**Career Theory Overview Snapshot**

**Theory:**
John Holland Theory of Vocational Theory  
*Type:* Personality  
*Key Points:*  
- 6 Personality Types - Realistic, Investigative, Artistic, Social, Enterprising, Conventional  
- Occupational Choice is an expression of personality  
- Congruence – fit between personality and work environment  
- Consistency – types close together on hexagon  
- Differentiated – clarity of type

**Theory:**
Albert Bandura – Social Cognitive Theory  
*Type:* Decision Theory  
*Key Points:*  
- Self-Efficacy – Believe in one’s capabilities to produce or attain  
- Level and strength will determine how much effort will result  
- Four sources of SE: accomplishments, watching others, verbal persuasion, emotional factors  
- Self Esteem – persons sense of self worth ... NOT the same as SE

**Theory:**
Donald Super – Developmental Self-Concept Theory  
*Type:* Developmental  
*Key Points:*  
- Vocational Development is the process of developing and implementing a self-concept  
- People choose occupations that permit them to express their self-concepts  
- Career Maturity – expected vocational behavior at a particular stage of career development  
- 5 stages – growth, exploration, establishment, maintenance, decline  
- 5 developmental tasks – crystallization, specification, implementation, stabilization, consolidation

**Advantages:**
- Helpful to understand work environments  
- Easy to understand  
- Stable over time and across gender and racial lines

**Disadvantages:**
- No insights on how types develop  
- No guidance on how to work with students

**Advantages:**
- Works well with woman and minorities  
- Engages the entire community in career development programs  
- More difficult to assess  
- Can be counseling intensive

**Disadvantages:**
- Difficult to assess  
- Can be counseling intensive  
- Needs to be ongoing

**Resources for Career Intervention Strategies:**
- Most commercial products like Bridges, Career Cruising  
- Strong Campbell interest inventory  
- Self directed search

**Resources for Career Intervention Strategies:**
- Real Game Series  
- Mentoring Programs  
- Career Decision Scale (Osipow)  
- Decision making stages (Taylor and Betz)  
- Needs to be ongoing

**Resources for Career Intervention Strategies:**
- Career Maturity Scale (Crites)  
- Career Development Inventory (Super)  
- Assessment of Career Development (Super)  
- Life Career Rainbow (Super)  
- National Career Development Guidelines  
- Coveys Book – 7 Habits of Highly Effective Teens  
- My Vocational Handbook (Holland)