THEORIES CONT.; ETHICAL ISSUES

CHAPTER 3 & 4

LEARNING THEORIES

- How Learning Theories differ from Trait & Factor:
  a) Focused on the learning process that led to your beliefs and values (thus impacting career choice)
  b) Not concerned with any developmental stages
  c) Factors that lead to career choice and adjustment are all learned.

LEARNING THEORIES

Krumboltz's Social Learning Theory

1) Genetics/special abilities

- Inherited qualities that may set limits on individual career opportunities

2) Environment/events

- Factors of influence that are often beyond the individual's control
- Certain events and circumstances influence skills development, activities, and career preferences

3) Learning experience

- Instrumental learning experiences and associative learning experiences
- Instrumental learning – acting on the environment to produce certain consequences.
- Associative learning- learning by reacting to external stimuli

4) Task approach skills

- The skills an individual applies to each new task or problem

LEARNING THEORIES

Krumboltz's Social Learning Theory

SOCIAL LEARNING THEORY GOALS FOR CAREER COUNSELING

- Emphasis on learning
- Facilitate the learning of skills, interests, beliefs, values, work habits, and personal qualities that enable clients to create a satisfying life within a constantly changing work environment, learning about self and the environment
- Three criteria that influence goals of career counseling:
  a) People need to expand their capabilities and interests, not base decisions on existing characteristics only
  b) People need to prepare for changing work tasks, not assume that occupations will remain stable
  c) People need to be empowered to take action, not merely be given a diagnosis

LEARNING THEORIES

Krumboltz's Social Learning Theory

SOCIAL LEARNING THEORY GOALS FOR CAREER COUNSELING

- Students who take advantage of learning opportunities presented to them are better decision makers.
- This theory displays incredible merit to disenfranchised & marginalized groups in society. Applicable to people who fear discrimination.

LEARNING THEORIES

Social Cognitive Career Theory

- Bobo Doll experiment
- https://www.youtube.com/watch?v=hHHdovKHDNU

LEARNING THEORIES

Social Cognitive Career Theory

1) Environment highly influences people
2) Career exploration influenced by direct & indirect variables
3) People interested in things they believe they can perform well in.
4) Performance affected by ability, expectations, self-efficacy, and goals.
5) Self-Efficacy
   a) Influenced by gender, ethnicity, health, special needs, etc.
6) Career exploration influenced by 4 internal aspects:
   a) Behavior
   b) Self-Efficacy beliefs
   c) Outcome expectations
   d) Goals

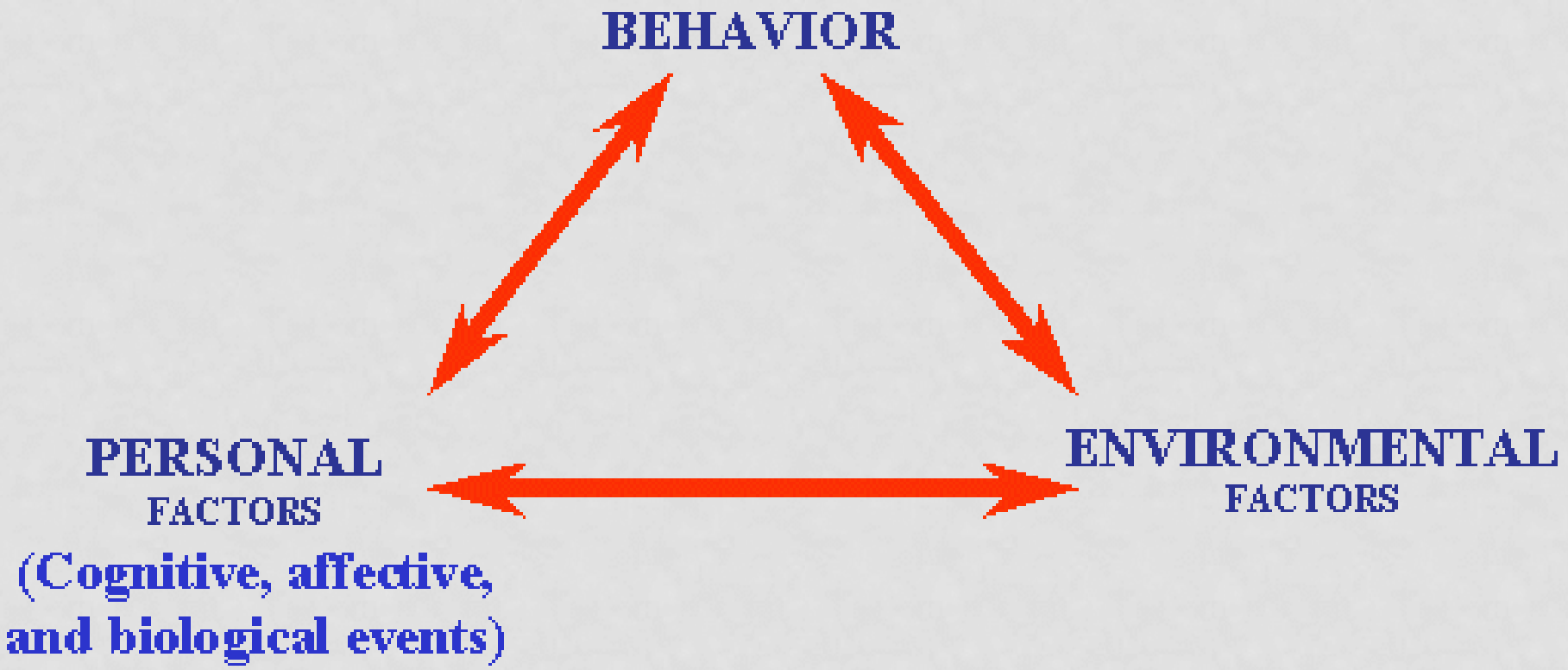
LEARNING THEORIES

Social Cognitive Career Theory

- What is Self-Efficacy?
  - "Whether you think that you can or that you can't, you are usually right."
  - https://www.youtube.com/watch?v=gpGjexZcJdg

