## Applying Career Development Theory to Counseling

SIXTH EDITION

RICHARD S. SHARF

University of Delaware



## **Brief Contents**

Preface for Students xiii

	Preface for Instructors xiv
CHAPTER 1	Introduction 1
PART I	Trait and Type Theories 23
CHAPTER 2	Trait and Factor Theory 25
CHAPTER 3	Occupations: Information and Theory 60
CHAPTER 4	Work Adjustment Theory 94
CHAPTER 5	Holland's Theory of Types 119
CHAPTER 6	Myers-Briggs Type Theory 143
PART II	Life-Span Theory 169
CHAPTER 7	Career Development in Childhood 171
CHAPTER 8	Adolescent Career Development 203
CHAPTER 9	Late Adolescent and Adult Career Development 232
CHAPTER 10	Adult Career Crises and Transitions 264
PART III	Special Focus Theories 293
CHAPTER 11	Constructivist and Narrative Approaches to Career Development 295
CHAPTER 12	Relational Approaches to Career Development 327
CHAPTER 13	Krumboltz's Social Learning Theory 353
CHAPTER 14	Social Cognitive Career Theory 376
CHAPTER 15	Career Decision-Making Approaches 399
PART IV	Theoretical Integration 429
CHAPTER 16	Theories in Combination 431
Appendix A Appendix B Appendix C	CACREP Standards 471 Tests and Their Publishers 473 Web Sites 475 Author Index 477 Subject Index 487

## Contents

Preface for Studentsxiii
Preface for Instructorsxiv
CHAPTER 1
Introduction 1
The Role of Theory in Psychology 4
Counselors' Use of Career Development Theory 5 Client Population 6 Theories of Counseling and Theories of Career Development 6 Chunking 7
Counselor Skills 7 Helping Skills 8 Assessment Instruments 12 How Career Development Theory Relates to Career Counseling 14
Goals of Career Counseling 15
Goals, Career Development Theory, and Ethics 15 Autonomy 16 Nonmaleficence 16 Beneficence 16 Justice 16 Fidelity 16
Career Development of Women 17
Career Development of Culturally Diverse Populations 17
What's Ahead 18 References 19
PART I Trait and Type Theories
CHAPTER 2 Trait and Factor Theory
Step 1: Gaining Self-Understanding 27 Aptitudes 27 Achievement 29 Interests 30 Values 32 Personality 33 Example of Step 1 35
Step 2: Obtaining Knowledge about the World of Work 36  Types of Occupational Information 37  Classification Systems 38  Trait and Factor Requirements 45

What the Counselor Needs to Know 46 Example of Step 2 47
Step 3: Integrating Information about Oneself and the World of Work  How the Counselor Can Help 49  Example of Step 3 50
Applying the Theory to Women 51
Applying the Theory to Culturally Diverse Populations 53
Counselor Issues 54 Summary 55 References 56
CHAPTER 3
Occupations: Information and Theory
The United States Labor Market 60
Sociological and Economic Approaches 65
Youth Employment 66
The Effect of the Work Environment on the Individual 69
Status Attainment Theory 69
Human Capital Theory 73
The Structure of the Labor Market 75
Women and Discrimination in the Workplace 77
Culturally Diverse Individuals and Discrimination in the Workplace 82 Summary 86 References 86
CHAPTER 4
Work Adjustment Theory
Step 1: Assessing Abilities, Values, Personality, and Interests 96 Abilities 96 Values 97 Personality Styles 99 Interests 100 A Counseling Example 100
Step 2: Measuring the Requirements and Conditions of Occupations 102 Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104
Ability Patterns 102 Value Patterns 103
Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104
Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104 Step 3: Matching Abilities, Values, and Reinforcers 104
Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104  Step 3: Matching Abilities, Values, and Reinforcers 104  Job Adjustment Counseling 108
Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104  Step 3: Matching Abilities, Values, and Reinforcers 104  Job Adjustment Counseling 108  Adjustment to Retirement 110
Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104  Step 3: Matching Abilities, Values, and Reinforcers 104  Job Adjustment Counseling 108  Adjustment to Retirement 110  Application to Gifted Adolescents 111
Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104  Step 3: Matching Abilities, Values, and Reinforcers 104  Job Adjustment Counseling 108  Adjustment to Retirement 110  Application to Gifted Adolescents 111  The Role of Assessment Instruments 112
Ability Patterns 102 Value Patterns 103 Combining Ability and Value Patterns 104  Step 3: Matching Abilities, Values, and Reinforcers 104  Job Adjustment Counseling 108  Adjustment to Retirement 110  Application to Gifted Adolescents 111  The Role of Assessment Instruments 112  The Role of Occupational Information 113

