SOLUTION SPACE

MY CAREER PATH JOURNAL

AIR
Flying Species

EARTH
Land Species

FIRE
Bioluminescent Species

WATER
Water Species

1 The Magician — The kind of paradise tree to show off his beautiful colors against a dark background. Its flowers are shaped like a dance as a symbol to express it's passerby genes to attract a potential mate.

2 The High Priestess — Power of her own. Cheetah will go to endurance of risk and excess body fuel to hunt. Cheetah will go to endurance of risk and keep the next generation alive. No other animal can run as fast as cheetah. Solitary when cheetahs are around.

3 The Empress — In a group of elephants, the oldest female is the leader. The elephant empress guides her herd to food and water and provides protection.

4 The Emperor — Social world and structured civilization. When dolphins hunt, they come up with a plan and work together to execute it. This structure amongst each other.

5 The Hierophant — Cranes migrate seasonally in search of food and water. They have a religious ceremony to find a mate. They also have a constant transition of new route which are share with the young migratory cranes.

6 The Lovers — The individual who is searching for a job. Power of the creative force to human beings. They mate for life. Male and female gibbons will stay by the side of them is considered to be dead.

7 The Chariot — Mustangs are recognized with freedom and pioneer spirit. They are strong. The mustang is a symbol of freedom, conflicts and moving forward. One mustang can run 100 miles. Mustangs have hard work and commitment and after he will be victorious.

8 Strength — The Strength card is represented by a female lion because she is working together with her pride to bring down the chronic crime. The card is not only about physical strength but also it also contains quiet strength that can come from within.

9 The Hermit — The Owl card signifies accomplishment, wisdom, the attainment of goals as well as the ability to see the big picture. It is also done on the top of a tree branch looking for its prey. Owl is a symbol of luck. The owl's eyes are not for everyone, only for those extremely seeking them and those willing to climb the heights to wisdom.

10 Wheel of Fortune — The cardinal is a symbol of wisdom and higher knowledge that unite symbolizes passion, life and energy. They can reach speeds of 10 miles per hour when migrating over long. They are strong messengers of information for their dinner master.

6 **THE ACTOR**
The Fool

The Fool is the innocent, just beginning on their journey. Unaware of the challenges ahead, they are full of possibilities through camouflage. They are represented by a chameleon, a hunting species that will control by fooling other animals.

THE FOOL'S JOURNEY

The Fool's Journey is a metaphor for the journey through life. Each major arcana card stands for a stage on that journey - an experience that a person must incorporate to realize his wholeness.

Follow the Fool's Journey from card #0 to #21.

11 Justice — Honors the symbiosis community, brightness and personal power. They are the ones who are in control of their life. You can follow the law to discover your new destination. But be aware the money, power and fame can also bother with the sting of justice.

12 The Hanged Man — The flying fox is friendly and not a dangerous personality. Despite the social nature, they sometimes hang alone to show some elements of secrets. The flying fox is a custodian of mysteries and may only reveal its secrets to those who are also a part of mystery traditions.

13 Death — The Black Widow Spider card legend by Death is not only about endings. Death is also about beginnings and transformation and transition in your life. She will motivate you to tune into the flow of life and help you overcome every step of your journey.

14 Temperance — The Santa Fish is a hermaphrodite which represents a balance between the two. The Santa Fish is also a symbol of opposites and finding a balance in life by avoiding extremes.

15 The Devil — The Devil is also portrayed as a Goat is a creature that is half man and half animal. The Devil is also a representation of an unclean animal and the scapegoat. But also the goat is an emblem of determination, health and vitality.

16 The Tower — As Owen notes, man is set through struggling, they are symbols of false imprisonment, sudden change, confrontation, rebirth and healing. The card is about breaking down existing forms in order to build anew, such as a flash of inspiration.

17 The Star — The current has represented the god Thoth, god of wisdom, knowledge and writing. The Star is a card that points you out path as we journey towards higher consciousness. As a Spirit Animal, Wolf will help you to find your purpose in the woman of personal power, balance, self-control and our animal instincts.

18 The Moon — The Moon provides light as a reflection of the Sun, yet this light is dim, unclear and deceptive. Moon represents our path as we journey towards higher consciousness. As a Spirit Animal, Wolf will help you to find your purpose in the woman of personal power, balance, self-control and our animal instincts.

19 The Sun — Synthesis symbolizes success and loyalty and longevity. The Sun is on the path of consciousness and enlightenment. The Green Fish follows the darkest night. As the source of all life on earth, the Sun represents the source.

20 Judgment — The Judgment card calls for a period of reflection and self-evaluation. Judgment is the card that tells you that you've reached a significant stage in your own journey. The lyrics strong represents rebirth and transitioning from inaction to action.

21 **THE SYSTEM**
The World

The World signifies completion, achievement and fulfillment. All of the cards in the Major Arcana tell us that you have reached the end of a journey and have learned what you set out to do. Mudrock represents some of the most complex communication networks in nature and is a metaphor for the world and its dichotomies to form a complete whole.

