

CHAPTER 01: INTRODUCTION

Multiple Choice

1. Most writers believe that personal and career counseling
- a. can be done by the same person if the counselor recognizes that the two types of counseling are significantly different.
 - b. have little in common, as personal issues do not affect career issues.
 - c. overlap considerably as both career and personal issues affect each other.
 - d. should be done by different individuals with different qualifications.

ANSWER: c

2. Career counseling may address
- a. the reliability coefficients of assessment instruments.
 - b. the development of the Occupational Outlook Handbook.
 - c. the contributions of the National Career Development Association.
 - d. personal issues.

ANSWER: d

3. If an employer advertises in the newspaper for a cashier to work in her pharmacy, she is concerned with which of these concepts
- a. career.
 - b. career choice.
 - c. employee satisfaction.
 - d. occupation.

ANSWER: d

4. Alvin is concerned that he is no longer as interested in being an electrical engineer as he once was. Alvin is raising questions about his
- a. career.
 - b. validity.
 - c. theory.
 - d. norms.

ANSWER: a

5. When newspapers list a series of want ads for accountants, the heading "accountant" refers to
- a. career.
 - b. employee satisfaction.
 - c. occupation.
 - d. salary.

ANSWER: c

6. In general, theories should
- a. be clear about counseling techniques to use.

- b. be clear about counseling goals.
- c. be precise about predictions.
- d. be precise about which assessment instruments to use.

ANSWER: c

7. Which of the following is NOT important in evaluating a theory?

- a. being consistent
- b. being explicit about rules
- c. making precise predictions
- d. giving accurate occupational information

ANSWER: d

8. Which of the following is NOT important in evaluating a theory?

- a. being consistent
- b. being explicit about rules
- c. chunking
- d. making precise predictions.

ANSWER: c

9. Which of the following theories would be best to use?

- a. A broad and comprehensive theory that is not clear enough to be tested.
- b. A theory with precise but limited predictions.
- c. A theory with unclear rules but interesting and creative ideas.
- d. A theory with undefined terms but much popular following.

ANSWER: b

10. Which of the following is LEAST important in selecting a career development theory to apply to counseling?

- a. client population that the counselor serves
- b. ease of use in applying the theory in the counseling setting
- c. the counselor's theory of counseling
- d. the inventories and tests that the counselor studied in preparation for career counseling

ANSWER: d

11. The Person-Environment Fit model studies

- a. the interaction between individuals and their environment
- b. individual mental fitness.
- c. well normed data.
- d. psychological maturity.

ANSWER: a

12. Career counseling skills are

- a. similar to general counseling skills.

- b. the concepts described by career development tests and inventories.
- c. the concepts that are described by career development theory.
- d. the same as normal conversational skills.

ANSWER: a

13. Counseling helping skills are
- a. not used in career counseling.
 - b. the same as career development theory.
 - c. applicable to career counseling.
 - d. skills used in normal conversation.

ANSWER: c

14. A test that is both dependable and consistent is
- a. appropriately normed.
 - b. reliable.
 - c. valid.
 - d. valuable.

ANSWER: b

15. A reliable test
- a. is a valid test.
 - b. is a widely used test.
 - c. is one which is consistent with career development theory.
 - d. yields similar results when given on more than one occasion.

ANSWER: d

16. An interest inventory that accurately measures a wide variety of individual interests and predicts later occupational entry is said to
- a. be less useful than a test of abilities.
 - b. be reliable .
 - c. be valid.
 - d. verify a career development theory.

ANSWER: c

17. In which of these ways can assessment instruments play a major role in career development theory?
- a. ensure the reliability of a test
 - b. ensure that appropriate norms are used
 - c. to develop a counselor's counseling skills
 - d. to develop and verify constructs

ANSWER: d

18. Career development theory provides a means of understanding
- a. counseling techniques.

- b. client's career concerns.
- c. personality theory.
- d. test and inventory manuals.

ANSWER: b

19. A client who says "To reduce my anxiety on the job I would like to learn how to deal with my boss's temper" is stating an

- a. explicit goal.
- b. implicit goal.
- c. inappropriate goal.
- d. unreachable goal.

ANSWER: a

20. A client who says, "I want to be an airplane pilot but I want to know how to get the training I need and want to find out" is stating an

- a. explicit goal
- b. implicit goal.
- c. inappropriate goal.
- d. unreachable goal.

ANSWER: a

21. Chunking refers to

- a. taking pieces from a theory.
- b. how long it takes to learn theoretical concepts
- c. how many ideas can be processed at once.
- d. how large a career development theory is.

ANSWER: c

22. Which of the following career counseling skills are counselors least likely to use if a client is concerned about being able to be accepted at veterinary school?

- a. reflecting worry about being accepted.
- b. advising the client her grades are too low.
- c. giving information about veterinary school requirements
- d. asking about problems with pre-veterinary requirements.

ANSWER: b

23. Which of the following is a common career counseling skill?

- a. evaluating employee performance
- b. evaluating want ads
- c. reflecting concerns about finding a job
- d. rewriting occupational information

ANSWER: c

24. Which of the following is NOT a principle of counseling ethical codes?

- a. autonomy
- b. beneficence
- c. fidelity
- d. legality

ANSWER: d

25. Which of the following is a principal of career counseling ethical codes?

- a. helping skills
- b. justice
- c. reliability
- d. validity

ANSWER: b

26. Which of the following is a principal of career counseling ethical codes?

- a. advice
- b. autonomy
- c. authority
- d. astuteness

ANSWER: b

27. Which of the following could be considered an unethical behavior? Providing career counseling for

- a. adolescents.
- b. a retired person.
- c. a felon.
- d. a relative.

ANSWER: d

28. Which of the following could be considered an unethical behavior?

- a. helping clients make career decisions
- b. assessing client interests
- c. telling clients which career to enter
- d. listening to clients complain about their supervisors

ANSWER: c