LEARNING THEORIES

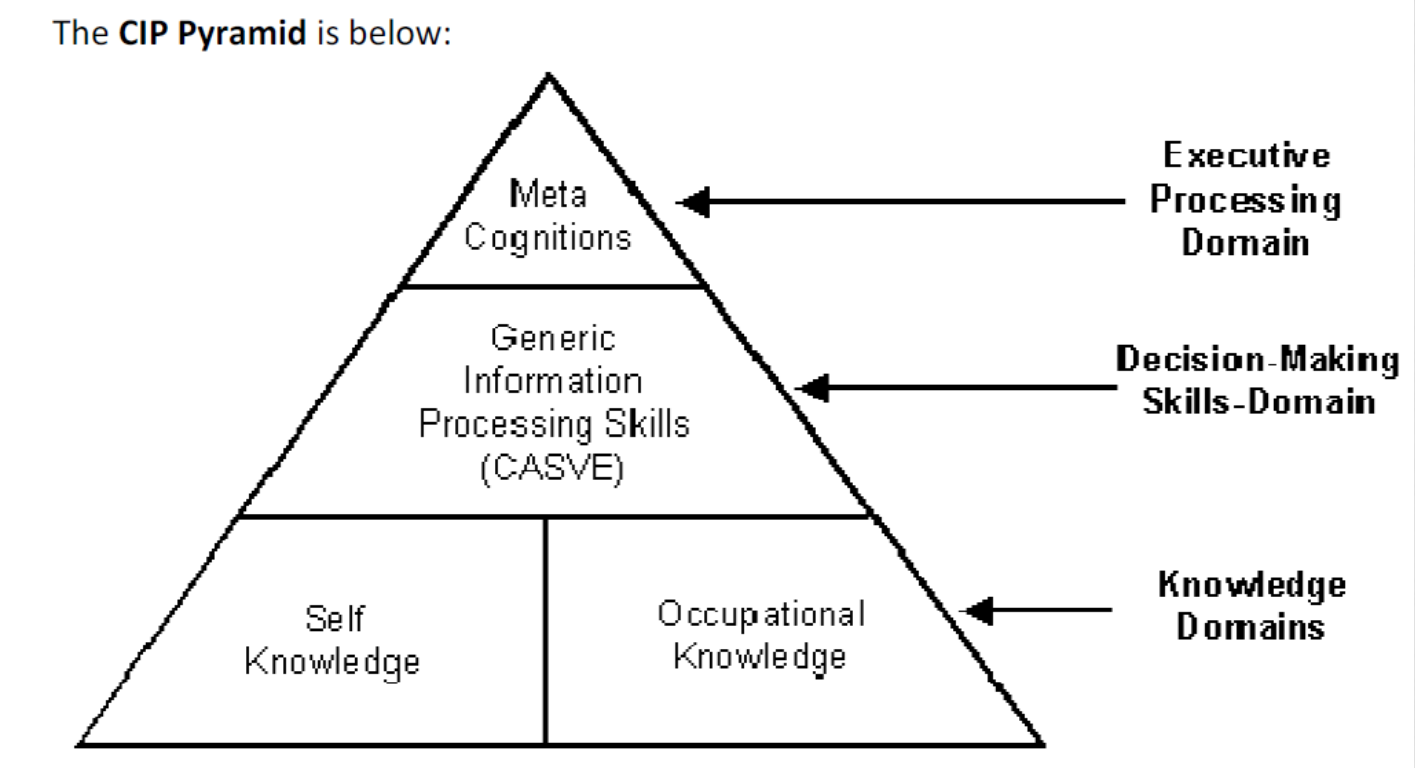
Social Cognitive Career Theory



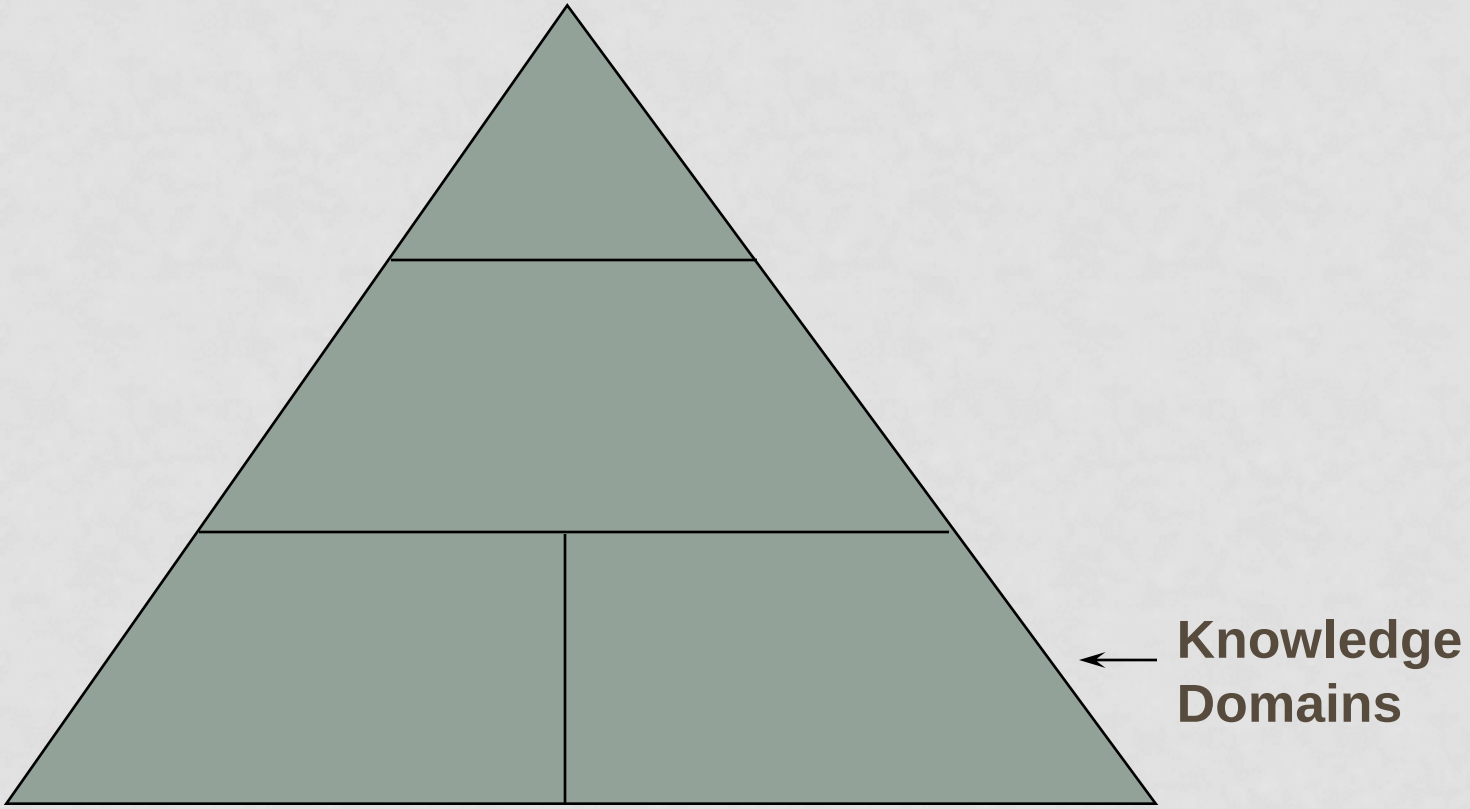
LEARNING THEORIES

Career Information-Processing Model of Career Choice

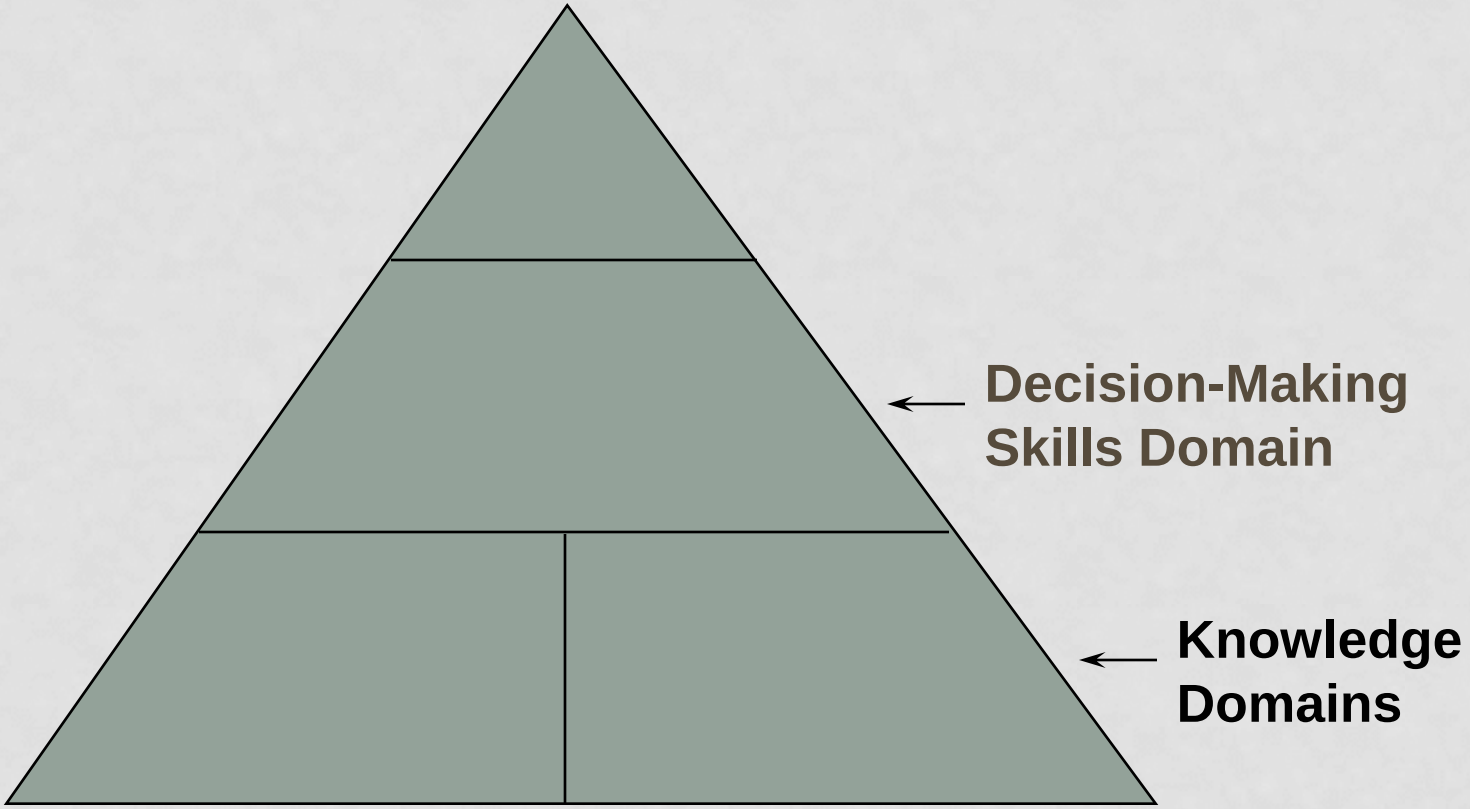
- How individuals engage in career problem solving & decision making.



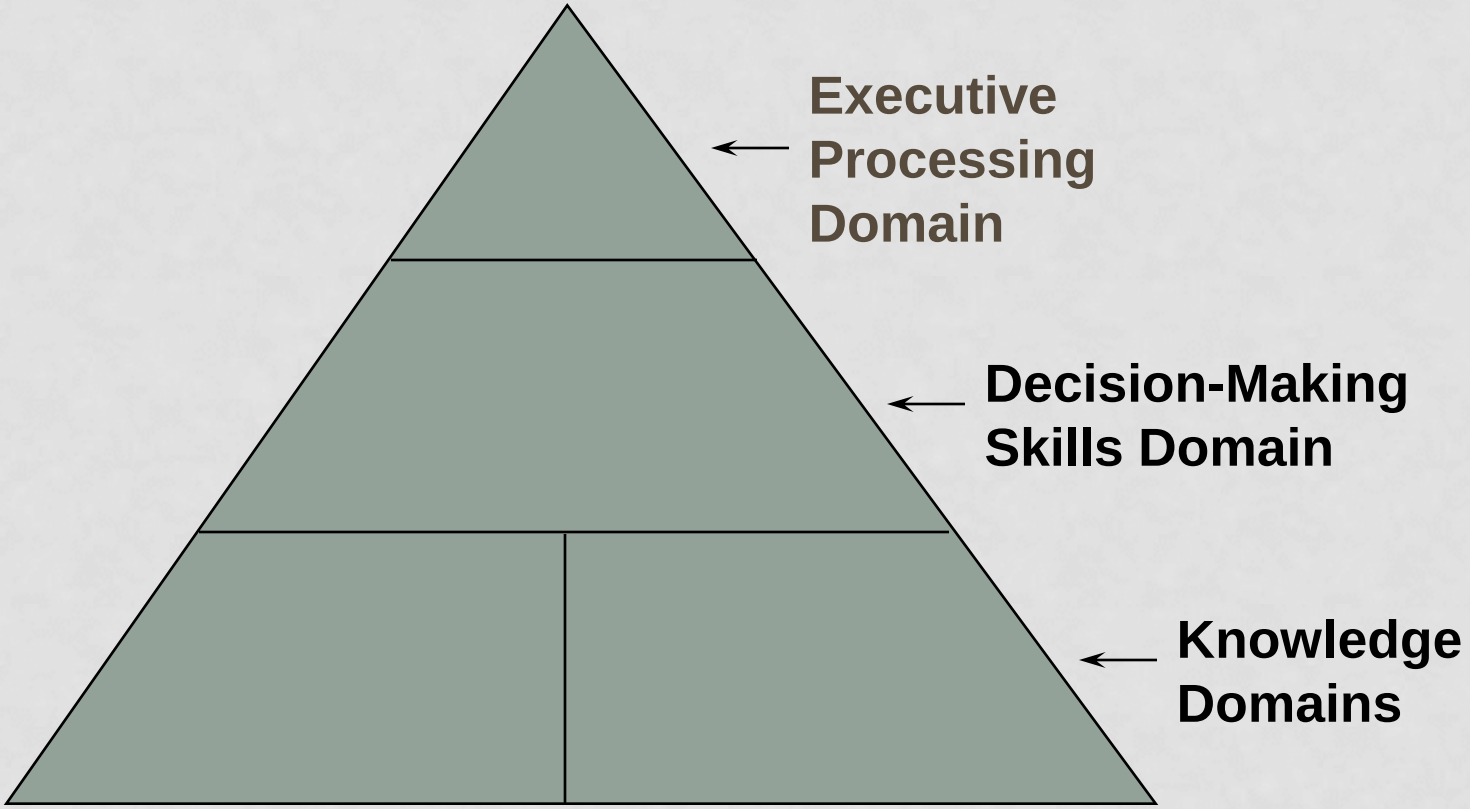
CIP Pyramid (Model)



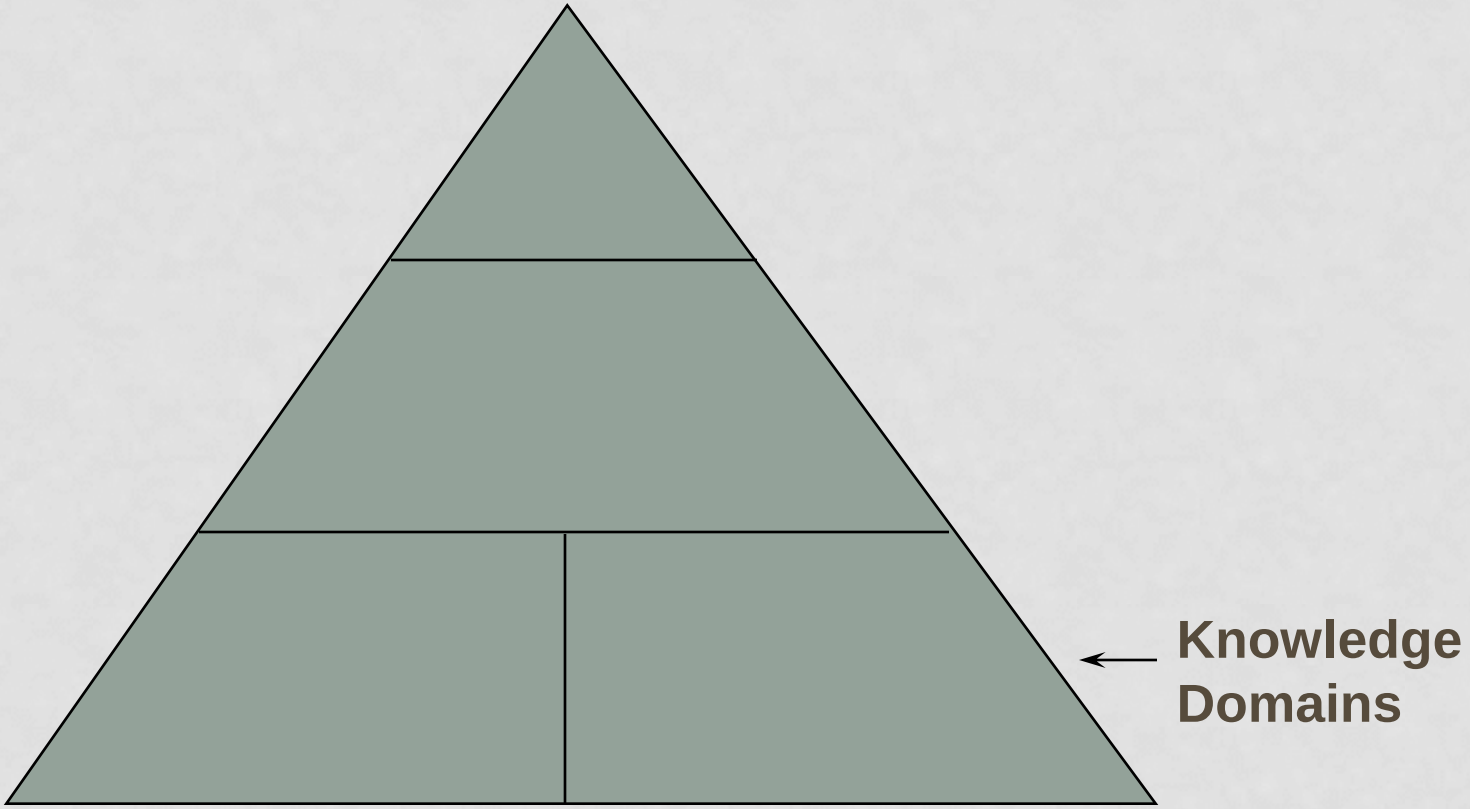
CIP Pyramid (Model)



