FEM 4113
Career Counselling Model
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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**.
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, and 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 available occupations
6. Make educational choices
7. Implement a vocational choice

Resources
(websites, databases, print materials, software)
Career awareness

In order to make sound decisions people must know their choices.

They also need to be aware of their interests, their values, and their strengths and weaknesses.
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.
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) 3 factors of students’ difficulty in choosing a career path

- Indecisive as they are interested in a variety of fields, an unclear interest or lack of interest altogether.
- Unable to see or visualize their personality, interest, values and potential.
- Lack of information of the career world and education.
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)
Purpose; Lock (1992)

Increase in Self-Awareness
Developing alternatives
Collecting Information
Examine the recent and future environment
Self-evaluation
Decision Making
Action Implementation
Receiving Feedback
Career Counseling Process (Yost & Corbishley)

1. Initial assessment
2. Self-understanding
3. Making sense of self-understanding data
4. Generating alternatives
5. Obtaining occupational information
6. Making the choice
7. Making plans
8. Implementing plans
Bergland (1974); Kinneir & Krumboltz (1984)

1. Define issues and problems
2. Creating alternatives
3. Collect and processing various information
4. Making evaluations of self
5. Examine possibilities and identifying
6. Initiating action plan
7. Evaluating Action Plan
Intergrated career counseling model (Model kaunseling kerjaya bersepadu; Sidek, 2003)

• Getting to know yourself
  Personality, value, interests, achievements

• Develop a Goal
  Action plan

• Motivation
  Lecture, Courses, Workshops

• Basic Skills
  Note-taking, Time-management, Stress Management

• Continuous skill-learning
  Interviews, resume writing
Process of career guidance

1. Establish relationship with clients
2. Personal assessment relating to career – interview, tests, inventories, feedback
3. Explore occupations – written, AV, job shadowing, IT
4. 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

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

- Opening phase
- Phase of information-gathering
- Working phase
- Final phase
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<tr>
<th>Phases of the Career Counseling Process (Niles &amp; Harris-Bowlsbey)</th>
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<tr>
<td><strong>Beginning or Initial Phase</strong></td>
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<tr>
<td>Establish effective relationship</td>
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<tr>
<td>Begin to gather information about the client</td>
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<td>Define preliminary goals for counseling</td>
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<tr>
<td><strong>Middle or Working Phase</strong></td>
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<tr>
<td>Explore concerns and goals in depth</td>
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<td>Develop and implement a specific plan of action</td>
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<td><strong>Ending or Termination Phase</strong></td>
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<td>Connect the work done in the beginning and middle phases by assessing client’s current status</td>
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<td>Relate current status to client’s goals for counseling</td>
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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
Group counseling

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.
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.

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 learn from peers who are in similar situations.
- Members receive social and emotional support from other group members.
- 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
Thank you