Career Development at Workplace

Career Development Competencies in Adulthood

- **Self-Knowledge**
  - Skills to maintain a positive self-concept
  - Skills to maintain effective behaviors
  - Ability to understand developmental changes and transitions

Career Development Competencies in Adulthood

- **Educational and Occupational Exploration**
  - Skills to enter and participate in education and training
  - Skills to participate in work and lifelong learning
  - Skills to locate, evaluate, and interpret career information
  - Skills to seek, obtain, maintain, and change jobs
  - Ability to understand how the needs and functions of society influence the nature and structure of work

Career Development at Workplace

- Concept of career planning, career management and life planning
- Work adjustment and personal adjustment
- Occupational stress
- Self assessment tools, labor market information/placement exchanges/organizational potential assessment, developmental programs, consultation, wellness
- Retirement or outplacement counselling
- Employee Assistance Programs

Career Development Competencies in Adulthood

- **Career Planning**
  - Skills to make decisions
  - Ability to understand the impact of work on individual and family life
  - Ability to understand the continuing changes in male-female roles
  - Skills required to make career transitions

Career Development Competencies in Adulthood

- Developmental and remedial function of career counselling
- Adjustment in the workplace
- Human resource management, employee assistance programs and career development in the organizations
Career Development at Workplace
- Work organization create career patterns for employee
- Recognition of occupational stress
- The changing skills required by organizations – lifelong learning, work in team, be flexible

Employee’s expectation
- Workload
- Control over one’s work
- Tangible and intrinsic rewards of work
- The relationship and sense of community among co-workers
- The perception of fairness in the workplace
- The role of personal and organizational values

Model of career stages
(London and Stumpf, 1982)
- Stage 1 – exploration and trial
- Stage 2 – establishment and advancement
- Stage 3 – Midcareer : Growth, Maintenance, Decline
- Stage 4 - Disengagement

Model of career stages
(Schein, 1978)
- Stage 1 – Entry
- Stage 2 – Socialization
- Stage 3 – Midcareer
- Stage 4 – Late career

Other career development activities
- Working with plateaued workers
- Training and education programs
- Mentoring
- Career ladder
- Wellness programs
- Outplacement counselling
- Retirement planning
- Employee Assistance Programs (EAP)