CHAPTER 5

Multicultural Approach to Career Counseling
In a diverse culture such as ours, all counselors, regardless of race, ethnicity, or worldview, need a multicultural approach to career counseling.

3 aspects of culture:

1) Universal Dimension – similarities among groups
2) General Cultural Dimension – characteristics of a group
3) Personal Dimension – the individual’s worldview
Multicultural Career Counseling

- Culture can refer to many aspects of life and living
- Two people from the same race could share some values, attitudes, and so on, but might also be very different in their cultural makeup.
- Counselors should be alert to value orientation when working with different cultural groups
Multicultural Career Counseling

- Culture does have an important role in work-related values.

- Differences between cultures helps us understand employee attitudes, values, behaviors, & interpersonal dynamics.

- Counselors must be aware of different cultural orientations when establishing rapport.

- Necessary skill areas include awareness of differences, self-awareness, knowledge of client’s culture, and adaptation of counseling methods, materials, & procedures.
Enculturation

Racial/ethnic identity is developed.

Worldview = perception of reality

Cultural Generalization

Assumption that someone's characteristics resemble that of the broader group
What is the best theoretical approach for career counseling?

a) Theories based on Postmodern philosophy because they incorporate “multiplicity of point of views”

b) Prilleltensky rejects this notion claiming counseling should be based on the client’s worldview, unless those views conflict with the laws of the dominant culture
Model for Multicultural Career Counseling

Values-Based Multicultural Career Counseling (VBMCC)
Values-Based, Multicultural Approach

- Work of Duane Brown

- Based on a culmination of research on values and multiculturalism from psychology and a variety of other literature bases

- Assumes that values can be defined within a culture and must be addressed as truths in career counseling

- Unique in the approaches integration of advocacy in the career counseling process
Values-Based, Multicultural Approach

- This approach addresses 8 core areas:
  1. The assessment of cultural variables
     1. Assess early and sensitively
     2. For example, “I am aware that in many Asian American families, the family selects the occupation for the children. Before we begin, I would appreciate it if you would help me understand who will make the decision in this case.”
  2. A culturally appropriate relationship
     1. Sensitivity to broader ethnic group
     2. SOLER nonverbal communication model
3. The facilitation of the decision-making process
   - Who makes the decision?

4. The identification of career issues (assessment)
   - Is crisis career counseling needed?
   - 3 suggested, qualitative assessment devices
     - Pattern Identification
     - Achievement Profiling
     - Lifeline
5. The establishment of culturally appropriate goals
   - Are client, family, and culture’s goals the same?
   - “Did your______ affect this goal you set?”

6. The selection of culturally appropriate interventions
   - Possibly a mediation process when working with individuals who have a collateral social value orientation.
7. The implementation and evaluation of the interventions used
   - Interventions aligned with goals
   - Evaluation based on level of goal attainment

8. Advocacy
   - Requires working as a mediator between clients and industry
   - Being aware of relevant information and resources
Career counseling activity

- Draw a line to represent your life up until now

- Mark points of career decisions
  - Jobs, internships, volunteer exp., school related exp., etc.

- Under each mark, briefly jot down any type(s) of career decision making help you would have wanted at the time.
BIRTH  TEENS  20’s  30’s  40’s  50’s
Career Development of African American (AA) Clients

- Swinton (1992) concluded that AA are disadvantaged economically and occupationally due to discrimination and limited educational opportunities.
Career Development of African American Clients

- Holland’s Theory
  - Miller, Springer, and Wells (1988) found that most of their AA respondents recorded Social type as highest or second highest personality type.
  - Gottfredson (1978) reported that realistic and social jobs surfaced as the most frequent source of jobs for AA.
  - Gottfredson also found AA are poorly represented in Enterprising work.
Career Development of Hispanic Clients

- Predicted to soon be the majority, minority group

- Concentrated more in lower-paid, lesser-skilled occupations of the work force

- Progress is being made with subsequent generations
Arbona (1990) suggested that middle-class and college-educated Mexican Americans and Anglos are similar in their attitude towards work.

- Many variations in generational immigration and attained level of education

Luzzo (1992) found that Hispanic college students did not differ from their white-American peers in career decision-making skills, attitudes, or vocational congruence.
Career Development of Asian Americans

- Since 1980’s this population grew by 70%
- Into the 2000’s continue to grow by 40-50%
- Diverse Group heritages include Japanese, Chinese, Vietnamese, Cambodian, Filipino, Thai, Korean
Career Development of Asian Americans

- Asian Americans high school graduation rate approximates that of Anglo Americans.