CHAPTER 5 Holland's Theory of Types
The Six Types 119 Realistic 120 Investigative 121 Artistic 122 Social 122 Enterprising 123 Conventional 124
Combinations of Types 124
Explanatory Constructs 125  Congruence 126  Differentiation 127  Consistency 129  Identity 130
Research on Holland's Constructs 131
The Role of Occupational Information 132
The Role of Assessment Instruments 133
Applying the Theory to Women 134  Applying the Theory to Culturally Diverse Populations 135
Counselor Issues 136 Summary 137 References 138
CHAPTER 6 Myers-Briggs Type Theory
Perceiving and Judging 145  The Two Ways of Perceiving 145  The Two Ways of Judging 146  Combinations of Perceiving and Judging 146  Two Counseling Examples 147  The Preference for Perception or Judgment 148
Extraversion and Introversion 149
The Sixteen Type Combinations 149
Dominant and Auxiliary Processes 152
Using the Myers-Briggs Typology in Counseling 152
Example of Career Decision-Making Counseling 153  Example of Career Adjustment Counseling 159
The Role of Occupational Information 161
The Role of Assessment Instruments 162
Applying the Theory to Women and Culturally Diverse Populations 164
Counselor Issues 165 Summary 166 References 166

PART II Life-Span Theory
CHAPTER 7 Career Development in Childhood
Super's Model of the Career Development of Children 172 Curiosity 173 Exploration 174 Information 175
Key Figures 176 Internal versus External Control 176 Development of Interests 177 Time Perspective 177 Self-Concept and Planfulness 178
Modifications of Super's Early Growth Stage of Career Development  Modifications of Super's Fantasy Substage  Modification of Super's Interest Substage  180  181
Using Super's Model in Counseling Children 181
Gottfredson's Theory of Self-Creation, Circumscription, and Compromise  Cognitive Growth 184  Self-Creation 185  Circumscription 187
Compromise 189 Implications of Gottfredson's Theory for Super's Theory 193 Use of Gottfredson's and Super's Concepts in Counseling 193
Career Development of Children from Culturally Diverse Backgrounds 195
The Role of Occupational Information 196 Occupational Information in Counseling 197 School-to-Work Programs Designed for Children 197
The Role of Assessment Instruments 198
Counselor Issues 199 Summary 199 References 199
CHAPTER 8 Adolescent Career Development
Factors Influencing Adolescent Career Development 203
Super's Late Growth Stage of Adolescent Career Development 204  Development of Capacities 204  Development of Values 205  Transition to the Crystallizing Substage 206
Modifications of Super's Late Growth Stage of Adolescent Career Development  Level 4: Internal Processes and Capacities 206  Level 5: Interaction 207  Level 6: Systemic Interaction 207  A Counseling Example 208
Career Maturity 209
Super's Conception of Career Maturity 210
Identity and Context 215 A Counseling Example 218

The Role of Occupational Information 220
The Role of Assessment Instruments 220
Gender Issues in Adolescence 221 A Counseling Example 222
Career Development of Adolescents from Diverse Cultural Backgrounds 224  Case Example 225
Counselor Issues 227 Summary 227 References 227
CHAPTER 9 Late Adolescent and Adult Career Development
Role Salience 232 Life Roles 234 Indicators of the Salience of Life Roles 235
Adult Life Stages 238  Exploration 239  Emerging Adulthood (Arnett) 243  Establishment 244  Maintenance 247  Disengagement 249  Recycling 250
Life Stages of Women 252
Life Stages of Culturally Diverse Adults 255
Counselor Issues 258 Summary 259 References 259
CHAPTER 10 Adult Career Crises and Transitions
Types of Transitions 264
Categories and Approaches to Career Transitions  The Kaleidoscope Career 266  Boundaryless Careers 267  The Protean Career 268  The Career Transitions Inventory 268  Nonnormative Career Events 268  Persistent Occupational Problems 269
Models of Transitions and Crises 269
Hopson and Adams's Model of Adult Transitions Immobilization 271 Minimization 272 Self-Doubt 273 Letting Go 274 Testing Out 274 Search for Meaning 274 Internalization 275
Career Crises Affecting Women 276 Temporary Reentry into and Leave-Taking from the Labor Force 276 Sexual Harassment 278

Counselor Issues 285
Summary 285 References 286
References 200
PART III Special Focus Theories
CHAPTER 11
Constructivist and Narrative Approaches to Career Development 29.
Narrative Counseling 296
Storytelling 298 Goals of Assessment in Narrative Counseling 298
Cochran's Narrative Career Counseling 299
Elaborating a Career Problem 300
Composing a Life History 302
Eliciting a Future Narrative 304
Reality Construction 305 Changing a Life Structure 305
Enacting a Role 306
Crystallizing a Decision 306
Savickas's Career Construction Theory 307
Vocational Personality—Holland's Theory 307
Developmental Tasks of Career Adaptability 309
Dimensions of Career Adaptability 310 Life Themes 311
Career Counseling Using the Career Construction Interview 313
Career Style Interview with Tiffany 313
Career Counseling Using Career Construction Theory 316
The Role of Assessment Instruments 321
The Role of Occupational Information 321
Applying the Theories to Women and Culturally Diverse Populations 322
Counselor Issues 323
Summary 324
References 324
CHAPTER 12
Relational Approaches to Career Development
Roe's Personality Development Theory 328
Attachment Theory 329
Parent-Child Career Interactions 331
Family Systems Therapy 333
Phillips's Developmental-Relational Model 334
Actions of Others 335
Self-Directedness 337
Counseling Example of the Developmental–Relational Model 338
Blustein's Relational Theory of Working 340
Blustein's Propositions for the Relational Theory of Working 341
Applying the Theories to Women and Culturally Diverse Populations 347 Summary 348
References 349

