

Career Journey

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A career is more than a job. In our society a career is part of an identity, a goal, a lifestyle, a family, and so much more. When there is a loss of a job, or unhappiness at a job, people may feel they have less self worth, or depressed. Career counseling is a resource for people to use to help find their interests, help prepare someone for a new job, and for the client to find happiness in a new job. Career counselors are there for clients to help guide them and give them resources, not to tell them what to do and how to do it. The client will be the one to discover what they are interested in and make decisions about their life. This can be done many different ways, using many different techniques and theories. When working with a client it is important to discuss if they enjoyed their previous careers or not because this can help determine which theory you will explore.

In the future, I hope to become a school guidance counselor, and by looking at my past you can see what has influenced that decision. One technique a career counselor may use is a genogram. The genogram can be used to explore family history and influences on career choice. The genogram is a map drawn out by the client of their family members, their occupations, relationships, education, and any other important information to the client, (Andersen & Vandehey, 2006). In my family my mother was the biggest influence on my career choice. My mother has worked in the high school guidance office for 23 years now, and I grew up running around the office, and visiting on career days, and hung out after school with her there. My mother also was the high school cheerleading coach since I was 2 years old. My drive to want to work with kids is influenced by my mother as well because she has always worked with kids, and now I want to do the same. My sister and two aunts have also been influential because of their career choices as well, the helping field.

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When exploring new careers I feel it is important to explore careers that match well with your personality. When searching for a new career you want to choose something you will succeed at, as well as enjoy. Two other theorists who believe this as well are John Holland and Donald Super. Holland believes that there are some personalities who are better suited for some jobs, rather than others, (Andersen & Vandehey, 2006). Holland's theory suggests there are six types of personalities, realistic, investigative, artistic, social, enterprising, and conventional. When exploring personalities it is more common to find someone whose personality fits two or three categories, rather than just one, (Andersen & Vandehey, 2006). In order to find which categories fit a client best they can complete many different questionnaires, such as the SDS, self-directed search, which should be provided by the counselor. The SDS looks at what a client is interested in and what they are good at as well. It is a short simple questionnaire that can give a lot of useful information. After completing the questionnaire there will be many careers to explore. Clients will realize what their interests and strengths are related to. Holland's theory is a useful tool to use at the beginning stages of career counseling and can be used to help clients explore new career fields they may have never thought about before, (Andersen & Vandehey, 2006).

When I took the SDS I got a summary code of SEC, social, enterprising, and conventional. Every since I first started working I worked in environments that were related to being social, following a set guideline and tasks, and used verbal skills. One of the most recent events in my life have showed me how much I wanted to in a school system as a counselor. I recently became the cheerleading coach at a high school. In this past year I have had more memorable moments and enjoyed going to practice more then I could have imagined. I realized how important is to work with kids and be a role model for them, while helping them accomplish

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their goals. It has been overwhelming rewarding and helped me realize how I cannot wait to work in a school and reach out to more students than 19.

Supers career theory can help a client in other ways, while also relating to him. Super focuses on career development and what stage a person is currently in, in their career and life, (Andersen & Vandehey, 2006). Supers stages are like a ladder and you cannot move on to the next stage until you have gone through the one below it, it provides a closer look career maturity and change. The stages are birth, growth, exploration, establishment, maintenance, decline, and death, (Andersen & Vandehey, 2006). When working with a client it can be beneficial to find out what stage they were in at their most recent job. This can help factor if a client should explore new career options or look for another career in the same interest area. While using Supers theory a client is going to do a lot of self exploration, as well as job exploration. When knowing a clients SDS and what stage they are in Supers theory, they can help find a career path for the client to explore which will fit their personality and interests.

Another theorist that has impacted the career counseling world greatly is John Krumboltz. Krumboltz applied the social learning theory by Bandera to the career counseling process, (Andersen & Vandehey, 2006). Krumboltz is a good theory to follow when a client is unhappy and unsuccessful at their previous careers. Krumboltz looks at how a client creates their attitude and behaviors at work, unlike other theories that only look at what the client's current skills are instead of learning new ones. Some of these may be positive and some may be negative. Career counseling can help clients realize their attitudes and beliefs and identify strengths, skills, values, habits, beliefs and more to help them stay happy in the workplace, (Andersen & Vandehey, 2006). During career counseling the client can also learn new behaviors,

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attitudes, skills, and more to help them become and stay happy and successful in life and the workplace, especially during changes.

Learning can be done through many different processes such as self-observation generalities, which is when a person gains a better sense of self by observing their own actions. Over time the individual will create generalizations about their attitudes and behaviors. A task approach skill is when someone learns a few things at a time. Here an individual will learn a few small tasks, which eventually lead to larger ones. One of the most used learning process is through modeling, where most skills are learned through this. Modeling is when someone learns behaviors by watching another person, generally someone they look up to, (Andersen & Vandehey, 2006). I feel Krumboltz theory is important to use because when a client comes to you looking for a new career, one of the reasons may be because their past careers were not working out. Having clients learn new skills, attitudes and beliefs can learn them in a different career path than before, which may help them become happy and successful.

One major event in my life which contributed to choosing a helping career was my three years in middle school. During this time, the guidance counselor Dr. Gustin was my role model. The guidance office was the “cool” place to be, where kids always wanted to hang out during lunch and periods off. Even though I did not need to see the guidance counselor, he still knew who I was, and he still had a major positive impact on my middle school years. I feel I learned many behaviors from modeling Dr. Gustin, such as learning to listen others, learning to be respectful and wanting to help and make a difference. At the end of 8th grade I told Dr. Gustin I would be back, and I went back for my community service learning class in 12th grade, and now again for my advanced applied internship class as a graduate student.

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Having role models such as Dr. Gustin, my mother, sister, and aunts have all been the biggest contributions to my career choice. I learned many behaviors and attitudes from them which have shaped who I am today. As a career counselor looking at the many theories and techniques you can use, it is important to never limit yourself, every client is different, and every client may work best with a different theory. Knowing the different theories and techniques will be beneficial while also being open minded while working with clients. Career counseling is more than just helping a client find another job; it is about a life style change, and helping a client learn more about themselves, the work field, and how to achieve a lifetime of happiness and success.