CIP Pyramid (Model)



CIP Pyramid (Model)



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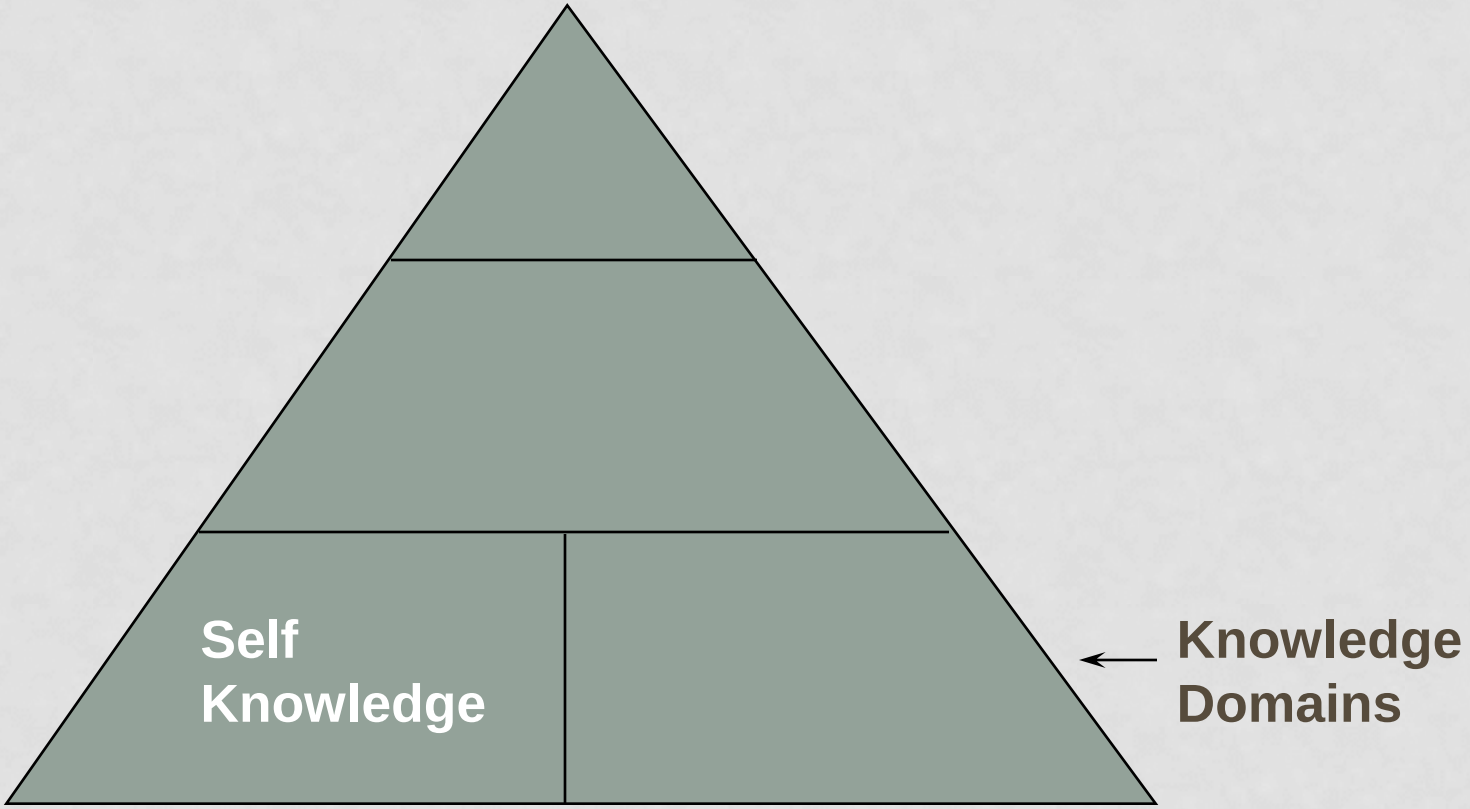
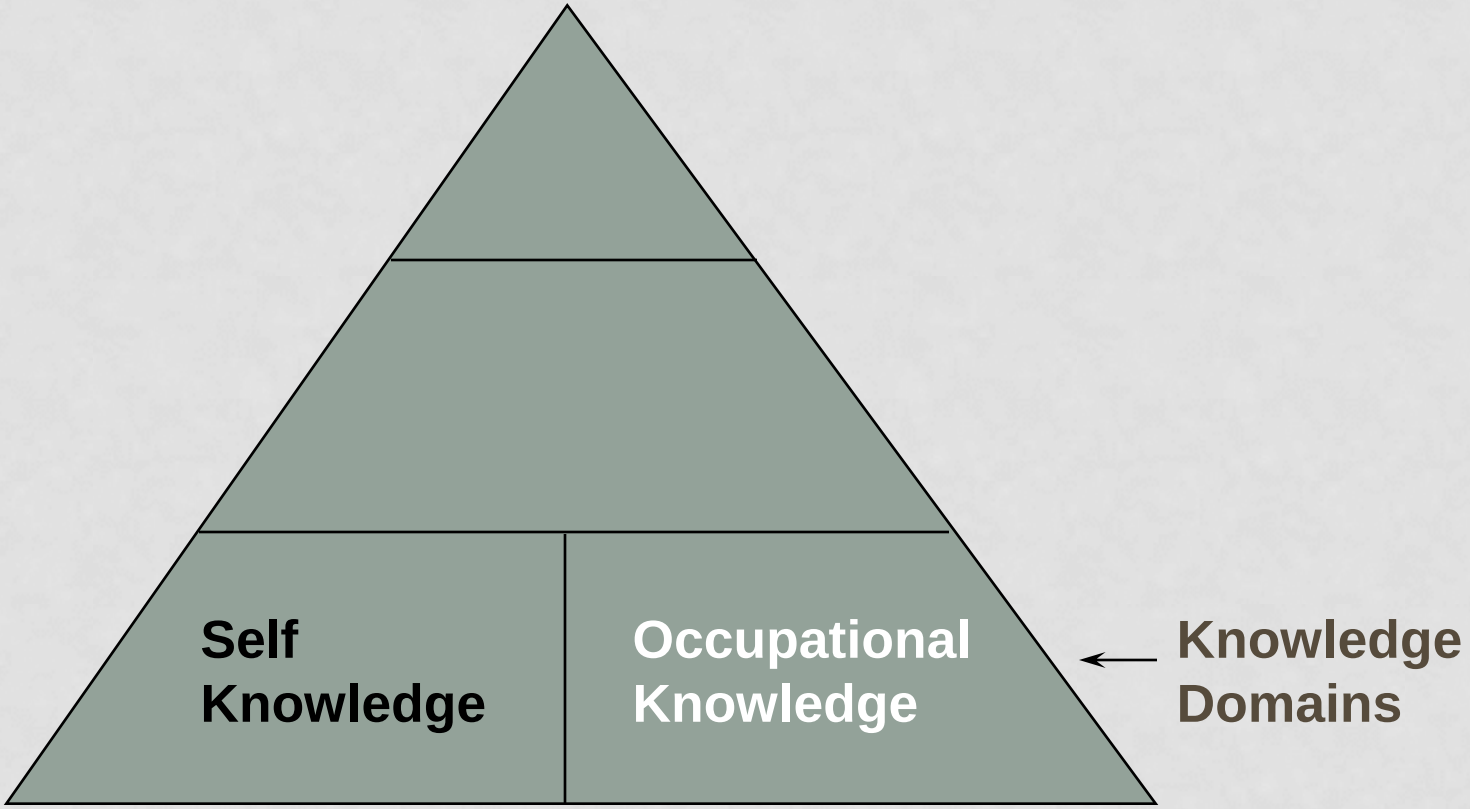


SELF-KNOWLEDGE

- Values, interests, skills, and employment preferences are influenced by
  - Personal characteristics
  - Life experience
- Values, interests, skills, and employment preferences may be influenced by
  - Religious or spiritual beliefs

CIP Pyramid (Model)

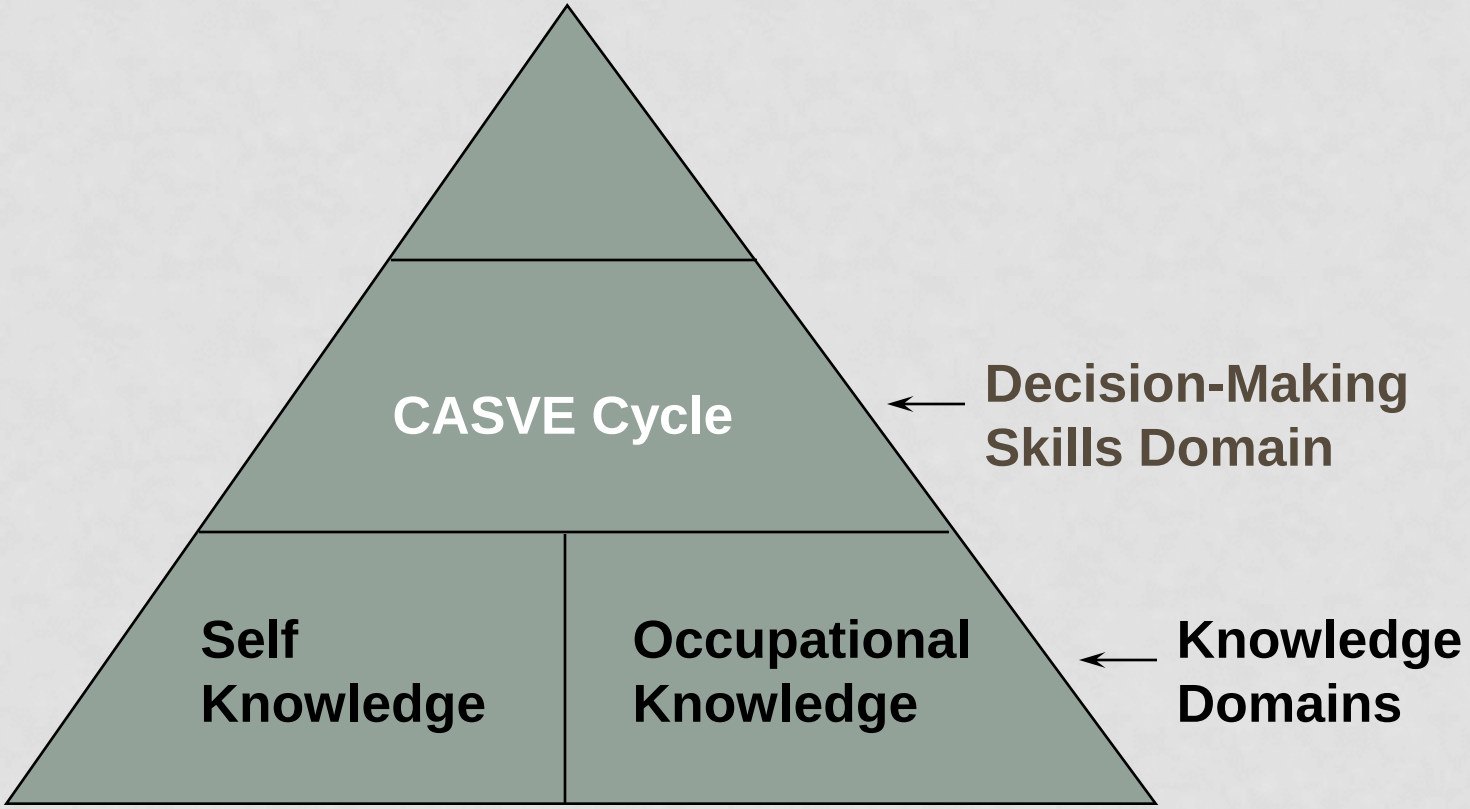


OCCUPATIONAL KNOWLEDGE

- Also known as "knowledge about careers"

