**Career Theory Task Book #2**

**Career**

Definition: Sequence & variety of roles which are undertaken throughout a lifetime. Includes all roles, not just occupation. All paid & unpaid work, learning, leisure activities, community & family responsibilities. Work, learning & life are inextricably intertwined.

Objective element – work related activities providing continuity, order & meaning.

Subjective element – changes in values, attitudes & motivation.

Careers are shaped by complex factors – eg. performance, education, experience, parents, culture, luck.

**Work/life Balance**

WLB – balancing competing demands of a fulfilling life & satisfying job. Adjusting your day to day activities to achieve a sense of balance between work life & personal life.

* degrading for Australians –key causal factor is work hours – unpaid overtime.
* life-stage/age effects our wellbeing – life balance is constantly changing.
* increased flexibility in the workplace is eroding the distinction between work & leisure/family – stress is a growing concern as it impacts on productivity.
* Absenteeism ­–employee doesn’t come to work, direct economic cost
* Presenteeism –employee comes to work but is unproductive, may infect others

Benefits of healthy WLB

* reduced stress levels, at work and at home
* greater focus and concentration
* higher levels of job satisfaction
* the opportunity to participate more fully in family and social life
* more time to pursue personal goals and hobbies
* improved health.

**Activity:** Explain why it is important & how, to maintain a good work/life balance.

**Self-Management Strategies**

Definition: Self-management is the skills & strategies by which individuals direct their own activities toward the achievement of objectives. Important skills as if you are unable to properly manage yourself you are unlikely to impress your employers or advance in your career.

Self-management strategies

* Self reflection –self reflect & evaluate own behaviour & performance
* Goal setting –set clearly defined long & short term SMART goals. Reviewing & monitoring goals. Using IPP
* Time management –Prioritising & task tracking. Being more productive due to good time management.

**Activity:**

**Super’s Lifespan Developmental Theory (1957)**

Five stages based on age.

* Growth (4-13) -children develop capacities, attitudes, interests, socialise needs, form general understanding of world of work. 4 career development tasks;
  + becoming concerned about future
  + increasing personal control of life
  + convincing oneself to achieve educationally
  + acquiring competent work habits/attitudes
* Exploration (14-24) – attempt to understand self & find place in world of work. Attempt to identify interests, capabilities & related occupations through exploring hobbies, work experience, classes. 3 career development tasks;
  + crystallization of career preference – develop tentative vocational goal
  + specification of career preference – firm vocational goal
  + implementation career preference – complete appropriate training, secure job
* Establishment (25-44) – pursue career advancement. 3 developmental task;
  + stabilizing/securing place in organisation by meeting requirements & satisfactory performance
  + consolidating your position – positive attitudes, habits, good co-worker relations
  + obtain advancement to new responsibilities
* Maintenance (45-65) –continual adjustment, maintaining, keeping up, innovating.
  + updating competencies
  + innovating job routines
  + finding new challenges
  + little new ground is broken
* Disengagement (over 65) –transition out of workforce.
  + deceleration
  + retirement planning
  + retirement living
  + declined energy/interest in occupation
  + disengaging from workplace – organising new life patterns
* Super’s model determines stages based on age & task markers.
* Originally viewed as chronological but later he acknowledges age-interdependent, task centred view of stages. Includes ‘mini cycles’ within the maxi cycle.
* People cycle through at different rates – depends on individual readiness & completion of developmental tasks.
* Five primary dimensions of vocational maturity
  + planfulness – awareness of need to plan
  + readiness for exploration
  + informational competence
  + decision-making skills
  + reality orientation
* Readiness for career decision making referred to as career adaptability.

**Activity:** complete the following table in point form with relation to Super’s 1957 Career Development Theory. Aim for 3-5 points in each column.

|  |  |  |
| --- | --- | --- |
| Positives/usefulness | Negatives | Changes made to theory over time |
|  |  |  |

**Mitchell (2008) Planned Happenstance**

Planned happenstance – conscious, purposeful, ongoing process that will help you build a more satisfying & fulfilling career.

Curiosity

* precedes development of interests.
* Interests & skills, values are developed throughout life by taking action.
* emerges from uncertainty.

Happenstance –to transform unplanned events into career opportunity.

* uncertainty, curiosity & open-mindedness – 3 provisions to securing opportunity within chance events.
* healthy to be undecided if we are open-minded if continually taking action, developing skills, following curiosity.
* taking action on curiosity places us in situations where we can create & transform unexpected events into career opportunities.

Planned Happenstance – 4 stages

1. Clarify Ideas - Follow your curiosity and identify your interests.
2. Remove The Blocks - Wonder “how I can” rather than “I can’t because...”
3. Expect The Unexpected - Be prepared for chance opportunities, such as unexpected phone calls, chance encounters, impromptu conversations and new experiences.
4. Take Action - Learn, develop skills, remain open and follow-up on chance events.

**Activity:** Why is curiosity central to the planned happenstance theory?

Explain each of the 4 stages of planned happenstance.

**Krumboltz Happenstance Theory (2008)**

Turn chance encounters into opportunities

* Support indecision as unplanned events can lead to good careers.
* Theory addresses need for people to deal with change within rapidly changing workplace.
* Managing life transitions essential career management skill.
* Core of the theory - unpredictable social factors, chance events and environmental factors are important influences
* Following characteristics means you’ll be more likely to capitalise on chance events
  + curiosity to explore learning opportunities
  + persistence to deal with obstacles
  + flexibility to address a variety of circumstances and events
  + optimism to maximise benefits from unplanned events.

Three steps in controlling unplanned events

1. Before – position yourself to experience
2. During – be alert, sensitive to recognize potential opportunities
3. After – initiate action so you benefit

**Activity:** Explain how Krumboltz’ theory reflects the demands of today’s workplace.