

# Career Counseling: A Holistic Approach

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CHAPTER 2: THEORIES OF CAREER  
DEVELOPMENT

# Trait-and-Factor Theory

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Among the earliest theories

Vocational guidance is accomplished by studying the individual, then surveying occupations, then matching the individual with the occupation

Became the foundation of programs in the early 20th century

# Person-Environment- Correspondence (PEC) Counseling

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Also called the Theory of Work Adjustment

Broader level of Person-Environment-Correspondence was added in 1991

PEC theory emphasizes that work is more than a task-oriented procedure, and that it includes human interactions; sources of stress and rewards and many other psychological variables

# Holland's Model

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Proposed that personality types can be arranged in a coded system

His modal-personal-orientation themes such as R (realistic occupation), I (investigative), A (artistic), S (social), E (enterprising), and C (conventional) comprise his main theory

# Social Learning and Cognitive Theories

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These theories focus on a wide range of variables that affect career choice and career maintenance over the life span

Social conditioning, social position, and life events are thought to significantly influence career choice

Individuals are thought to be influenced by many factors including genetic endowments and special abilities, contextual experiences, learning experiences and skills learned

# Social Learning Theories

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## Krumboltz's Learning Theory of Career Counseling

- First proposed in 1975
- LTCC (Learning Theory of Career Counseling)
- Based primarily on life events that are influential in determining career selection.

## Happenstance Approach Theory

- The primary premise suggests that chance events over one's life span can have both positive and negative consequences.

# Cognitive Information Processing Perspective

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## Cognitive Informational Processing (CIP)

Applied to career development in terms of how individuals make a career decision and use information in career problem solving and decision making

The major strategy of career intervention is to provide learning events that will develop the individual's processing abilities

# Social Cognitive Perspective

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The study of cognitive variables and processes has become a popular topic for researchers, who apply these to the study of career development

Key Constructs include:

- Self Efficacy
- Outcome Expectations
- Personal Goals
- These are considered the “big three”

# Developmental Theories

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Career development is viewed as a lifelong process that is very inclusive

Suggests that individuals make changes during developmental stages and adapt to changing life roles

Individuals project self into work environments

A system of developmental tasks over the life span provides key points for counseling interventions

# Person-in-Environment Perspective

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Focuses attention on contextual interaction over the life span

Clients are viewed as products of an environment that is very inclusive but also unique

Several environmental systems such as family, church, neighborhood, friends, workplace, community agencies, etc., all affect work choice