- Knowledge of specific options
  - Direct experience or observing others
  - Expands over time

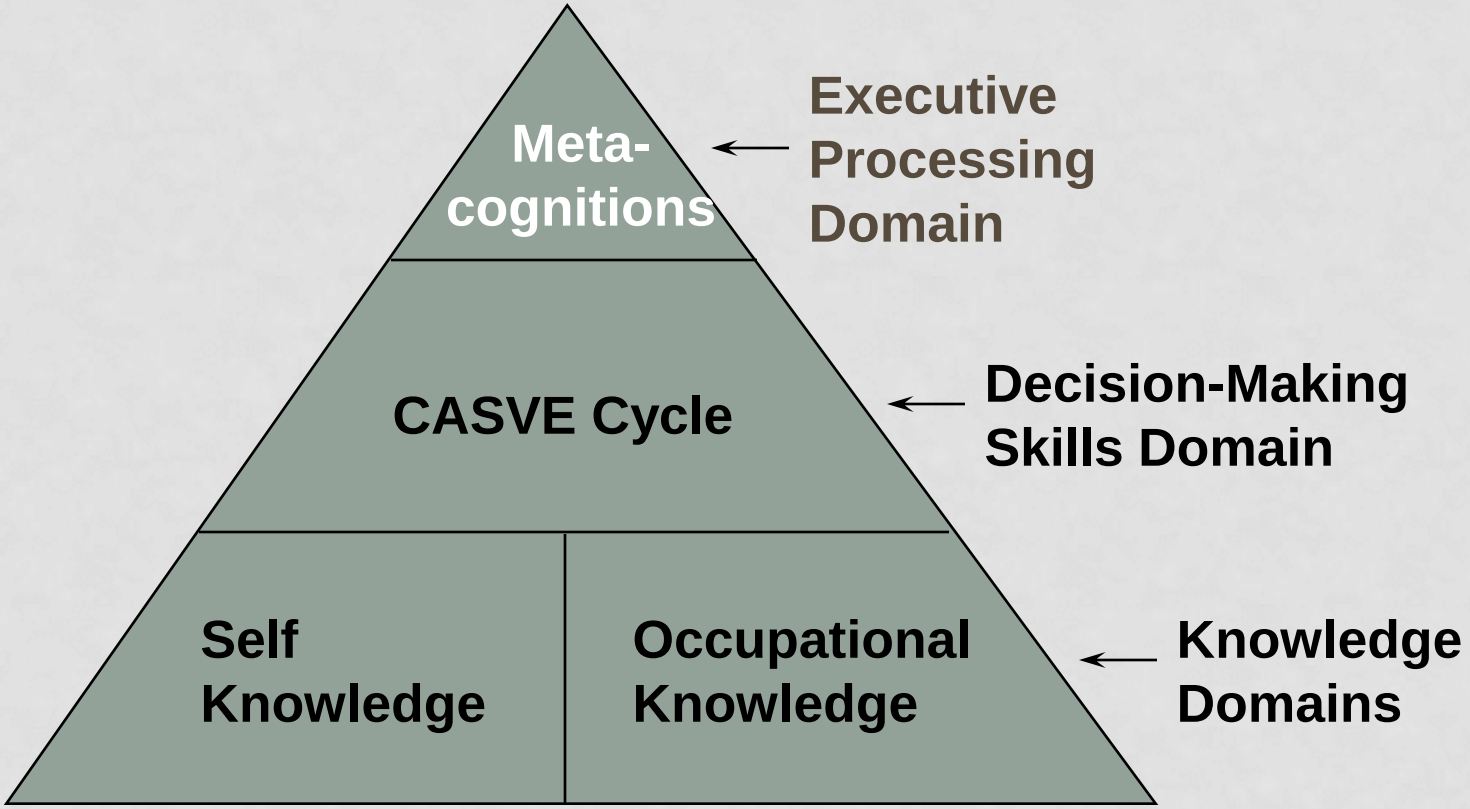
CIP Pyramid (Model)



DECISION-MAKING SKILLS DOMAIN

- Generic information processing skills that individuals use to solve important problems and make decisions
- The CASVE cycle is one model
- How do I usually make important decisions?

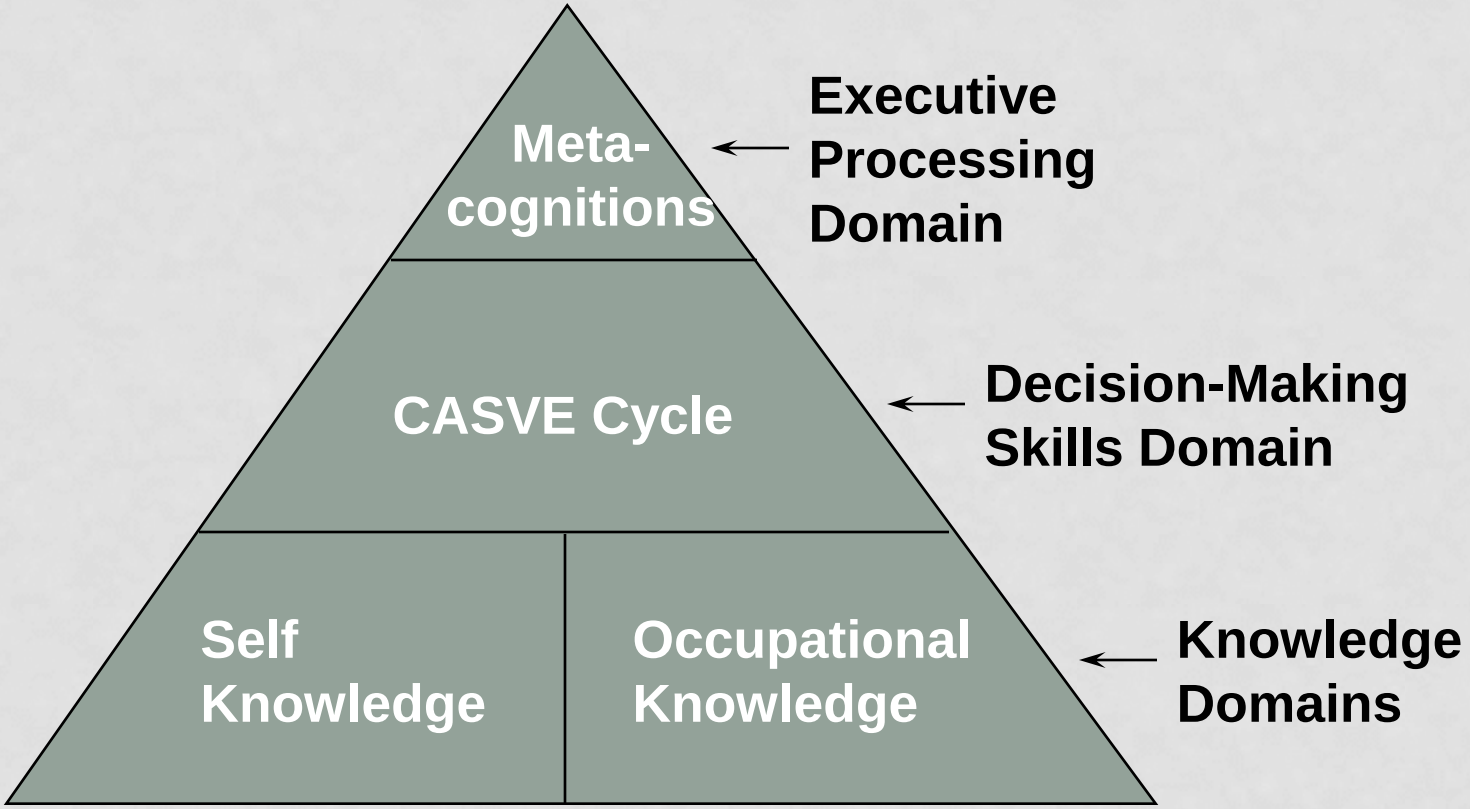
CIP Pyramid (Model)



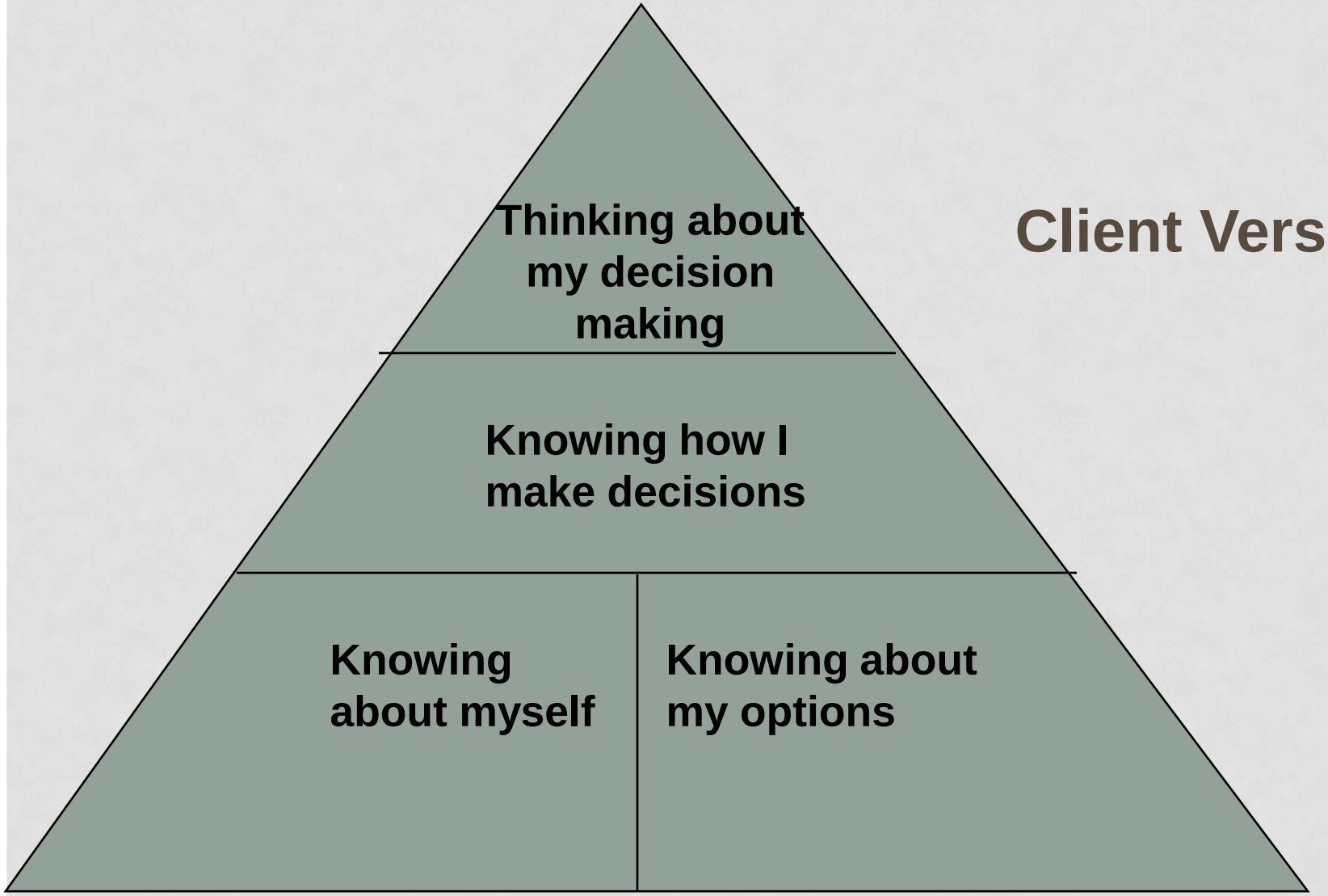
EXECUTIVE PROCESSING DOMAIN

- **Metacognitions**
  - Monitoring/Evaluation part of thought process
  - "How is it working?"
  - "What would improve it?"
  - "What adjustments could/should I make?"

