisa Myrsky</i>	Navigating from Emerging to Established Adulthood in India <i>Deeya Mitra & Jeffrey Jensen Arnett</i>	Internal Relations as the Basis of Dialectics <i>Thomas Bidell</i>
The Existential Crises Predicts Anxiety and Depression <i>Mansi Shah & Michael Lampton Commons</i>	Professional development and relations with grandparents of young adults <i>Marina Petrash & Olga Strizhitzkaya</i>	Political Discourse as a Context for Adult Development: The Importance of Dialectical Thinking and the Recognition of Internal Relations <i>Michael Basseches</i>
Threats and challenges toward growth in changing work contexts: the point of view of professionals involved in career guidance and counselling and human resources in enterprises <i>Teresa Maria Sgaramella & Lea Ferrari</i>	Uncovering Cultural Roots: A Mini-Daily Diary Study of Trait and State Cultural Values, Parenting Practices and Well-Being in Emerging Adults <i>Amanda Faherty</i>	Bridging Political Divides through Dialectical Engagement <i>Michael F. Mascolo</i>

15.10 to 15.40 - Break

Title: Threats and challenges toward growth in changing work contexts: the point of view of professionals involved in career guidance and counselling and human resources in enterprises

Presenter: Teresa Maria Sgaramella & Lea Ferrari

Abstract:

Background and aim. The world of work is currently facing global trends that include demographic change, forthcoming digitization, and individualization, economic crisis, global competition, skills shortage. Additionally, the actual pandemic challenges invest in the working lives of millions of adults. Several potential threats increasingly pressure organizations and employees all around Europe.

The study reports the results of a survey promoted by the Erasmus+ project CONNECT! (connect-erasmus.eu). It explores needs and challenges foreseen by professionals involved in career guidance and counselling (CGC) and human resources (HR) in enterprises, that is professionals responsible for the well-being, participation, and growth of adults in their work roles.

Method. The survey was completed by 15 HR and 14 CGC counselors and coaches who work for Italian industries in diverse sectors, from social services to public institutions. It was focused on the professional actions they carry out, the requests workers make, hence the needs and the challenges they foresee.

Results. Several themes emerged from qualitative analyses dealing with: Converging of personal and professional spaces, with the challenge of revising the link between personal and professional growth; Commitment in managing complexities and uncertainty, but also coping with unexpected situations; Undertaking social responsibility when having leadership roles with the need of developing a vision about the future; Commitment in dealing with social justice and sustainability issues; and finally, Transforming COVID-19 issues and threats into opportunities to use certain tools at the best, open borders and give voice to employees.

Discussion and Implications. The pandemic may result in lasting effects on adult development (Schrack et al. 2020). Individuals and organizations can counter such effects. Themes emerged go beyond and confirm the relevance of rethinking and reinventing learning, working a contemporary understanding of adulthood and highlight some potential directions for professionals to address issues of adults in their work contexts.