

# Chapter Twelve

**Career Development, Processes, and Resources:  
Your Future in the Human Services**

# Learning Objectives (slide 1 of 2)

- LO 1: Describe the importance of work in one's career development process, particularly the role that work can play in satisfying psychological, interpersonal, family, and societal needs
- LO 2: Learn about the major theories of career development including trait-and-factor theory, psychodynamic approaches, developmental theories, social cognitive career theory, and Holland's personality theory
- LO 3: Explore the 10 steps in conducting a self-analysis of one's career development process to assist you and your clients in finding a career path
- LO 4: Understand important processes and resources available for applying for a job

## Learning Objectives (slide 2 of 2)

- LO 5: Understand important process and resources available for applying to graduate school
- LO 6: Know how to deal with being denied admission to being denied a job or admission to graduate school, the importance of supporting clients' career aspirations, and become familiar with laws that can assist individuals in their career development process
- LO 7: Realize that all development paths contain twists and turns over the course of a lifetime

# The Importance of Work in One's Career Development

## Career Development

- ❖ The progression of all of our various life roles and the factors that go into shaping them

## Career Counseling

- ❖ Helps an individual navigate the career development process
- ❖ Can start very early in life, and involves more than just focusing on a job
- ❖ See Figure 12.1

# Career Development Models: A Brief Overview

## (slide 1 of 3)

### Trait-and-Factor Approach

- ❖ Assess a client's strengths
- ❖ Examine available jobs
- ❖ Use a rational process to make career decisions
- ❖ Current day updates include greater attention to unique details of the individual and the job, while also attending to the dynamic processes and cultural factors that affect job selection.

### Career Psychodynamic Theory

- ❖ The parenting one receives as well as their placement in their family of origin has unconscious influences on career choices.
- ❖ Parental style (e.g., casual, loving, overprotective) can drive us toward certain types of jobs.

# Career Development Models: A Brief Overview

## (slide 2 of 3)

### **Career Development Theory**

- ❖ Donald Super
- ❖ Five-stage model
  1. Growth stage
  2. Exploration stage
  3. Establishment stage
  4. Maintenance stage
  5. Decline (Deceleration) stage

### **Social Cognitive Career Theory (SCCT)**

- ❖ One's sense of self-efficacy may underlie career choices
- ❖ Career choice impacted by objective factors and perceived environmental factors

# Career Development Models: A Brief Overview (slide 3 of 3)

## Personality Theory of Occupational Choice

- ❖ John Holland
- ❖ RIASEC model (See Fact Sheet 12.1)
  1. Realistic
  2. Investigative
  3. Artistic
  4. Social
  5. Enterprising
  6. Conventional
- ❖ Results in a Holland code (Usually 3 letters)
- ❖ Matching one's personality to job type is likely to lead to greater job satisfaction.
- ❖ See Figure 12.2 (Hexagon model)
- ❖ *Dictionary of Holland Codes*

# Choosing a Career: Self-Analysis

## Steps to consider

1. Assess your developmental level
2. Take an interest inventory
3. Explore your Holland code
4. Examine your early childhood
5. Examine your parents' career development and influence
6. Assess socioeconomic issues
7. Assess emotional intelligence and personal issues
8. Examine situational issues
9. Examine your self-efficacy
10. Make some tentative choices

❖ Fact Sheet 12.2 gives some information about HSP jobs



# Finding a Job

**There are many steps to consider—review each suggestion of the following areas:**

- ❖ Gathering information
- ❖ The application process
- ❖ The résumé
- ❖ The portfolio
- ❖ Professional associations and networking
- ❖ Informational interviews
- ❖ Responding to ads in professional publications
- ❖ Interviewing at national conferences
- ❖ College and university job placement services
- ❖ Other job-finding methods

# Applying to Graduate School

**This can be a complicated process, and many of the steps to explore are similar to those of searching for a job**

- ❖ Gathering information
- ❖ Graduate program resources
  - ❖ Review pages 304-306 for a variety of course of information about different graduate programs related to the Human Service Profession
  - ❖ The resource(s) you use will depend largely on the directly you envision for yourself, but some are more general than others
  - ❖ Use them as much as possible at every step of your decision-making process

# Ethical, Professional, and Legal Issues

## Being chosen and being denied for a job or a graduate program

- ✧ It is hard not to take it personally, but try to remember that this too can be a learning experience.
  - ✧ Seek out feedback about why your application was not successful.
  - ✧ See if you can address any shortcomings so that you can present a stronger application next time.

## Know Your Laws

- ✧ Carl Perkins Career and Technical Education Act
- ✧ Americans with Disabilities Act
- ✧ PL94-142 (Education of All Handicapped Children Act)
- ✧ Rehabilitation Act of 1973
- ✧ School-to-Work Opportunities Act
- ✧ Title VII and Title IX

# The Effective Human Service Professionals

## Viewing career development as a lifespan process

- ❖ Career development begins at birth and continues throughout your entire life.
- ❖ The skilled human service professional recognizes this and applies it to his or her own career trajectory, as well as to the career paths of clients.