Presentation Overview

• History of “career” – past and present
• Key definitions
• A sample of career theories
• Cognitive Information Processing (CIP) theory
Historical Review

• Emergence of “career”
• Industrial revolution
• Immigration
• Hazards of early work environments
Vocational Guidance

• Frank Parsons’ Vocations Bureau
• Parsons’ 3-step model
  • self-assessment
  • study of options
  • careful reasoning
• Lifelong process
Career Planning Today

• Rapid change
• Nature of work in today’s organizations
• Work options
• Diversity
• Gender roles at work and home
• Career materials and resources
Why are career problems important?

- Economic recession
- Impact of full employment on “health” of the nation
- Relation between unemployment and social and physical problems
- Impact of organizational failures
- Numbers of people impacted
Some Definitions

- career development
- career
- work

- occupation
- position
- job
# Key Definitions Exercise

<table>
<thead>
<tr>
<th>Definition</th>
<th>Example</th>
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</thead>
<tbody>
<tr>
<td>a. Career</td>
<td>Volunteering at the animal shelter</td>
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<tr>
<td>b. Career</td>
<td>Includes all factors that shape your current situation</td>
</tr>
<tr>
<td>Development</td>
<td>Accountant</td>
</tr>
<tr>
<td>c. Work</td>
<td>My interview was successful, and I got the ______________.</td>
</tr>
<tr>
<td>d. Occupation</td>
<td>Microsoft has an opening for a Technical Trainer</td>
</tr>
<tr>
<td>e. Position</td>
<td>Right now you are in your ______________.</td>
</tr>
<tr>
<td>f. Job</td>
<td></td>
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</tbody>
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Roe’s Formula

Occupational Choice = \( S[(eE + bB + cC) + (fF, mM)) + (lL + aA) + (pP \times gG \times tT \times iI)] \)

- S = sex
- E = state of the economy
- B = family background/ethnicity
- C = chance
- F = friends, peers
- M = marital situation
- L = general learning & education
- A = special acquired skills
- P = physical characteristics
- G = cognitive or special natural abilities
- T = temperament/personality
- I = interests/values
Which of Roe’s 12 characteristics do you think is the most important? Why?
Theories of Career Choice and Development

- Why learn about career theories?
- How can they help us?
- Personal Career Theory (PCT)
Theories of Career Choice and Development

• **Structured Theories**
  (point-in-time; **what** to choose)

• **Process Theories**
  (developmental; **how** to choose)
Structured Theory Examples

- Parsons
- Holland
Process Theory Example

Super’s Life-Career Rainbow

See figure 1.1 in text
Cognitive Information Processing Theory (CIP)

• Based on how we think & process information
• Depends on knowledge structures stored in our memories
• Key aim: help individuals learn to make career decisions and solve career problems
Characteristics of Career Problems

- Involve a gap
- Complex and involve feelings
- Multiple options, not a single correct choice
- Uncertainty about the outcome
- Decisions create new problems
CASVE Cycle (Decision Making)

Knowing I Need to Make a Choice

Knowing I Made A Good Choice

Implementing My First Choice

Prioritizing My Options

Understanding Myself, Options, Decision Making, and Thoughts

Expanding and Narrowing My Options

Summary

• Impact of social forces on career development
• Importance of career problems
• Views of career choice & development
• Cognitive Information Processing (CIP) theory