

Developmental Analysis Questions:

1. Detail Havar's identity status and exploration process. What elements of the Identity process are evident in this case

Havar began cooking with his parents at home at age five indicative of Erickson's **initiative vs. guilt** theory for psychosocial development. At age eight, while still in the middle school, he was helping clear dishes at their restaurant signifying **the industry vs. inferiority** stage. At one point, his cooking skills exceeded his own father's, as he enters into establishing identity formation while in high school. He must be between 12-18 years old and according to Erickson's theory he is with the **identity vs. confusion** stage. With this stage, Havar must have many questions in life as adolescent, such as who is he? What work he must do, or where in the society he must fit. But Havar's case seems unique, for he did show any reservations rather embraced his family's plan that eventually he will take over their family's business as time comes.

2. How are talents and interests of childhood and adolescence linked to the formation of personal identity in the case? How typical is it for identity formation to evolve from earlier childhood talents and accomplishments?

Havar's early exposures with his parents' food business had given him a chance hone his talents for example in cooking, and to some other aspects of a restaurant business. This has given him an opportunity to follow through his interests perfecting his skills in cooking, and became a better cook than his father at some point. By the time Havar reached high school, and as his parents' restaurant continue to flourish, it looks like Havar knows who he is and what he wants to do. His present and future life, which was laid out by his parents, seems to have a positive impact with Havar at that time. He forfeited college education in order to fulfill his

family and other people's expectations from him. Havar is a chef and will become the next person to run their own restaurant business. Havar did not have an option but to take what is laid in front of him. It looks like his childhood talents and interest in cooking brought him to the discovery of his personal identity and seems clear as he becomes adult.

Identity formation from earlier childhood talents and accomplishments is I believe typical as could be seen in the case of Havar. In some, it is noticeable in the area of sports development. Many talented athletes we knew today were trained or their skills honed while still young, like for example Tiger Wood. Most professional athletes perfected their talents, become known by their own professions as adult started while at their young age. We can also notice in the area of music or in the entertainment industries. Many started at early life, embraced their talents and perfected them and used them becomes successful later in life.

3. Who are the important figures for identification in this case? How does identification with adults contribute to the formation of identity in later adolescence?

Havar's father, Emmanuel, his mother, Gezelle, and his uncle Armando are the three most important figures in this case, who Havar identified to. Though Armando is only his uncle, he knew of his commitment to their business, perhaps same as his father and mother do. But as the three of them will eventually reach their times, Havar knew there is no option but to run the business as he is the only child and Armando does not have children at all. I believe the three of them, (father, mother and uncle) have contributed so well and positively impacted Havar's identity formation. Havar wants to become the next great chef, like his father. This is his dream. But at present, he is already a chef. It looks like Havar found his identity at that early age, the type of work he will do, and the place in the society where he belong.

Contextual Analysis Questions

1. How can parents, teachers, and friends promote or impede identity exploration in the case?

Enhancing self concept and self esteem are two areas where parents, teachers, and friends can promote or impede identity exploration for our adolescence according to our reference text. With self concept, there are four main strategies in this topic.

- a. Encouraging achievement. Meaning to guide and emphasize the areas which adolescence are more likely to succeed, and discourage or find alternate to areas they might have slim chances. In Havar's case, it was presumed that his parents supported and maybe encouraged him to learn the trade at early age. His interest in cooking, helping with dishes, and many others had given him open opportunities hone his skills, experience business first hand. There were no indications Havar was involved with any other business training outside. But it was presumed he received full support from his parents and uncle leaning the business they have.
- b. To promote competencies in Havar's life. This was evident of his accomplishment in cooking. At one time he exceeded the expectation and becoming better chef than his father. This concept increases Havar's self-esteem and feels competent with his work.
- c. Another strategy was the provision of peer and parental support. In Havar's case, though no peer support was indicated, but people seemed very much given him the approval. Parental support was presumed because of the positive response from Havar for accepting his parents' expectation for the future of their business.

- d. The last one is developing coping skills. The hands-on-experience given to Havar by allowing him to put his hands to most area of their business could be translated to helping him learn strategies, coping skills for future problem solving techniques.

