

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 linking work with worth negatively impact a client's well-being?
4. Identify and describe at least one future trend in career development interventions.
5. How can career counselors 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 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 perfect job and keep it.
2. By definition, _____ involves the person's creation of a career pattern, decision making style, integration of life roles, values expression, and life-role self-concepts.
 - 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 Entrepreneurial and career work ethics have been replaced by the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. The Career Pattern Study was
 - A. one of the first longitudinal studies of career development.
 - B. a study of jobs in the Third World.
 - C. a study of adolescent job preferences.
 - D. a study of the differences of women's and men's career development.
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.