

Career/Individual/Development Counseling

History

- Frank Parsons is considered the father of the guidance movement.
- 1913: The National vocational Guidance Association was founded.
- 1940's: The Trait-and-Factor Approach was widely used in career counseling.



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History

- 1950's: Career guidance utilized more counseling using career development theory with a focus on communication and decision-making skills.
- 1970's: The federal government subsidized a career educational program to facilitate career planning and increase career options.
- 1990's: Career education also included a school-to-work transition program.

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Definition

- Career: Defined as a client working out a purposeful life pattern through work over time.
- Career development: Defined as the psychological, educational, sociological, physical, economic, and chance happenings that influence and shape a client's career.
- Career Counseling: The series of interventions throughout a client's lifespan that deals with: work selection, satisfaction, intrapersonal matters, lifestyle issues, and integrating life's roles.

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Definition (continued)

- Lifestyle: A person's aspiration for social status, a specific work environment or climate, education, mobility and financial security.
- Career Life Planning: An ongoing evaluation of life and career plans that allows for changes as needs and circumstances change.

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Theories of Career Counseling



- Trait-and-Factor (Frank Parsons & John Holland): Finding a suitable match between the work environment and the personality traits of the worker.
- Social Learning Theory (John Krumboltz): Learning experiences are followed by rewards and punishments and learning experiences influence a person's career choices.
- Situational Approaches: A sociological approach that accounts for situational factors (e.g. space and time, political climate, social factors, ethnic, religious and family beliefs etc.)

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Theories of Career Counseling

- Social Cognitive Career Theory (Lent, Brown, and Hackett): Contextual and social cognitive factors shape experiences, expectations and interests. These, in turn, shape the choices one makes regarding career.
- Developmental Theories (Ginzberg, Ginsburg, Axelrad & Herma; Donald Super and Linda Gottfredson): Early experiences, life events and opportunities, and the maturation process play a role in the development of interests, exploration, and career outcomes.

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Diversity



- Most theories were developed with white, middle-class, heterosexual, able-bodied, adult, males as models. Therefore, they may not be applicable to all people or groups.
- Some theories, such as the social cognitive career theory, do account for factors that affect women, ethnic minorities, gays and lesbians, and people with disabilities.
- More and more information is circulating regarding diversity issues.
- The Americans With Disabilities Act (ADA) of 1990 has helped raise consciousness in the workplace.

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Career Counseling

- **Assessment:** Includes both verbal and nonverbal assessment , the client's interests and past job attempts, as well as clarification of the counselor's role and the client's expectations. Assessment also includes the establishment of career goals.
- **Intervention:** Interventions depend upon the needs of the client, the theoretical orientation of the counselor, and available resources.
- **Information Giving:** Helping the client find pertinent information about job and career opportunity.

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Career Counseling

- Career Counseling: Can include both group and individual counseling and might focus on exploration, understanding, and action.
- Teaching the Decision-Making Process: Helps clients integrate new learning with previous knowledge and implement a decision.
- Work Adjustment: Helping the client adjust to work and learn skills needed to be successful (e.g. learning intrapersonal skills).

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Salomone's Five Stages

- Stage One (Knowledge of the Self): Explore and identify the client's interests, aptitudes and values.
- Stage Two (Knowledge about the World of Work): The client needs to learn how to access occupational data.
- Stage Three (Creating a Match): Helping the client to decide which occupations fit with his or her skills, interests, and values.

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Salomone's Five Stages (continued)

- Stage Four (Implementation of A Decision): The counselor helps the client learn the skills needed, supports the client through the process, and helps the client gather the information needed to implement the decision.
- Stage Five (Adjustment to a New Setting): Helping the client to adapt to the new environment or job and deal with his or her stress.

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Educational Considerations

- The United States is the only industrialized nation without a comprehensive system in place to help youth acquire the skills, knowledge, and abilities to help them succeed in the world of work.
- Many poor and minority students lack the education and skills needed to become successful and are essentially locked out of certain types of employment due to lack of opportunity.



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Economic Considerations

- Businesses avoid building in poor neighborhoods and therefore many of the poor are denied access to good paying jobs.
- Education and obtaining the skills necessary to land a well-paying job is expensive and the cost is out of the reach for many.