PYRAMID OF INFORMATION PROCESSING DOMAINS (CIP MODEL)



CIP Pyramid (Model)



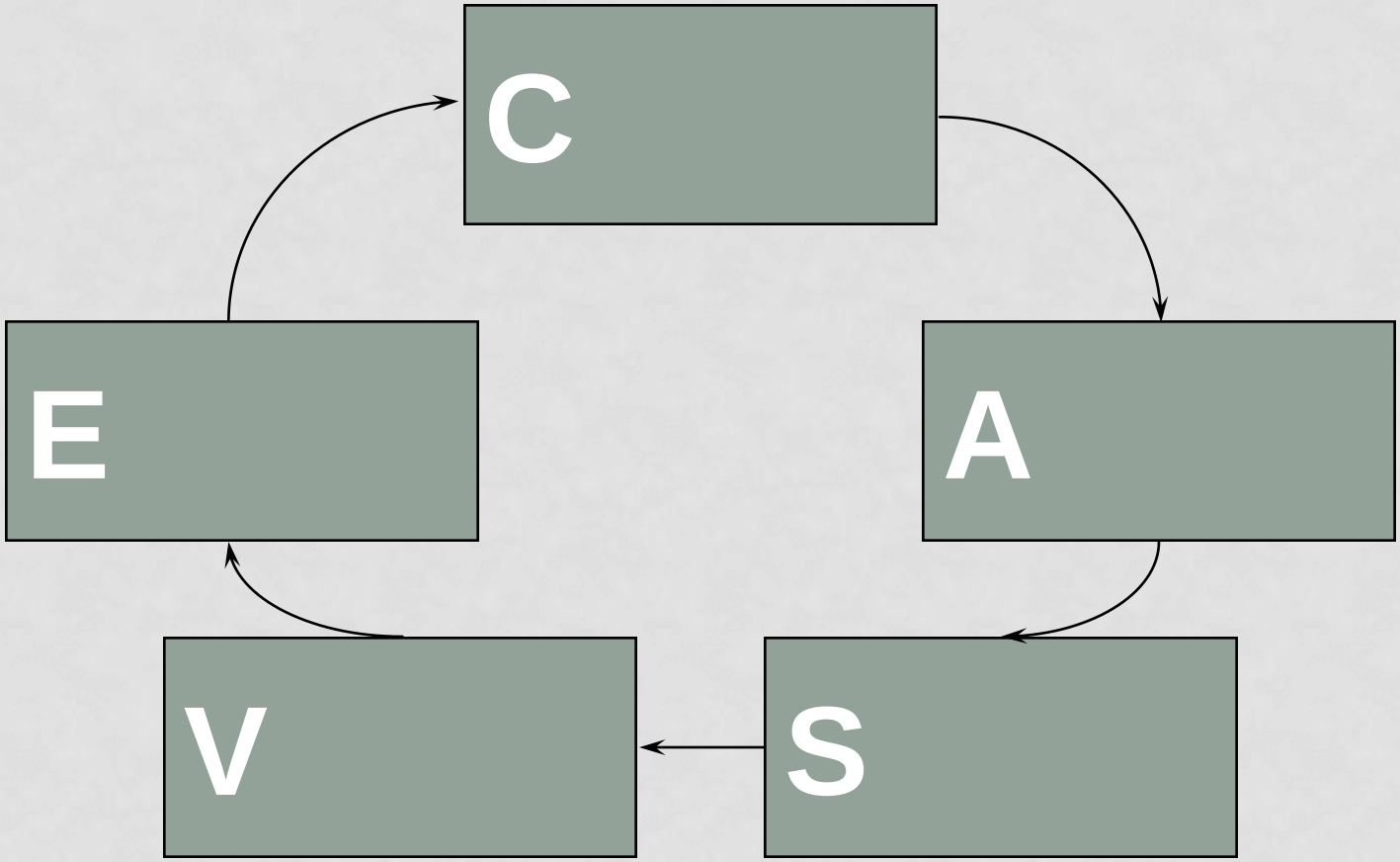
Client Version

The CASVE Cycle

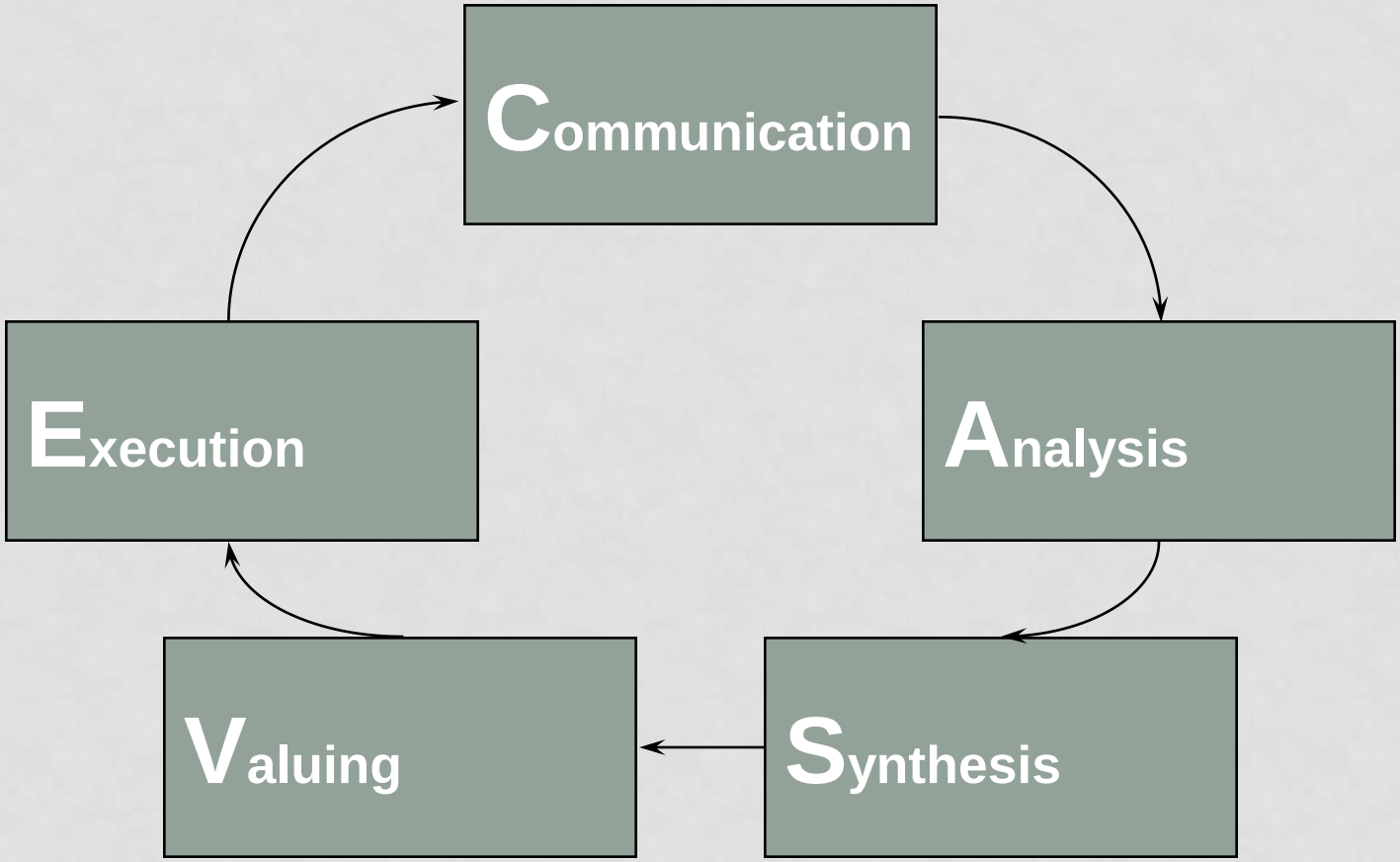
Understanding -

"How to make a career choice"

