FEM 4113

Career Counseling Model
The traditional career counseling model emphasizes one-on-one counseling in a therapeutic relationship involving significant psychological content. It typically uses assessment instruments, such as personality and career interest inventories, designed for a professional to administer and interpret. The counselor typically uses the information gained from the assessment instruments, individual sessions, and from standard career planning resources to help participants make more appropriate career decisions.
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.
Definition of Career Counseling
(Brown and Brooks)

- *Career counseling* is an interpersonal process designed to assist individuals with career development problems.
1. Become aware of need to make career decisions
2. Learn about and/or reevaluate self
3. Identify occupational alternatives
4. Obtain information about identified alternatives
5. Make tentative choices from among available occupations
6. Make educational choices
7. Implement a vocational choice

Resources
(websites, databases, print materials, software)
Career development model

- Career Awareness
- Career Exploration
- Career Specific Training/Education
Career awareness

- In order to make sound decisions, people must know their choices. Most students don't have any sense of what careers are available in their community much less the rest of the world. They also need to be aware of their interests, their values, and their strengths and weaknesses.
Career Exploration

● Following awareness, people must begin learning the details about career clusters in order to determine which areas are compatible with their personality, interests, values, lifestyle wishes, learning styles, temperaments, abilities/skills and aptitudes.
Career Specific Training/Education

- After awareness and exploration, students should have a good idea of what careers are available, which areas are compatible with who they are and what type of future will make them happy. This is the step where students prepare for specific careers or career clusters and validates mastery of workplace skills.
Amir Awang (1983) tiga sebab pelajar sukar membuat pilihan kerjaya

- Masalah tidak boleh membuat keputusan disebabkan seseorang itu mempunyai minat dalam pelbagai bidang, minat tidak jelas atau tidak mempunyai minat langsung
- Tidak dapat mengagak dengan baik akan personaliti, minat, nilai, kebolehannya
- Kurang maklumat tentang dunia pekerjaan dan pendidikan
Model of tret and factor

a. Identify individual traits - objectively
b. Analyze job needs or descriptions – as much information as possible
c. Matching between (a) and (b)
Tujuannya; Lock (1992)

- Mempertingkatkan kesedaran kendiri
- Menghasilkan alternatif
- Mengumpul maklumat
- Mengkaji persekitaran masakini dan akan datang
- Mengkaji diri
- Membuat keputusan
- Mengimplementasi tindakan
- Mendapatkan maklum balas
Career Counseling Process (Yost & Corbishley)

- Initial assessment
- Self understanding
- Making sense of self-understanding data
- Generating alternatives
- Obtaining occupational information
- Making the choice
- Making plans
- Implementing plans
Bergland (1974); Kinneir & Krumboltz (1984)

1. Definisi isu atau masalah
2. Menghasilkan alternatif
3. Mengumpul dan memproses pelbagai maklumat
4. Membuat penilaian tentang diri
5. Mengkaji pelbagai kemungkinan dan mengenalpasti matlamat
6. Memulakan tindakan
7. Menilai pelan tindakan
Model kaunseling kerjaya bersepadu (Sidek, 2003)

- **Kenal diri** - personaliti, nilai, minat, pencapaian
- **Bina matlamat** - plan tindakan
- **Motivasi** – ceramah, kursus, bengkel
- **Teknik asas** – ambil nota, pengurusan masa, stress management
- **Teknik lanjutan** – temuduga, menulis resume
Process of career guidance

Establish relationship with clients
Personal assessment relating to career – interview, tests, inventories, feedback
Explore occupations – written, AV, job shadowing, IT
Integrate information and choose
Career counselling process

Relationship with client

Assessment regarding cognitive clarity and motivation

Personal counselling → Career counselling
A Framework for Career Counseling

- Getting started
- Helping clients deal with change
- Helping clients engage in self-assessment activities
- Helping clients learn more about the world of work
- Helping clients expand or narrow choices
- Helping clients make plans
Phases of the Career Counseling Process (Gysbers, Heppner, & Johnston)

- Opening phase
- Phase of information-gathering
- Working phase
- Final phase
Phases of the Career Counseling Process (Niles & Harris-Bowlsbey)

- **Beginning or Initial Phase**
  - establish effective relationship
  - begin to gather information about the client
  - define preliminary goals for counseling

- **Middle or Working Phase**
  - explore concerns and goals in depth
  - develop and implement a specific plan of action
Phases of the Career Counseling Process (Niles & Harris-Bowlsbey), continued

- **Ending or Termination Phase**
  - Connect the work done in the beginning and middle phases by assessing client’s current status
  - Relate current status to client’s goals for counseling
Expanding the Limited View of Career Counseling

– Step 1: Client presents for career counseling.
– Step 2: Counselor gathers client information and administers a test battery.
– Step 3: Counselor interprets tests and identifies a few appropriate occupational options for the client.
Types of Clients Who Benefit from Subjective Interventions

- Indecisive clients
- “Difficult cases” or clients who have received but not profited from counseling
- Mid-career changers
- Culturally diverse clients
A Framework for Career Counseling

- Getting started
- Helping clients deal with change
- Helping clients engage in self-assessment activities
- Helping clients learn more about the world of work
- Helping clients expand or narrow choices
- Helping clients make plans
Career Counseling Groups

- *Group counseling* offers a mode of service delivery that can be used instead of, or in addition to, individual counseling.
- Hansen and Cramer describe group counseling as *an intervention for 5-15 members, with 5-8 members viewed as optimal.*
Career Counseling Groups, continued

- Structured career counseling groups address a specific issue that is a common concern.
- Structured career counseling groups typically meet for 3-7 sessions.
- Less structured career counseling groups focus on the intrapersonal and interpersonal concerns that clients have about career development.
Career Counseling Groups, continued

- Less structured career counseling groups tend to be more affective-oriented than structured groups.
- Less structured groups meet over a longer period of time than structured groups.
Stages in Group Career Counseling (Pyle)

- Opening stage
- Investigation stage
- Working stage
- Decision/Operational stage
Why Use Career Groups? (Kivlighan)

● Members learn new information about themselves and others.
● Members receive social and emotional support from other group members.
● Members learn from peers who are in similar situations.
● Members can share resources and ideas.
Criteria for Successful Groups

- Members
  - are in open communication with each other.
  - share a common goal.
  - set norms that direct and guide their activities.
  - develop a set of roles to play within the group.
  - develop a network of interpersonal attraction.
  - work toward satisfaction of individual needs.
Other models

- Behavioural Counseling Model
- Comprehensive Career Counseling Model
- Career Development Model
- Decision Making Model
CONCLUSION

- All models aim at assisting individual in career decision making
- All models involve process and contain element important in the process