



# TUNED IN LABS

The contemporary workplace requires psychological tools to support the well-being of all employees, particularly historically marginalized individuals. Tuned In Labs seeks to broaden the discussion of career readiness to include psycho-social skill development by training students in career development, entering and navigating the world of work, and engaging in wellness management. Our team of students and faculty designed a career wellness program for college students grounded in the Radical Healing framework and career development theories.

The ***Tune in to Strive Out Program*** is a 5-module theoretically and empirically grounded intervention that guides students through practices to preserve a stronger sense of wellness and self-determination while learning skills to navigate their career and school lives. Each 60-minute module is highly interactive and experiential, with activities designed to help students to dig deeper into the content and provide opportunities to apply their learnings directly to their lives.

Modules are based on the five anchors of radical healing:

Module 1: Cultural Authenticity and Self-Knowledge: Knowing Our Values & That We Belong

- Module 1 helps students to reflect on their cultural identity and sense of belonging as related to academic and career decisions. Experiential exercises assist students to clarify their career values and identify strategies to assess value congruence.

Module 2: Cultural Authenticity and Self-Knowledge: Self-Construction & Life Design

- Module 2 supports students to develop a greater awareness and understanding of themselves in relation to their goals, motivations, and plans. Experiential exercises allow students to practice designing a future congruent with their identities and values.

Module 3: Developing Critical Consciousness

- Module 3 empowers students to critically reflect upon systems of oppression that may impact their academic and career trajectories. Experiential exercises aim to support students to cultivate their own narratives rather than accept those that society may try to place on them.

Module 4: Cultivating Radical Hope

- Module 4 introduces students to radical hope as a mechanism to resist oppression and thrive according to their values. Experiential exercises foster students' abilities to hold tensions and contradictions while staying true to the pursuit of their goals.

Module 5: Build Social Support via Collectivism

- Module 5 emphasizes the importance of creating a sense of community and collective empowerment. Experiential exercises help students to identify their support network and inspire new connections while developing ways to advocate for self and their collective.