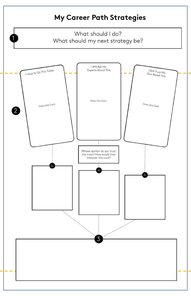
11 Justice | 12 The Hanged Man | 13 Death | 14 Temperance | 15 The Devil | 16 The Tower | 17 The Star | 18 The Moon | 19 The Sun | 20 Judgment

Final Solution

The intention of this project was to design a framework that can help graduating students make sense of the complex job hunting system and to experiment with strategies found in nature that can be adopted to fit their job hunting strategies.

How It Works

The final product consists of a deck of strategy cards (shown above) and a Career Path Journal filled with pages showing the layout to the right. When actors are feeling stressed, uncertain or stuck in the current job search strategies, they can open their notebook, shuffle the deck of cards, and lay out 3 cards in the designated spaces. They can then interpret the cards based on the cues provided and compile all of their card interpretations into the box at the bottom. The journal will grow to contain a plethora of strategies that will allow the actor to feel more confident going forward in their job search.



EMERGENT PROPERTIES

ELEMENTS OF COMPLEX ADAPTIVE SYSTEMS

JOB HUNTING as a Complex Adaptive System

Space (Conceptual): Platforms agents are using to find a job/ internship.

Artifacts: Resources agents use to find a job (career advisor, online search engines, networking events, etc.)

Strategy: Options agents have/ need to do to reach the job level they want.

Space (Physical): Location, part of the world agents are trying to find a job.

Selection: Strategies agents have used in the past which were successful/ unsuccessful.

Actor: The individual who is searching for a job.

Adaptation: Job strategies agents have used in the past which were successful/ unsuccessful in helping them get a job.

Types: Kind of job agents that are applying for (Service Designer, Industrial Design, Graphic Design, etc.)

Measure of Success Important aspects that agents consider when selecting job offers.

Interaction Patterns: Company culture, relationships among co-workers & management that agents are considering.

Copying: Strategies that agents' peers have used that were they successful.

Population: Collection of agents or strategies. Company size agents are considering.

Variety: Level of positions agents are searching for. (Senior Designer, Intermediate, Junior, Intern, Freelance, etc.)

Co-evolution: Practices/strategies agents adopted that helped them find a position.

Harnessing Complexity

The System

PROBLEM SPACE

SOLUTION SPACE

Pre-Modern (Religion): True Belief

Modern (Science): Socially Justified True Belief

Post-Modern (Art): Everyone has their own truth

Three Worldviews

Secondary Research

Biomimicry

"At its most practical, biomimicry is a way of seeking sustainable solutions by borrowing life's blueprints, chemical recipes, ecosystem relationships, and other good inventions. It brings us into right relation with the rest of the natural world, as students learning to be a welcome species on this planet."

Biomimicry Resource Handbook: A Seedbank of Best Practices (Dayna Baumeister, Ph.D.)

Tarot

Sensemaking + Enactment

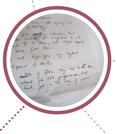
Bring ideas into being through language. Give people the confidence to act by allowing them to make sense of the strategies and the system.

Concept: A list of questions that directly connect to Axelrod and Cohen's framework of CAS and allow students to see the larger system of job hunting. **Learnings from prototyping:** Only a list of questions isn't inspiring enough (need something more interactive).

BLIND VARIATION / SELECTIVE RETENTION

Prototypes

Iteration #1 — Iteration #2 — Iteration #3 — Iteration #4



Concept: 25 strategy cards with descriptions of each strategy. Actors draw cards at random and assess how they could adopt that strategy. **Learnings from prototyping:** Some people are more literal than others (vs. open ended and creative), and some people needed more direction than others.

Concept: 25 strategy cards separated into three categories (pre-modern, modern and post-modern). Actors draw cards at random and assess how they could adopt that strategy. **Learnings from prototyping:** Cards needed to be more abstract if we wanted to move toward tarot card layout.

Primary Research

Liz Kelley
CAREER ADVISOR

170 students graduated from SCAD with a School of Design degree in Spring 2018. Students are now employed by 154 of them, of which 20 are self-employed and/or pursuing further education in their chosen industry of graduation.

Success schema for students: "Some are open to any location, some fall in love with specific city."

Students prefer big cities because of more opportunities, more connections, industries, culture, young people, entertainment, and better transportation.

Target Audience Interviews

Students who wanted to work in big cities also thought they need to apply to over 80 jobs.

Majority mentioned that networking is a successful strategy in obtaining a position.

13 interviewees, graduate students. Most are flexible in geographic locations, prefer big cities.

Tarot Teaching Session

In a group reading, people can riff off each other and make more connections between the meaning of their cards.

As the printing press came into existence, people could get a more equal set of the cards to match their lived experiences.

All the cards do is reflect back certain aspects of ourselves.

When people come to a reading, they're eager to open up about their issues and hear something enlightening or comforting.

We all use our own experience to assign great meaning to the cards, and they're all right because everyone interprets things differently.

Major arcana represent major 22 spiritual archetypes from Fool to The World. Minor arcana consists of Earth, Air, Fire, Water elements.