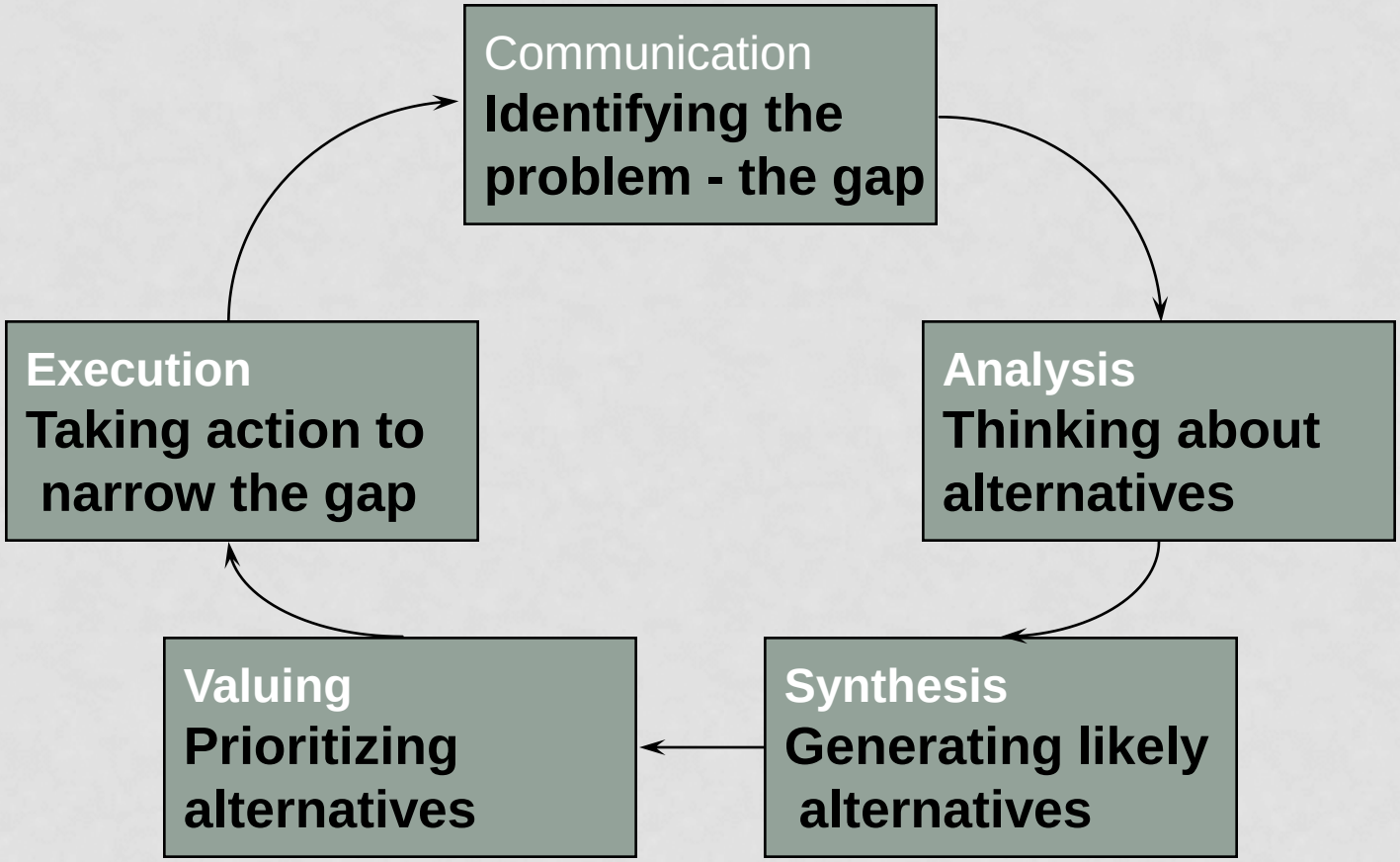
CASVE CYCLE



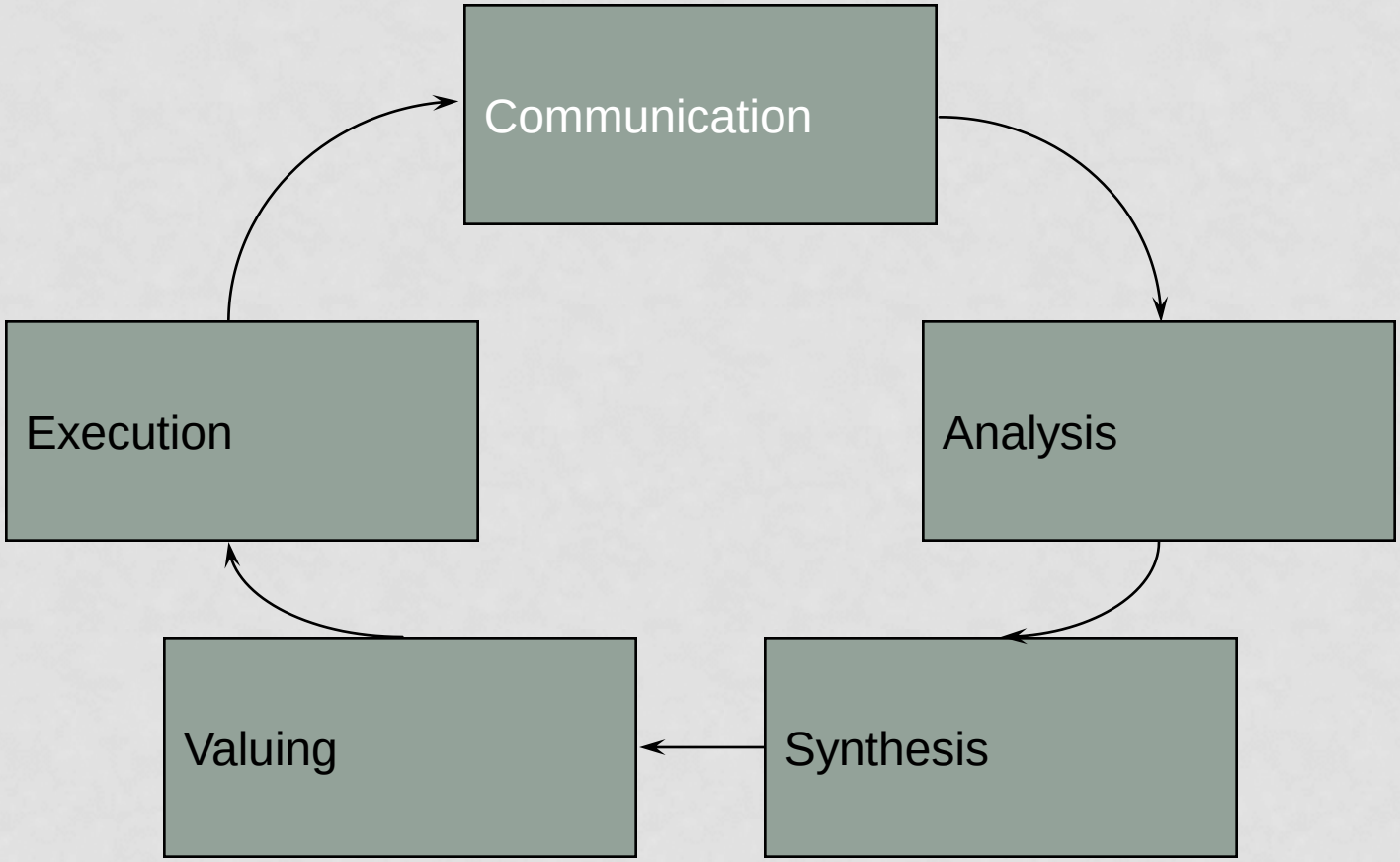
CASVE CYCLE



CASVE CYCLE


Communication
Identifying the problem - the gap
Analysis
Thinking about alternatives
Synthesis
Generating likely alternatives
Valuing
Prioritizing alternatives
Execution
Taking action to narrow the gap

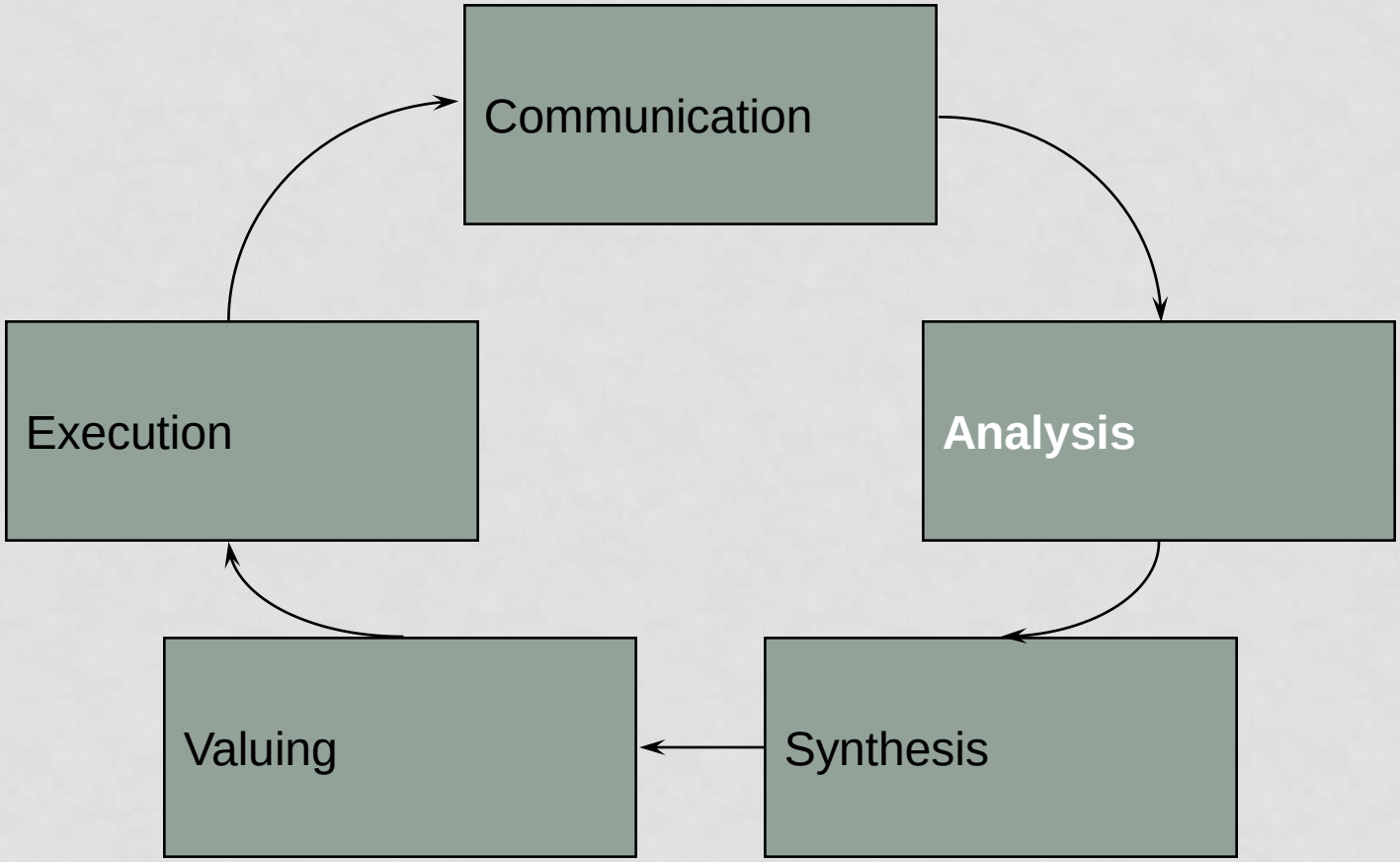
CASVE CYCLE



COMMUNICATION

- Acknowledging a problem exists
- "Knowing I need to make a choice"

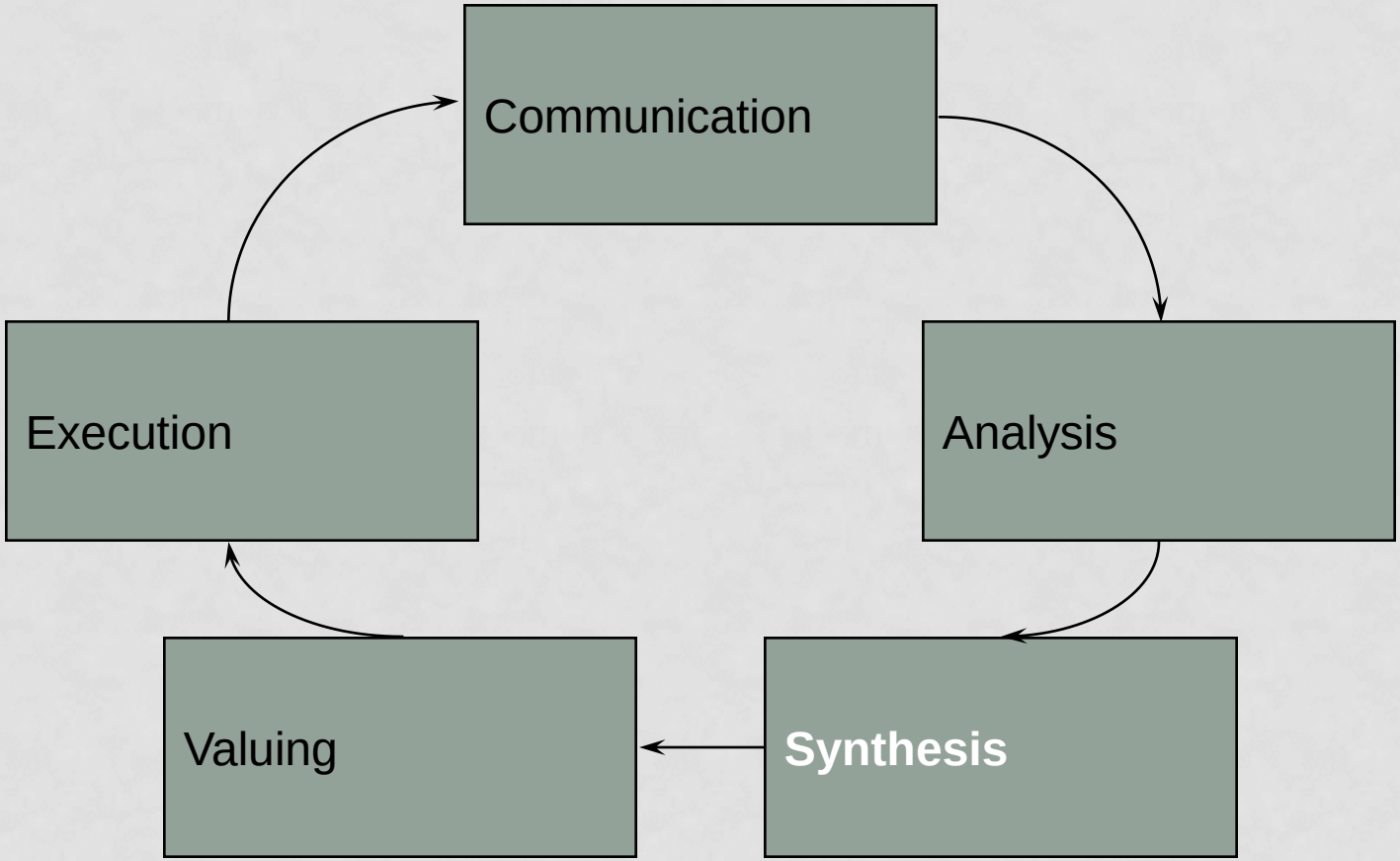
CASVE CYCLE



ANALYSIS

- Determine the aspects of the problem
- “Understanding myself and my options”

