

- Learning Competencies:
- Explain that through understanding of the concepts of career and life goals can help in planning his/her career **(EsP-PD11/12PC-If-12.1)**
  - Identify the personal factors influencing career choices **(EsP-PD11/12PC-If-12.2)**
  - Take a self-assessment tool to know his/her personality traits and other personal factors in relation to his/her life goals **(EsP-PD11/12PC-Ilg-12.3)**

CAREER CONCEPT

TYPE	DESCRIPTION	EXAMPLE
Realistic (R)	<ul style="list-style-type: none"><li>• People who like mechanical activities, outdoor activities</li><li>• Prefer working with their hands rather than with people</li></ul>	Carpentry, auto mechanic
Investigative Type (I)	<ul style="list-style-type: none"><li>• People who like to watch and learn about the world around them, they are generally quite; they spend time thinking to solve difficult problems</li></ul>	Scientists
Artistic Type (A)	<ul style="list-style-type: none"><li>• Likes to think up new ideas</li><li>• They are creative, artistic, imaginative</li></ul>	Musicians and interior designers
Social Type (S)	<ul style="list-style-type: none"><li>• Likes to be with other people</li><li>• They are talkative, friendly and interested in helping or teaching others</li></ul>	Teachers and social workers
Enterprising type (E)	<ul style="list-style-type: none"><li>• People who like to influence, lead, and persuade other people</li><li>• Social and outgoing</li></ul>	Sales people, lawyers, and businessmen
Conventional Type (C)	<ul style="list-style-type: none"><li>• Like to work with numbers</li><li>• Good at carrying out details</li><li>• Neat, orderly, organized, and practical</li></ul>	Typists, file clerks, and financial experts

A career is defined as the combination and sequence of roles played by a person during the course of a lifetime. Your career basically dictates a lot of things in your life –it can determine the kind of lifestyle that you will be leading, the quality of relationships that you have with people around you like your family and friends, the kind of balance you will be able to keep with your life and your responsibilities. There are two other concepts that we often associate with the concept of career.

**JOB-** a job is a position an individual holds doing specific duties.

**OCCUPATION-** an occupation is defined as the similar work for which people have similar responsibilities and for which they develop a common set of skills and knowledge.

**WHAT INFLUENCES YOUR CAREER CHOICE?**

When we think about career choice, several things immediately come to mind job description, training and education required, career outlook, and salary - but there are a number of other factors that may influence your decisions.

**There are a lot of theories to consider in the relatively new field of career development.**

✓ **Skills and Abilities**

Considering your skills and abilities and how they may fit a particular occupation comes out of one of the earliest career development fields, Trait-Factor theories, and is still used today. You can identify activities you enjoy and those in which you have a level of competency through a formal assessment.

✓ **Interest and Personality Type**

This theory establishes a classification system that matches personality characteristics and personal preferences to job characteristics. The Holland Codes are six personality/career types that help describe a wide range of occupations.

**HOLLAND’S SIX PERSONALITY TYPES**

✓ **Life Roles**

Being a worker is just one of your life roles, in addition to others such as, student, parent, and child. How we think about ourselves in these roles, their requirements of them, and the external forces that affect them, may influence how we look at careers in general and how we make choices for ourselves.

✓ **Previous Experiences**

Having positive experiences and role models working in specific careers may influence the set of careers we consider as options for ourselves. In this way, we focus on areas in which we have had proven success and achieved positive self-esteem.

✓ **Culture**

Racial and ethnic background, as well as the culture of an individual's regional area, local community, and extended family, may impact career decisions. Our culture often shapes our values and expectations as they relate to many parts of our lives, including jobs and careers.

- ✓ **Gender**
- Both men and women have experienced career-related stereotypes. Gender is a factor included in multiple career development theories and approaches including, Social Learning and multicultural career counseling.
- ✓ **Social and Economic Conditions**
- All of our career choices take place within the context of society and the economy. Events that take place in our lives may affect the choices available to us and even dictate our choices to a certain degree. Changes in the economy and resulting job market may also affect how our careers develop.
- ✓ **Childhood Fantasies**
- What do you want to be when you grow-up? You may remember this question from your childhood, and it may have helped shape how you thought about careers then, as well as later in life.

**SUPER’S CAREER DEVELOPMENT THEORY**

Donald Super influenced the idea that developing a sense of self and realize that you change over time is important when planning your career.

According to Super, self-concept changes over time, and develops as a result of experience

**SUPER’S FIVE LIFE AND CAREER DEVELOPMENT STAGES**

STAGE	AGE	Description
<b>Growth</b>	Birth-14	Development of self-concept, attitudes, needs and general world of work
<b>Exploration</b>	15-24	"Trying out" through classes, work hobbies. Tentative choice and skill development
<b>Establishment</b>	25-44	Entry-level skill building and stabilization through work experience
<b>Maintenance</b>	45-64	Continual adjustment process to improve position
<b>Decline</b>	65+	Reduced output, prepare for retirement

**DEVELOPMENTAL TASKS AT THESE DIFFERENT STAGES**

Life Stage	Adolescence 14-25	Early adulthood 25-45	Middle adulthood 45-65	Late adulthood 65+
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<b>Decline</b>	Giving less time to hobbies	Reducing sports participation	Focusing on essentials	Reducing working hours
<b>Maintenance</b>	Verifying current occupational choice	Making occupational position secure	Holding one's own against competition	Keeping what one enjoys
<b>Establishment</b>	Getting started in a chosen field	Settling down in a suitable position	Developing new skills	Doing things one has wanted to do
<b>Exploration</b>	Learning more about opportunities	Finding desired opportunities	Identifying new task to work on	Finding a good retirement place
<b>Growth</b>	Developing a realistic self-concept	Learning to relate to others	Accepting one's own limitations	Developing and valuing non-occupational roles

Super states that in making vocational choice individuals are expressing their self-concept, or understanding of self, which evolves over time. People seek career satisfaction through work roles in which they can express themselves and further implement and develop their self-concept.

**DONALD SUPER**

Dr. Donald E. Super was born on July 10, 1910, in Honolulu, Hawaii. His parents were Paul and Margaret Louise (Stump) from Missouri. Super received his Doctorate of Science degree from Oxford University.

At the beginning of this career, Super began working at the YMCA as an employment counselor from 1930's-1940's (Savickas, 1994). Super was the founding director of the Cleveland (Ohio) Guidance Services was also later the director of Clark University's Student Personnel Bureau.

Super was well known for his work within the vocational guidance era and later transitioned into counseling psychology which consists of both career counseling and life planning (Savickas, 1994). Donald Super was also recognized for his theories that he developed within career counseling.

**SOURCES:**

- Rochester, Herman G. "A Journey to Personal Development" p. 175- 180, FNB Educational, Inc., Philippines, 2016.
- <https://nobaproject.com/modules/personality-assessment>

**Name:** \_\_\_\_\_

**Date:** \_\_\_\_\_

**Grade & Section:** \_\_\_\_\_

**Score:** \_\_\_\_\_

**PERSONAL DEVELOPMENT**



ASSESSMENT NO. 12

Test I. CAREER GOAL

Directions: Reflect on your wants and needs. Think about your passion and the things you really care about.

GOAL:

WHAT DO YOU WANT TO ACHIEVE IN YOUR CAREER?

WHAT INTERESTS YOU ABOUT YOUR CHOSEN CAREER AND WHY DOES IT FIT YOU MORE THAN ANY OTHER PROFESSION?

WHAT DO YOU WANT FOR YOUR FUTURE?

WHY IS THIS GOAL IMPORTANT?