THEORIES OF CAREER DEVELOPMENT

CLASSIC AND CONTEMPORARY
EVOLUTION...

- P-E Fit
- Developmental
- Client-Centred
- Social Learning
- Post-Modern

1900s 1950s 1960s 1970s 1980s 1990s 2000s

NLP; Happenstance; Narrative Therapy; Te Whare Tapa Wha; Coaching
People prefer jobs where they can be in environments that:

- Allow usage of skills & abilities
- Allow expression of attitudes & values
John Holland’s Theory of Career Choice (RIASEC)

- They like to be around others who are like them.
John Holland’s Theory of Career Choice (RIASEC)

Personality \rightarrow \text{Environment} = \text{Behavior}
6 PERSONALITY TYPES

- Realistic
- Investigative
- Artistic
- Social
- Enterprising
- Conventional.
6 PERSONALITY TYPES
Uses and operates tools, equipment and machinery. Design, build, repair, maintain, work manually, measure, work in detail, drive, move, care for animals, work with plants.

Work mainly with hands making, fixing, assembling or building things, using & operating equipment, tools or machines. Likes to work outdoors.

Pilot, farmer, horticulturalist, builder, engineer, armed services personnel, mechanic, upholsterer, electrician, computer technologist, park ranger, sportsperson.
I

Think analytically & logically, compute, communicate by writing and speaking, design, formulate, calculate, diagnose, experiment, investigate.

Likes to discover and research ideas, observe, investigate and experiment, ask questions and solve problems.

Science, research, medical and health occupations, chemist, marine scientist, forestry technician, medical or agricultural laboratory technician, zoologist, dentist, doctor.
Likes to use words, art, music or drama to communicate, perform, or express themselves, create and design things.

Express artistically or physically, speak, write, sing, perform, design, present, plan, compose, play, dance.

Artist, illustrator, photographer, composer, singer, instrument player, dancer, actor, reporter, writer, editor, advertiser, hairdresser, fashion designer.
S

**Social**

Communicating orally or in writing, caring and supporting, training, meeting, greeting, assisting, teaching, informing, interviewing, coaching

Likes to work with people to teach, train and inform, help, treat, heal and cure, serve and greet, concerned for the wellbeing and welfare of others.

Teacher, nurse, counsellor, police officer, social worker, salesperson, customer service officer, waiter, secretary.
Selling, promoting & persuading, developing ideas, public speaking, managing, organising, leading and captaining, computing, planning

Likes meeting people, leading, talking to and influencing others, encouraging others, working in business.

Salesperson, lawyer, politician, accountant, business owner, executive or manager, travel agent, music or sports promoter.
Selling, promoting & persuading, developing ideas, public speaking, managing, organising, leading and captaining, computing, planning

Likes meeting people, leading, talking to and influencing others, encouraging others, working in business.

Salesperson, lawyer, politician, accountant, business owner, executive or manager, travel agent, music or sports promoter.
C

Likes working indoors and at tasks that involve organising and being accurate, following procedures, working with data or numbers, planning work and events.

Computing and keyboarding, recording and keeping records, paying attention to detail, meeting and greeting, doing calculations, handling money, organising, arranging, working independently.

Secretary, receptionist, office worker, librarian, bank clerk, computer operator, stores and dispatch clerk.
Source