

Chapter 1: Career Counseling: An Overview

Test Bank

Multiple Choice

1. Which individual is credited with the beginning of the field of career counseling?

- A. Parsons
- B. Holland
- C. Super
- D. Skinner

Ans: A

Cognitive Domain: Knowledge

Answer Location: Work and Career Counseling

Difficulty Level: Easy

2. The Breadwinners Institute in Boston was designed to help which group, specifically?

- A. out of work men with families
- B. women
- C. adolescent males
- D. factory workers

Ans: C

Cognitive Domain: Knowledge

Answer Location: Work and Career Counseling

Difficulty Level: Easy

3. For every dollar men make, female workers still make _____.

- A. 62 cents
- B. 82 cents
- C. 1 dollar
- D. 1 dollar and 2 cents

Ans: B

Cognitive Domain: Knowledge

Answer Location: Changing World of Work

Difficulty Level: Easy

4. By age 65, full-time employees will have spent about how many hours working?

- A. 50,000
- B. 80,000
- C. 120,000
- D. 400,000

Ans: B

Cognitive Domain: Knowledge

Answer Location: Work and Career Counseling

Difficulty Level: Easy

5. The book *Choosing a Vocation* argued for what approach to selecting work?

- A. a spiritual approach
- B. a family-centered approach
- C. a scientific approach
- D. the use of higher education

Ans: C

Cognitive Domain: Knowledge

Answer Location: Work and Career Counseling

Difficulty Level: Easy

6. What historical event was *not* tied to the increased need for career counselors in the first half of the 20th century?

- A. the Great Depression
- B. veterans returning from WWI
- C. women moving into the workforce
- D. veterans returning from WWII

Ans: C

Cognitive Domain: Knowledge

Answer Location: Work and Career Counseling

Difficulty Level: Medium

7. Which theorist's theory was largely infused into the school guidance curriculum of the 1950s and 1960s?

- A. Holland's
- B. Super's
- C. Gottfredson's
- D. Fouad's

Ans: B

Cognitive Domain: Knowledge

Answer Location: Work and Career Counseling

Difficulty Level: Easy

8. A theory is best defined as _____.

- A. a roadmap, designed to guide understanding
- B. a holy book, true and unchangeable
- C. a depository, a place to store random ideas
- D. clay, malleable, and different for every user

Ans: A

Cognitive Domain: Knowledge

Answer Location: Definition and Types of Theories

Difficulty Level: Easy

10. The best way for counselors to communicate new ideas to their clients is _____.

- A. with tentative language

- B. with complete authority
- C. with diagrams
- D. counselors do not communicate new ideas to clients; clients must discover it for themselves

Ans: A

Cognitive Domain: Knowledge

Answer Location: Developing Hypotheses and a "Working Model" of the Client

Difficulty Level: Easy

11. Over the next 10 years, which is true regarding the overall racial/ethnic diversity of the labor force in the United States?

- A. It will decrease.
- B. It will increase.
- C. It will remain about the same.
- D. Racial/ethnic diversity trends cannot be predicted based on current samples.

Ans: B

Cognitive Domain: Knowledge

Answer Location: Changing World of Work

Difficulty Level: Easy

12. Career development theories _____, while career counseling theories _____.

- A. provide direction to counselors; explain vocational behavior
- B. describe a philosophical stance; explain behavior in personal and vocational arenas
- C. explain behavior in personal and vocational arenas; describe a philosophical stance
- D. explain vocational behavior; provide direction to counselors

Ans: D

Cognitive Domain: Comprehension

Answer Location: Clarifying Distinctions Between Theories and Theoretical Orientations

Difficulty Level: Medium

13. Janine, a career counselor, is questioning whether a hypothesis is culture bound. She is wondering _____.

- A. whether the hypothesis limits or binds her client's options
- B. whether the hypothesis is appropriate for the client's culture and gender
- C. whether the hypothesis links cultural theory and practice
- D. whether the hypothesis informs her work with the client

Ans: B

Cognitive Domain: Application

Answer Location: Developing Hypotheses and a "Working Model" of the Client

Difficulty Level: Medium

14. Which of the following indicate there still exist gender and racial disparities in occupational distributions?

- A. More women are working, but there are pay inequities within the same occupation.
- B. Women and racial/ethnic minority men are more likely to be in lower paying occupations.