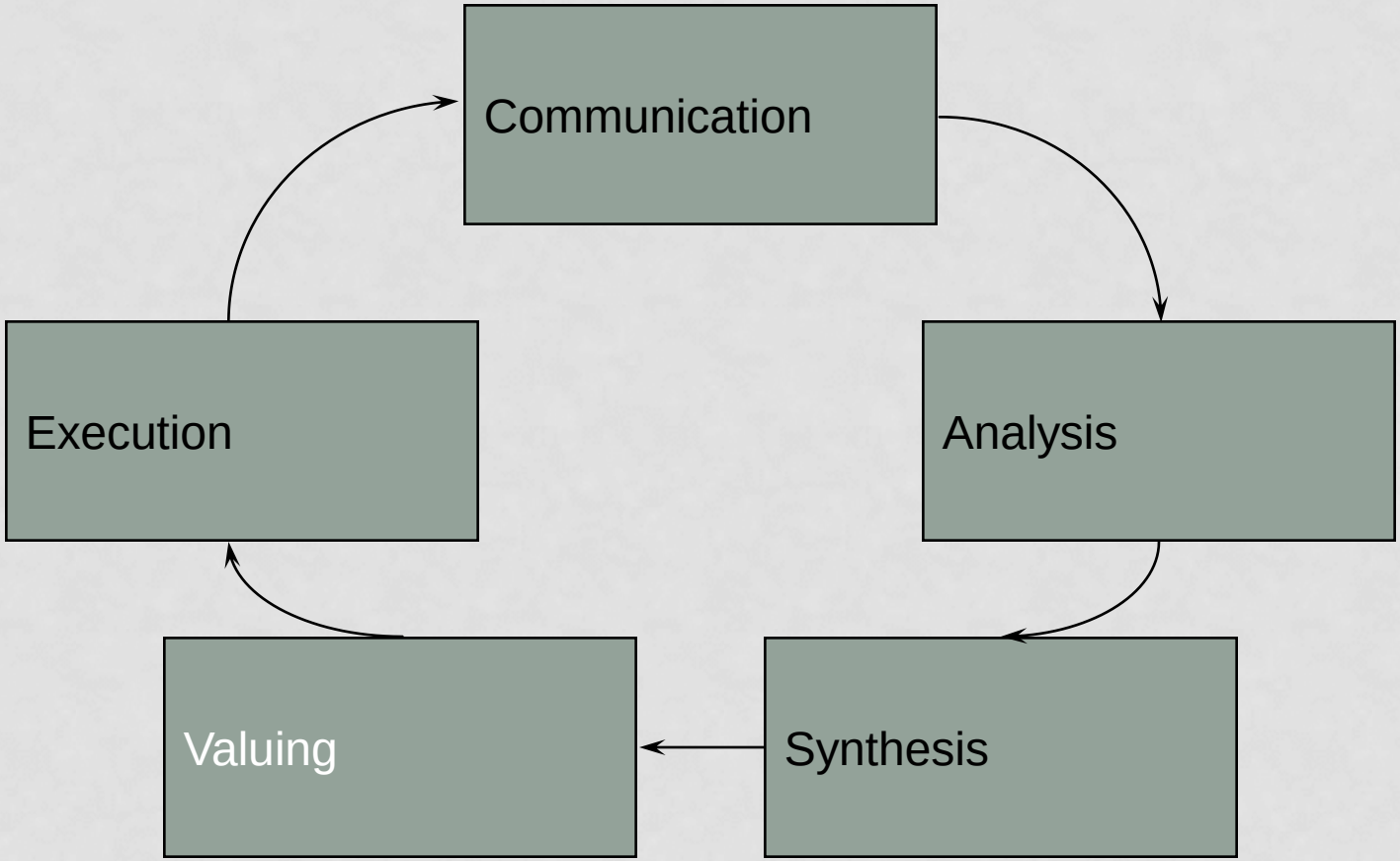
CASVE CYCLE



SYNTHESIS

- Generate potential solutions & identify realistic options
- "Expanding and narrowing my list of options"

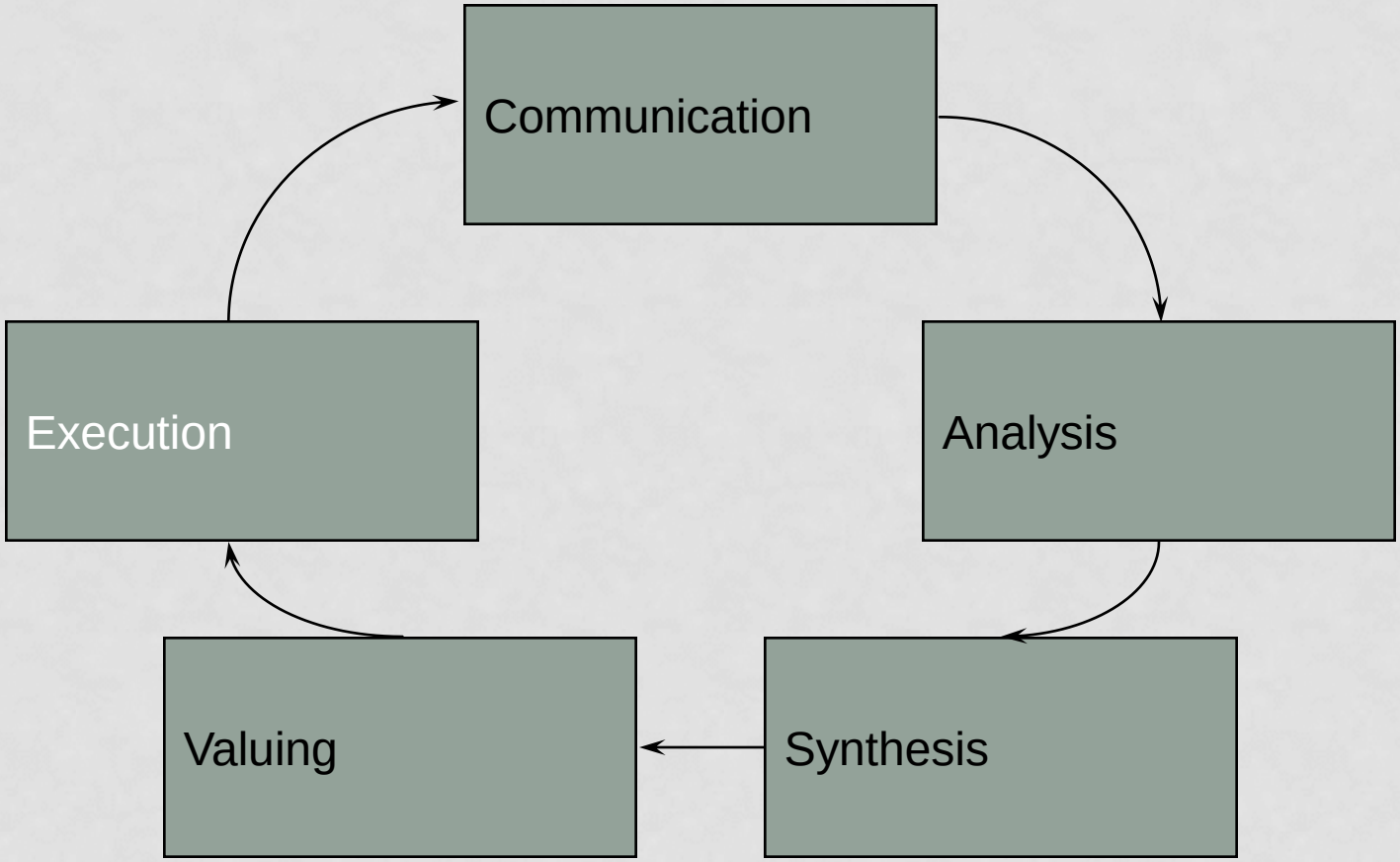
CASVE CYCLE



VALUING

- Costs/benefits analysis is conducted based on the values system of the individual.
- "Choosing an occupation, program of study, or job"

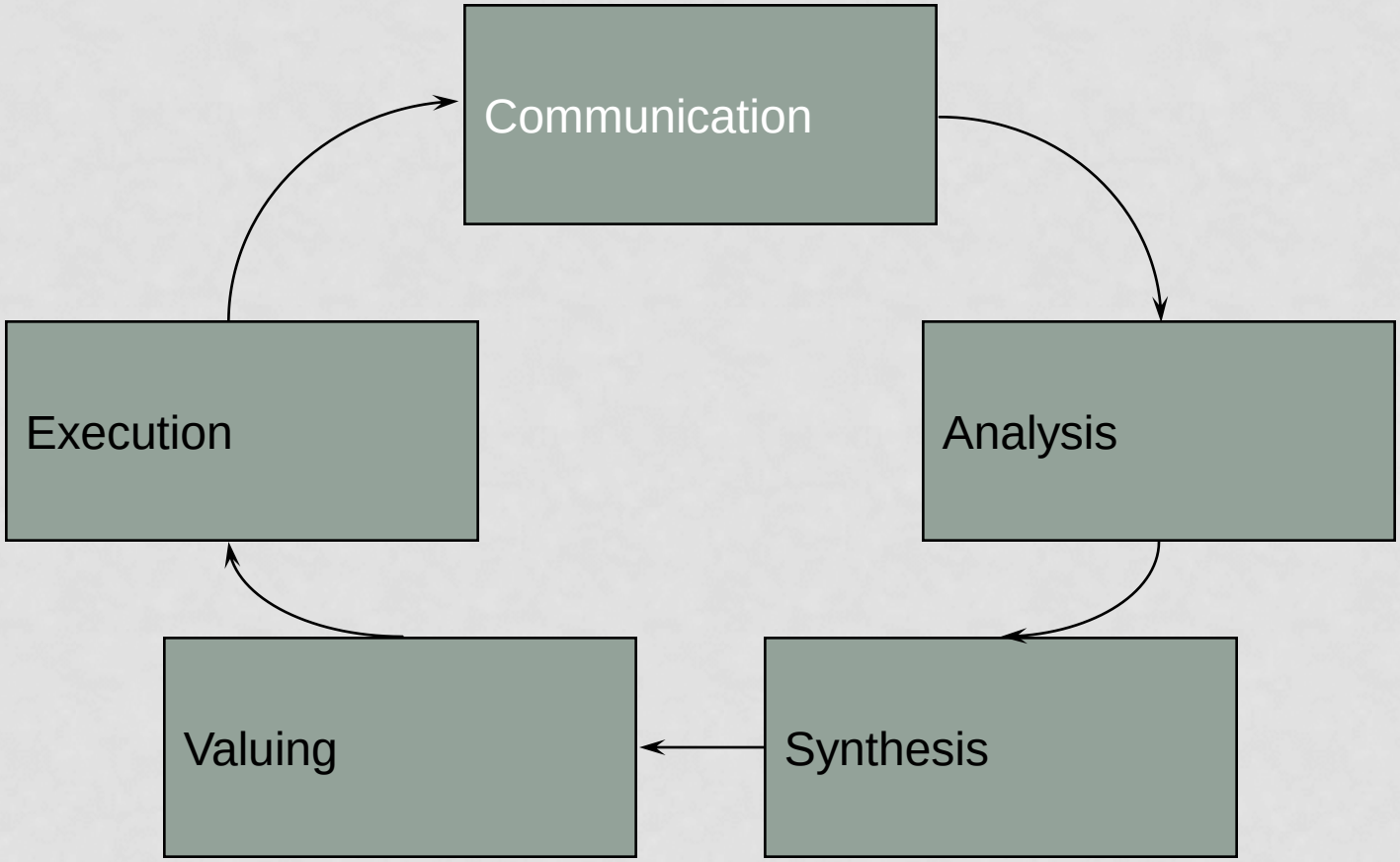
CASVE CYCLE



EXECUTION

- Plans developed and executed
- “Implementing my choice”

