

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

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

Resources for Career Intervention Strategies:

- Most commercial products like Bridges, Career Cruising
- Strong Campbell interest inventory
- Self directed search

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

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:

- Real Game Series
- Mentoring Programs
- Career Decision Scale (Osipow)
- Decision making stages (Taylor and Betz)
- Needs to be ongoing

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:

- Considers that individuals change over time
- Helps students clarify self-concept
- Clear framework for understanding various stages of development

Disadvantages:

- The theory has used primarily white males in its studies

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)