- Family structure important – education is tied to values of home

- Typical male occupations (investigative types) – engineers, computer scientists, and mathematicians

- Females are sex-typed like whites, but generally lean towards investigative types
Career Development of Asian Americans

- Might prematurely constrict choices based on prestige. May ignore variables such as interest and aptitude.

- Involve parents in intervention – linear social values

- Emerging issues revolve around the adoption of more individual social values and parents still holding on to lineal social values.
Career Development of Native Americans

- No other group has experienced deeper prejudiced or is in a less-advantaged posture (Herr, Cramer, & Niles, 2005)

- Nearly 50% of all NA live on NA lands and some 275 reservations

- Concentrated Los Angeles, San Francisco, & Chicago

- Over 450 recognized tribes (Casas & Arbona, 1992)
Career Development of Native Americans

- Values significantly different from mainstream: sharing, cooperation, the group, a circular time orientation, harmony with nature, and respect for elders (Herring, 1996)

- Extremely high unemployment rate
Career Development of Native Americans

- Self-efficacy has been measured as lower than that of Whites and Hispanics (Lauver & Jones, 1991)
- Parents seem to have a greater impact on their children than other, particularly, majority groups (Lee, 1984)
Gender Issues in Career Counseling

- Women are reassessing their career priorities and looking beyond the traditional feminine working roles.

- Even though women are being given great opportunities to expand their career choice, barriers to the changing role of women in the working world still exist.
In response to the women’s movement, men are reexamining their roles, beliefs, & relationships with women.
Gender Issues in Career Counseling

- Several Career Theorists have addressed women’s issues.

- Super was one of the major career development theorists who addressed career development patterns of women.

- Super among others viewed career development of women as different from men.
In the late 1970s, Sanguiliano (1978) emphasized the theme of different and special needs of women.

He suggests that a woman’s life cycle does not follow a rigid progression of developmental tasks and that attention should focus on unique paths that women take to break away from gender role stereotyping.
Gender Issues in Career Counseling

- Counselors must be aware of unique influences that shape gender role development. Cultural groups have some special needs that must be addressed and individual differences within groups must be recognized.

- Each individual is influenced by a number of specific cultural and situational factors that contribute to gender stereotyping. Tentative gender boundaries are established in childhood. Gender role is intensified in adolescence.
Some special needs of men & women are:
- Gender stereotyping beliefs
- Sexual harassment in the workplace
- Problems for both men & women associated with achievement
- Competition and self-destructive behaviors
Issues Facing Dual-Career Families

- The family influence on career development has been a significantly relevant issue.

- The family is conceptualized as a social system.

- The nuclear family is the most common in the US. The extended family is the most common around the world.
Issues Facing Dual-Career Families

- Current trends in family systems include:
  - increased number of single adults,
  - postponement of marriage,
  - decreased childbearing,
  - more female participation in the labor force,
  - more divorce,
  - more single-parent families,
  - more children living in poverty,
  - more remarriage,
  - increased years without children,
  - and more multigenerational families
Issues Facing Dual-Career Families

- There is a typical issue within dual career families involving struggles for gender equity of household and child care tasks and of work recognition.
Issues facing dual career couples are:

- Expectations of work and family
- Role Conflict
- Child Care
- Geographic Moves
- Competition
- Relationship factors
- Numbers of personal factors
Implications of career counseling include:

- Illuminating underlying issues of gender equity
- Couple communication
- Sharing exercises
- Family and career status
- Conflict resolution
There are estimates of between 5 and 25 million g/l/b persons in this country.

More organizations are supporting gay and lesbian associations and networks. Many regard gay men and lesbian women as another diverse group in the workplace.
Career Counseling for Gay, Lesbian, & Bisexual Clients

- Individuals with a sexual orientation of g/l/b continue to be stereotyped as to the kinds of jobs they should hold;

- Discrimination is still prevalent with this population
Discrimination in the workplace can involve:

- Threats
- Lack of Promotion
- Black mail
- Ostracism
- Sexual harassment
- Exclusion or avoidance
- Termination
Career Counseling for Gay, Lesbian, & Bisexual Clients

- Unique issues g/l/b persons bring to counseling can be resolved in career counseling with some adaptations and modifications.

- Six stages that can be included within career counseling models are:
  - Pre-counseling preparation
  - Establishing an affirmative trusting relationship
  - Client identification issues
  - Identify variables that can limit career choice
  - Tailored assessment
  - Job search strategies