Career Crises Affecting Culturally Diverse Populations 283

CHAPTER 13  Very bolto's Cosial Learning Theory
Krumboltz's Social Learning Theory
Genetic Influences 355
Environmental Conditions and Events Social Conditions 355 Parents and Caretakers 355 Peer Groups 356 Structured Educational Settings 356 Occupational Conditions 356
Learning Experiences 356 Instrumental Learning Experiences (H) 356 Associative Learning Experiences (O) 357
Task-Approach Skills 357
Client Cognitive and Behavioral Skills 357  Self-Observation Generalizations about Abilities 358  Self-Observation Generalizations about Interests 358  Self-Observation Generalizations about Values 358  Generalizations about the World 358  Task-Approach Skills Used in Career Decision Making 359
Counselor Behavioral Strategies 359  Reinforcement 359  Role Models 360  Role-Playing 360
Simulation 361
Cognitive Strategies for Counseling 361 Goal Clarification 362 Counter a Troublesome Belief 362 Look for Inconsistencies between Words and Actions 362 Cognitive Rehearsal 363
Happenstance Learning Theory: Fundemental Goals for Career Counseling 364
Applying Happenstance Learning Theory to Career Counseling 366  Step 1: Normalize Happenstance Learning Theory in the Client's History 367  Step 2: Assist Clients to Transform Curiosity into Opportunities for Learning and Exploration 368  Step 3: Teach Clients to Produce Desirable Chance Events 369  Step 4: Teach Clients to Overcome Blocks to Action 370
The Role of Occupational Information 371
The Role of Assessment Instruments 372
Applying Social Learning Theory to Women 372
Applying Social Learning Theory to Culturally Diverse Populations 373
Counselor Issues 373 Summary 374 References 374
CHAPTER 14 Social Cognitive Career Theory
Outcome Expectations 379
Goals 379
Contextual Factors: Barriers and Supports 380

Social Cognitive Model of Career Choice 381
Counseling Example 383
Social Cognitive Model of the Development of Interests 385
Social Cognitive Model of Performance 386
Social Cognitive Model of Work and Life Satisfaction 388
The Role of Occupational Information 389
The Role of Assessment Instruments 389
Applying Social Cognitive Career Theory to Women 390
Applying Social Cognitive Theory to Culturally Diverse Populations 392
Counselor Issues 393 Summary 394 References 394
CHAPTER 15
Career Decision-Making Approaches
A Spiritual Perspective on Decision Making 400 Spirituality (Bloch and Richmond) 401 Miller-Tiedeman's Lifecareer Theory 404 A Case Example of Spiritual Counseling 405 Holistic Approach to Life Planning (Hansen) 407
A Cognitive Information-Processing Approach 410 Assumptions of a Cognitive Information-Processing Approach 410 The Pyramid of Information Processing 411 The Executive Processing Domain 419 Materials for Counselors and Students 421
The Role of Occupational Information 423
The Role of Assessment Instruments 423
Applying the Theories to Women and Culturally Diverse Populations 424
Counselor Issues 425
Summary 425 References 425
References 425
PART IV Theoretical Integration
CHAPTER 16
Theories in Combination
Outline of Theories and Their Strengths and Weaknesses 432
An Integrative Approach 450
Combining Theories 451
Combining Life-Span Theory with Trait and Factor and Career Decision-Making
Theories 452 Combining Trait and Factor Theories 454
Combining Career Decision-Making Theories 455 The Counselor's Choice 455
Noncounseling Applications of Theories 455
Screening Methods 455
Paper-and-Pencil Materials 455 Computerized Guidance Systems 457

Special Counseling Issues 458 Group Career Counseling 459 Career Counseling as a Related Issue 460 Changing Work Settings 460 Placement Counseling 461
Use of Assessment Instruments in Theories 462
Occupational Classification Systems and Career Development Theories 463
How Theories Apply to Career Development Issues of Women 464
How Theories Apply to Cultural Diversity Issues in Career Development 465
Counselor Issues 466 Trait and Factor Theories 466 Life-Span Theories 466 Career Decision-Making Theories 467 Sociological and Economic Approaches 467
Conclusion 467 References 468
Appendix A CACREP Standards47Appendix B Tests and Their Publishers47
Appendix C Web Sites
Author Index
Subject Index