

Test Bank – Chapter 1

Essay Questions

1. Describe the Parsonian approach to career decision making and its contribution to the career counseling profession.
2. How has a global economy and corporate downsizing impacted today's worker?
3. How can a client's well-being be negatively impacted by linking work with self-worth?
4. Identify and describe at least one future trend in career development interventions.
5. What career interventions can career counselors use to help individuals manage their career development effectively in the 21st century?

Multiple Choice

1. Today's, career development practitioners help individuals manage their career development by helping them do all of the following EXCEPT:
 - A. cope with ambiguity and change
 - B. use rational and intuitive approaches in career decision making
 - C. help them maintain relevant and up to date skills
 - D. land the right job and keep it.
2. By definition, _____ refers to the lifelong psychological and behavioral processes as well as contextual influences shaping a person's career over the lifespan.
 - A. career education
 - B. the Parsonian approach
 - C. career development
 - D. career counseling
3. The idea that feelings in one area of life affect feelings in another area of living is know as
 - A. true reasoning.
 - B. trait-and-factor approach.
 - C. values-based decisions.
 - D. spillover hypothesis.
4. Those adhering to a self-fulfilling work ethic are seeking a career that allows them to be
 - A. free-spirited, allowing things to unfold over time, laissez-faire.
 - B. involved in family, community, leisure, and/or other life roles.
 - C. caring for others while maintaining one's own needs and interests as well.
 - D. conservative, managing risk, and making sure one's own opinion is heard.

5. Entrepreneurial and career work ethics have been replaced by the
 - A. wish-fulfillment ethic.
 - B. altruistic ethic.
 - C. self-fulfillment ethic.
 - D. self-containment ethic.
6. Career uncertainty and occupational dissatisfaction may cause
 - A. both psychological and physical stress.
 - B. psychological stress.
 - C. physical stress.
 - D. none of the above.
7. A systematic process for occupational decision-making, labeled *true reasoning*, was developed by
 - A. Parsons.
 - B. Super.
 - C. Herr.
 - D. Strong.
8. Forty years ago the prevailing term for one's career was
 - A. avocation.
 - B. vocation.
 - C. guidance.
 - D. career path.
9. The work of James Cattell, Alfred Binet, and Walter Bingham contributed extensively to the emphasis of _____ in career counseling.
 - A. decision-making
 - B. group work
 - C. psychoanalysis
 - D. testing
10. Parsons' tripartite model for vocational direction developed into the approach to career development interventions known as
 - A. trait-and-factor.
 - B. developmental stage model.
 - C. cognitive behavioral.
 - D. values-based career decision making.

11. The goal of the trait-and-factor approach to career counseling is to
 - A. find a job for a person.
 - B. identify areas of one's life that have affected the success or failure on a previous job and not make the same mistake again.
 - C. seek support and possibly refer an individual to a more skilled professional or an employment agency.
 - D. identify the degree of fit between the person and the occupation.
12. Which of the following statements is true?
 - A. Vocational psychologists are masters level career practitioners.
 - B. Career Development Facilitators do not have any formal training.
 - C. Licensed Professional Counselors are qualified to conduct career counseling.
 - D. Career consultants are masters level trained career practitioners.
13. Which of the following was the first to shift the focus of career development interventions to that of an ongoing process?
 - A. Frank Parsons
 - B. Carl Rogers
 - C. Mark Savickas
 - D. Donald Super
14. The main organization for professional career counselors is the
 - A. National Career Development Association.
 - B. National Vocational Guidance Association.
 - C. National Association of Guidance Supervisors and Counselor Trainers.
 - D. American Association for Career Specialists in Group Work.
15. According to Savickas, the competencies which will become the main areas of focus for career counselors are
 - A. job placement and performance.
 - B. job skills and competency.
 - C. critical thinking, self-affirmation, and commitment to community.
 - D. time of working and retirement.

Text for PowerPoint Presentation

(available on web site)

Defining Key Terms

- Career
- Career Development
- Career Development Interventions
- Career Counseling
- Career Education
- Career Development Programs
- Career Development Practitioners

Career

- View career as *lifestyle* rather than limiting the definition of career to work
- Super (1976) defines career as the course of events Career is the total constellation of roles played over the course of a lifetime (Herr, Cramer, & Niles, 2004)

Career Development

- The lifelong psychological and behavioral processes and contextual influences shaping one's career over the life span
- A person's creation of a career pattern, decision-making style, integration of life roles, expression of values, and life-role self-concepts

Career Development Interventions

Activities provided in a variety of formats (i.e. individual, group, programs, education, or computer delivery systems) that empower people to cope effectively with career development tasks--

- development of self-awareness
- development of occupational awareness
- learning decision-making skills
- acquiring job search skills
- adjusting to choices after their implementation
- coping with job stress

Career Counseling

A formal relationship in which a professional counselor assists a client or group of clients to cope more effectively with career concerns through

- establishing rapport.
- assessing client concerns.
- establishing goals.
- intervening in effective ways.
- evaluating client progress.

Career Education

The systematic attempt to influence the career development of students and adults through various types of educational strategies – including:

- providing occupational information.
- infusion of career concepts into the academic curriculum.
- offering of worksite-based experiences.
- offering career planning courses.

Career Development Program

A systematic program of counselor-coordinated information and experiences designed to facilitate individual career development (Herr & Kramer, 1996)

These programs typically contain goals, objectives, activities, and methods for evaluating the effectiveness of the activities in achieving the goals.

Career Development Practitioners

- Vocational or Career psychologists (Doctoral Degree)- work in private practice, university counseling centers, corporate settings, and community-based agencies;
- Licensed Professional Counselors (Masters or Doctoral Degree)- work in similar settings to psychologists but also work in schools
- Career Development Facilitators (Completed 120 hours of training with an approved provider)- work primarily in employment centers, schools, and postsecondary settings offering career education and assistance in resume writing, interview skills, and networking

Misconceptions about Career Counseling

- Focuses on occupational information and test administration
- Requires different and less sophisticated skills
- Requires the counselor to be directive or a career expert
- Is separate from mental health counseling

Career Development Interventions

- The skills and techniques required encompass and extend those required in more general counseling.
- The focus of counseling is to increase life satisfaction.
- Clients need a high level of self-awareness to translate their experiences into meaningful career choices.

Career Development Interventions, continued

- People often need help in clarifying their values, life-role salience, interests, and motivation as they attempt to make career choices.
- Many clients come to career counseling with psychological distress, low self-esteem, weak self-efficacy, and little hope that the future can be more satisfying than the past.