

Career Counseling: A Holistic Approach

CHAPTER 3: CAREER COUNSELING MODELS

Model Development

Some emerging concepts:

- During the early development, the trait and factor approach received the most attention
 - It is also a viable part of the current trait-oriented models
- Diagnosis of client problems
- Decided, Undecided or Indecisive clients

Five Career Counseling Models

1. Trait and Factor
2. Person-Environment Fit
3. Developmental, Learning Theory
4. Cognitive-Information Processing
5. Multicultural Career Counseling for Ethnic Women

Models

Trait-and-Factor and Person-Environment-Fit

Viewed by some as simplistic

It is a rational problem-solving approach

- Two models converged: Trait-and-Factor and Person-Environment-Fit
- Both cognitive and affective processes are involved
- Clinical information and qualitative data are included in the appraisal process
- The counselor's role has shifted

Developmental Model

Career development is a lifelong process and the career development needs of individuals must be met at each developmental stage

Goals, learning strategies and timing of interventions in this model are guided by vocational developmental tasks

Career maturity and self concept are important in this model

Learning Theory Model

Most comprehensive approach

Emphasize that each individual's unique learning experiences over the life span are the most influential aspect of the career choice process

The career counselor's role is viewed as very complex and inclusive

Cognitive Information-Processing Approach Model (CIP)

A seven-step sequence

Can be used for problem solving and decision making and can be used for individuals, groups and curricular programs

An extension of career development theory

Requires an in-depth understanding of cognitive information process theory

Multicultural Career Counseling Model for Ethnic Women

Provides a means of comparing techniques designed to identify specific needs of a special group of clients and the methods and materials used in the counseling process

Counselors should remain open to learning more about the needs of minorities and the context of their worldview

Presented with the recognition that background issues in multicultural counseling have not been discussed

Major Parameters of Five Models

1. Counseling goals
2. Intake interview techniques
3. Use of assessment
4. Diagnosis
5. Counseling process