2. How may culture influence Havar's identity exploration process?

Cultural impact in Havar's identity process may have played a larger role in this case. In many cultures it is customary for children while growing up to help parents inside or outside the home. It means as soon as they are able, children are trained to help in whatever ways they can. With many families living in poverty, children become natural source of help. Due very limited resources to pay for child care, domestic cares, managing homes are done mostly by the help of their children. Some may become a partner in farm works, fishing or any trade their parents are involved in. In Havar's case, we see at age five that he was already involved in cooking with parents at age five. Havar went on to progress more his involvement in their restaurant business, and in high school he believed he found his own identity as a cook.

3. How typical is Havar's identity formation process for children born to immigrant parents.

I believe Havar's identify formation is typical to children born to immigrant parents.

To many countries which are under socioeconomic and or political crises, most of these parents were impacted by hardships as they were growing up. Most likely those experiences will be translated into how they will raise their own children even they immigrated. To some parents, most likely becomes an authoritarian parent. To some parents, they may become permissive, reluctant or authoritative parents. In the case of Havar, there was an indication that his parents just did right. There seems no indication of pressure coming from parents or the uncle, but maybe emphasis on responsibility. Perhaps many children born to immigrant parents like Havar, cognizant of hardships, become motivated to form their identity as early as they can.

Psychosocial Analysis Questions

1. How does psychosocial theory explain why Havar wants to be just like his father?

Havar's dream of becoming a great chef, like his father, was I believed prompted by witnessing his father's successful restaurant business. His father, during the whole process developing the business, might also found his own identity. I imagine rewards for the family's success are countless, including becoming known in the community, earning respect or adoration from many, even within their own cultural members. This, I believe adds to Havar's identity formation, perhaps the reason he wants to be just like his father. In this case, it looks like Havar did not undergo too much confusion as he went into the process forming his identity. The indication is that Havar is happy being a cook and for future dream becoming great cook like his father. With this, it looks like Havar's identity formation is not an issue anymore. By continues support from his parents and open opportunities in the restaurant business, giving him autonomy to decide for himself, the transition to adulthood looks like not an issue for Havar.

2. Imagine Havar fifteen years in the future, when he is in his thirties. What might his life be like? What challenges may he be facing that are a result of career, educational, and lifestyle decisions he is making now?

One challenge Havar maybe facing in the future is how to cope with vast and fast technological discoveries and advances in this generation, which at some point may become a must to acquire in order to compete with any business arena. It looks like education and training still are in the frontier for our civilization in order to survive in the next generations. Though Havar had and will continue to access hands on experiences, support and guidance from his parents', but because he decided to forfeit his college education now, it might become very difficult for him to adapt in the future generations. His limited experience in the outside business world may incapacitate him to compete as the landscape of restaurant business will

change. His problem solving strategies might be needed an update before they become obsolete and becomes irrelevant to the coming generations.

For Further Research and Study

1. Search the internet for information about career exploration. What type of information is available to individuals who are unsure about career path?
 - o U.S. Bureau of Labor Statistics <https://www.bls.gov>
 - o Personal Contacts; Libraries and Career Centers
 - o Counselors- High School guidance offices, placement offices in private vocational or technical schools, college career planning and placement offices, vocational rehabilitation agencies, counseling services offices by community organizations, private counseling agencies, and state employment service offices
 - o The Internet

2. Explore family-based business. What are some considerations in forming a family-based business?

From StartupNation: 12 Steps to Family Business Success

- Set up boundaries.
- Establish clear and regular methods of communication
- Divide roles and responsibilities
- Treat it like a business
- Recognize the advantages of family ownerships
- Treat family members fairly
- Put business relationships in writing
- Don't provide "sympathy" jobs for family members
- Draw clear management lines
- Seek outside advice
- Develop a succession plan
- Require outside experience first.

Top 10 Challenges Family Businesses must overcome:

By Jacqueline M. Abellera- retrieved from withum website.

1. Family problems.
2. Informal culture and structure.
3. Pressure to hire family members.
4. Lack of training.
5. High turnover of non-family employees.
6. Sources of growth.
7. Lack of external view.
8. Misunderstanding the value of the business and how it is to be divided.
9. Who will take over the business?
10. No exit plan.