C. African Americans and Latinos are less likely to be in higher paying management and professional occupations and more likely to be in lower paying jobs in the service industries.

D. all of these

Ans: D

Cognitive Domain: Knowledge

Answer Location: Changing World of Work

Difficulty Level: Medium

Essay

1. Compare and contrast theories of career development with theories of career counseling. Give an example of each.

Ans: Career development theories explain vocational behavior, including career choice, work adjustment, and life span career progress. They offer hypotheses for further consideration and exploration. Examples include Super's developmental model, Holland's typological theory, and Gottfredson's theory of circumscription and compromise. Other career development theories include Savickas's career construction and life designing paradigm, Blustein's psychology of work theory, Dawis and Lofquist's theory of work adjustment, and Lent, Brown, and Hackett's social cognitive career theory. Practitioners often complain career development theories do not adequately explain the career behavior of women, racial/ethnic minority clients, or sexual minorities, nor do they adequately discuss the role of work and family or the many problems a client brings to counseling that include both career and personal concerns. Career counseling theories offer counselors direction for how to work with clients. While Osipow (1996) argues no career counseling theory exists, there are several models covered later in the text (Chapter 4). Likewise, some theorists have applied psychotherapy theoretical orientations to career counseling, including psychodynamic career counseling and person-centered counseling. An additional example of a career counseling theory is Fouad and Bingham's Culturally Appropriate Career Counseling Model mentioned in Chapter 1.

Cognitive Domain: Analysis

Answer Location: Clarifying Distinctions Between Theories and Theoretical Orientations

Difficulty Level: Medium

2. Define "psychological contract," and discuss how it has changed in the last 20 years.

Ans: The psychological contract refers to the relationship between employers and employees, which, before the late 1990s linked employee loyalty with longer-term job security and retirement benefits. In the past 20 years, employers, in response to global competition and an economic recession, have largely restructured to reduce their obligations to employees in terms of both benefits and job security. The trend has impacted private and public sector employees. As a result, employees have to be more flexible in finding new employment opportunities across their life span and in saving for retirement on their own. While younger workers who enter the workplace with this newer contract may enjoy the flexibility it affords, older employees may feel uprooted and resentful of these changes.

Cognitive Domain: Comprehension

Answer Location: Changing World of Work

Difficulty Level: Medium

3. Briefly trace the history of career counseling since its beginning in 1909 to the current time, highlighting significant figures, governmental initiatives, and social changes that have shaped its evolution.

Ans: Frank Parsons is credited with beginning the field of career counseling when he published his book, *Choosing a Vocation*. In it, he advocated for understanding oneself, understanding different work requirements, and identifying how these two domains relate. During Parson's lifetime, his work was viewed as a way to reduce juvenile delinquency. He argued for a scientific approach to choosing one's life work. Success during the early 20th century was determined by whether a person stayed in their chosen job. Since that time, however, the world of work has changed, with people typically moving to different jobs over the course of their lives. From the 1920s to the 1940s and beyond, career counseling became visible on college campuses. Counselors assisted returning veterans from both World Wars I and II. In the 1950s, Donald Super advocated for changing the way people conceptualize career counseling from helping people decide on a one-time job to helping them build a career across the life span. During the Cold War in the 1950s, the U.S. government wanted more students to choose careers that would help the United States compete against the Soviet Union in science and technology. The National Defense Education Act funded school guidance programs to help counselors provide career services. More recently, there has been a focus on counselors helping people to attend to psychological aspects of career decision-making. Several authors have argued that the distinction between personal and career counseling minimizes the emotional aspects of making life decisions about one's career. Finally, the field has prioritized meeting the needs of diverse clients entering the workforce and reshaping career counseling, so it is more inclusive.

Cognitive Domain: Comprehension

Answer Location: Work and Career Counseling

Difficulty Level: Hard