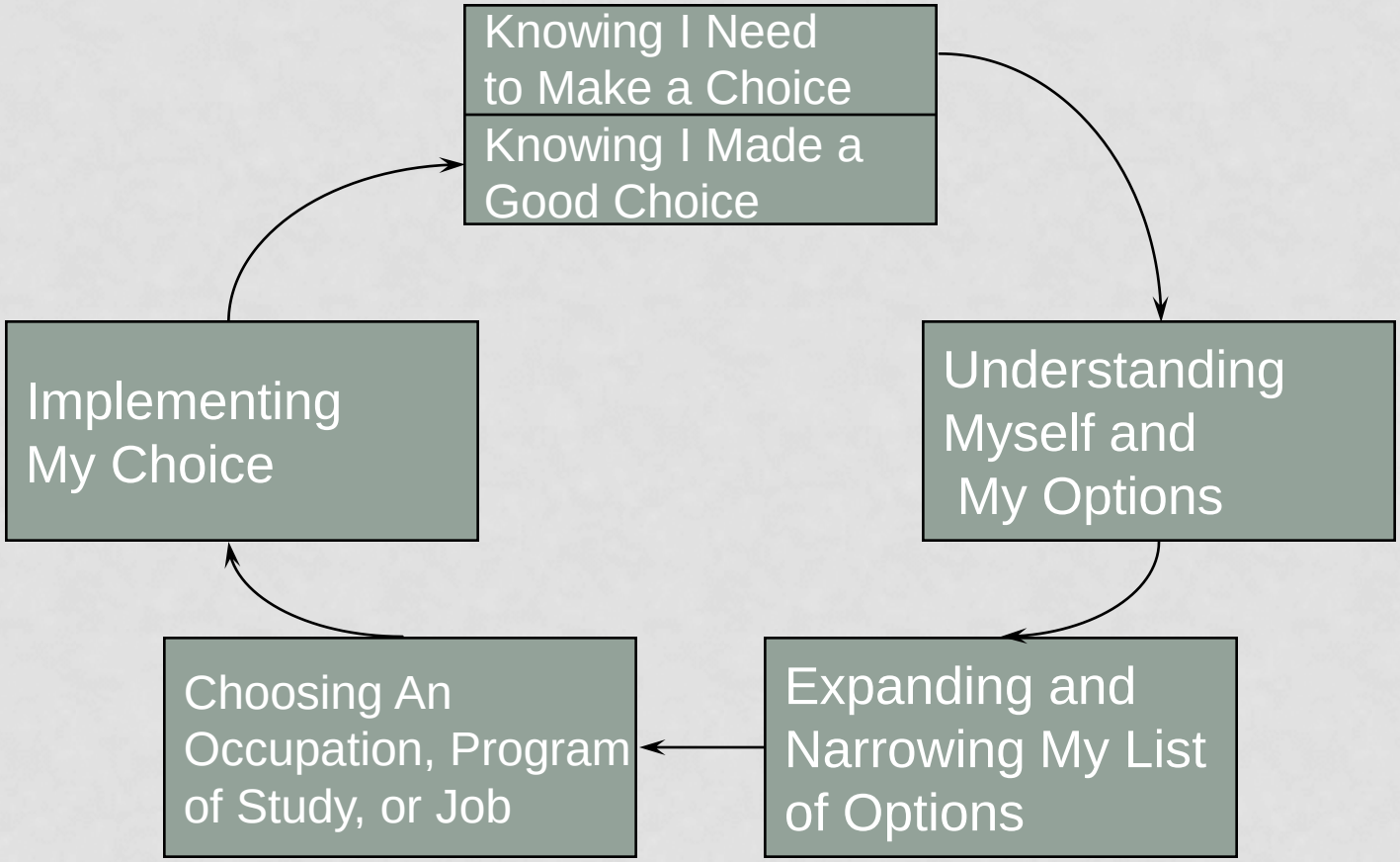
CASVE CYCLE



COMMUNICATION

- Knowing I made a good choice

CASVE CYCLE - CLIENT VERSION



LEARNING THEORIES

Career Information-Processing Model of Career Choice

- Career counselors:

  a) Assess student readiness to learn, engage, and explore

  b) Take complexity factors into consideration

Best Practices to Employ in Using CIP-Based Processes to Assist Students in "Getting In," "Getting There," and "Getting Through":

1. Use of **Motivational Interviewing (MI)** techniques
2. Use of **Narrative Counseling** and selective **assessment** techniques
3. Identification of **"red flags"** and **referral for services**
4. Creation of **mentoring** and **whole-school support models**

POSTMODERN THEORIES

Contextualist Theory of Career

- You can only understand an individual is in the context of their own environment.

- To understand you must:
  1) Start with the event
  2) Determine individual's view of it
  3) Proceed from that point

- Career counseling
  - Get client to narrate nature of the problem
  - Assist to reinterpret the problem
  - Extend into the future

POSTMODERN THEORIES

Chaos Theory of Career Development & Spirituality

- Everything in the world is connected and nonpredictable.

1) Move freely between career paths
2) Career is a fractal and we are all interlinked through a network
3) Careers range from orderly to chaotic
4) People hope for the best when in transition
5) Careers make sense through nonlinear logic

POSTMODERN CAREER COUNSELING

- Perspectives:
  1) Assisting clients construct a future career
  2) Encouraging more narratives from the client
  3) Assessments not necessarily employed
  4) Interpretation (making sense) of the clients experience is essential
  5) Counselor must provide a values-free perspective

SOLUTION-FOCUSED BRIEF
CAREER COUNSELING

- Brief, constructivist, positively framed, future-oriented, collaborative inquiry that is respectful of client diversity and contextual differences

1) Relationship development
   - Client controlled, counselor is the facilitator

2) Client presentation of issue
   - Focus on positive and the future

3) Search for exceptions
   - Search for strengths

SOLUTION-FOCUSED BRIEF
CAREER COUNSELING

4) After exceptions are found
   - Which of these strengths will help you achieve the goal

5) Develop a plan and scale the goal
   - Client restates the goal and scales it

6) Follow up sessions

7) Ask second order questions
   - What is the career problem is not addressed?

SOCIOECONOMIC THEORIES

- Greater emphasis on factors outside of the control of the individual.
  - Socioeconomics status
  - Discrimination & occupational segregation
  - Labor market considerations

STATUS ATTAINMENT THEORY

- Family status and cognitive variables combine and influence educational attainment, which impacts occupation attainment and earnings.

SOCIOECONOMIC THEORIES

DUAL LABOR MARKET THEORY

Core Firms

- Well developed career paths
- Opportunities for upward mobility
- Dominant roles in the market

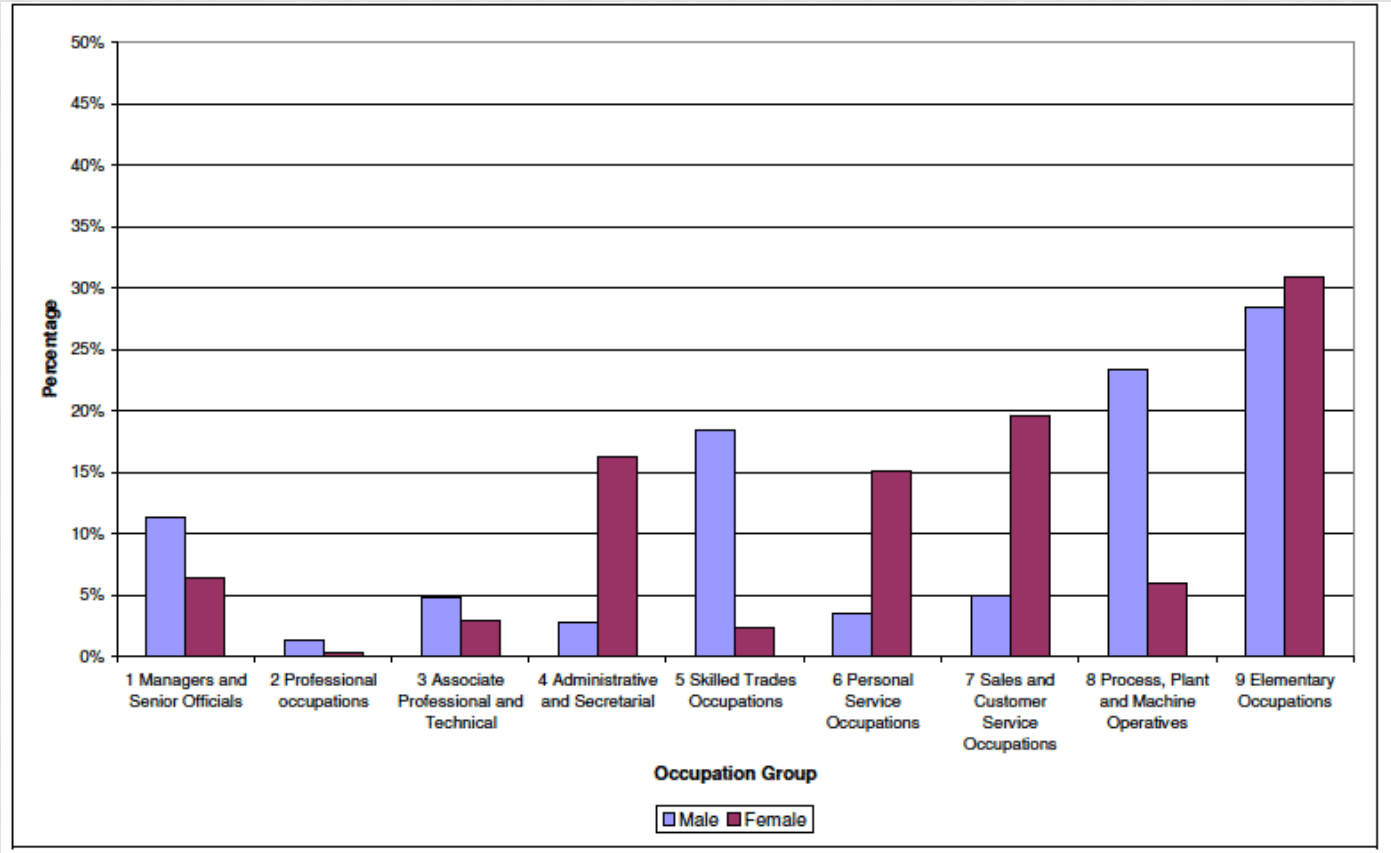
Peripheral Firms

- No long term commitment to employees
- Paid by the job
- Furloughed when no longer needed

SOCIOECONOMIC THEORIES

RACE, GENDER, & CAREER

- Data continues to show occupational segregation



THEORIES OF DECISION MAKING

Prescriptive Models

How decisions ought to me made

Descriptive Models

How decisions are actually made

THEORIES OF DECISION MAKING
MODELS

Mitchell's Model

- Absolute constraints
- Negative characteristics
- Positive characteristics
- Neutral characteristics

Tversky's Model

- "Elimination by aspects"
- Career aspects that failure to meet your personal minimum standard are eliminated

Vroom's Expectancy Model

- Valence (preference) and expectancy (choices)

Janis & Mann's Model

- Decision making is a state of conflict producing uncertainty and stress.