Career Development Interventions 6th edition Niles Test Bank

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Chapter 2 Test Item File

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Career Development Interventions

Sixth Edition

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Chapter 2 Understanding and Applying Theories of Career Development

Chapter 2 Learning Outcome Quizzes

Learning Outcome 2.1

Learn Super's life-span, life-space theory.

[Q1]

According to Super, establishment and maintenance are in which of the following developmental stages?

1. Adult (correct)
2. Adolescent
3. Childhood
4. Not

[Feedback for Correct Answer 1]

The developmental stage where establishment and maintenance takes place is the "Adult" stage. Correct.

[Feedback for Answer Choice 2]

Establishment and maintenance belong to the adult developmental stage, not to the adolescent development stage.

[Feedback for Answer Choice 3]

Establishment and maintenance belong to the adult developmental stage, not to the childhood development stage.

[Feedback for Answer Choice 4]

Establishment and maintenance are part of Super's developmental stage.

[Q2]

Super's developmental tasks include crystallization, implementation, stabilization, consolidation, and which of the following?

1. Specialization
2. Significance
3. Specification (correct)
4. Solidarity

[Feedback for Answer Choice 1]

Specialization is not one of Super's developmental tasks.

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[Feedback for Answer Choice 2]

Significance is not one of Super's developmental tasks.

[Feedback for Correct Answer 3]

Specification is one of Super's developmental tasks. This answer is correct.

[Feedback for Answer Choice 4]

Solidarity is not one of Super's developmental tasks.

[Q3]

The leisure role should be viewed as:

1. opposing other life roles.
2. insulting other life roles.
3. juxtaposed to other life roles.
4. complementing other life roles. (correct)

[Feedback for Answer Choice 1]

If the leisure role was opposing other life roles, it would no longer be considered leisure.

[Feedback for Answer Choice 2]

If the leisure role was insulting to other life roles, it would no longer be considered leisure.

[Feedback for Answer Choice 3]

If the leisure role was juxtaposed to other life roles, it would no longer be considered leisure.

[Feedback for Correct Answer 4]

Leisure is a complimentary life role. This is the correct answer.

[Q4]

Bob volunteers at a local community mental health agency on the weekends. He said volunteering helps him feel like he is contributing to the needs of the community. This is an example of a:

1. homemaker role
2. citizen role. (correct)
3. leisure role
4. worker role

[Feedback for Answer Choice 1]

The question does not say anything about Bob performing duties of a homemaker.

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[Feedback for Correct Answer 2]

Bob is engaging with his citizen life role. This is the correct answer.

[Feedback for Answer Choice 3]

Bob volunteers to contribute to the needs of the community, which does not fall into the category of the leisure role.

[Feedback for Answer Choice 4]

Bob does not work for the local community mental health agency. Therefore, he is not in the worker role.

Learning Outcome 2.2

Understand Ann Roe's personality theory of careers.

[Q1]

Researchers have struggled to validate assumptions of Roe's theory because of its:

1. lack of institutional barriers
2. retrospective nature (correct)
3. contention with other career theories
4. challenges to research questions

[Feedback for Answer Choice 1]

Researchers have not struggled to validate assumptions of Roe's theory because of institutional barriers.

[Feedback for Correct Answer 2]

Researchers have struggled to validate assumptions of Roe's theory because of its retrospective nature. Correct.

[Feedback for Answer Choice 3]

Researchers have not struggled to validate assumptions of Roe's theory because of contention with other career theories.

[Feedback for Answer Choice 4]

Researchers have not struggled to validate assumptions of Roe's theory because of challenges to research questions.

[Q2]

According to Ann Roe, the three kinds of child-rearing environments are:

1. situational, habitual, and environmental
2. emotional concentration, avoidance, and acceptance (correct)

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3. multicultural, intercultural, and intrapersonal
4. integrated, extenuated, and exacerbated

[Feedback for Answer Choice 1]

Situational, habitual, and environmental are not the three kinds of child-rearing environments outlined in Ann Roe's personality theory of career choice.

[Feedback for Correct Answer 2]

Emotional concentration, avoidance, and acceptance are the three kinds of child-rearing environments outlined in Ann Roe's personality theory of career choice. Correct.

[Feedback for Answer Choice 3]

Multicultural, intercultural, and intrapersonal are not the three kinds of child-rearing environments outlined in Ann Roe's personality theory of career choice.

[Feedback for Answer Choice 4]

Integrated, extenuated, and exacerbated are not the three kinds of child-rearing environments outlined in Ann Roe's personality theory of career choice.

[Q3]

Roe contended that unsatisfied needs are strong motivators for:

1. career choices (correct)
2. partner choices
3. educational choices
4. housing choices

[Feedback for Correct Answer 1]

Roe contended that unsatisfied needs are strong motivators for career choices. This answer is correct.

[Feedback for Answer Choice 2]

Roe did not contend that unsatisfied needs are strong motivators for choice of partner.

[Feedback for Answer Choice 3]

Roe did not contend that unsatisfied needs are strong motivators for educational choices.

[Feedback for Answer Choice 4]

Roe contended that unsatisfied needs are strong motivators for housing choices.

[Q4]

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Roe's suggests that the relationship between early childhood experiences and subsequent career behavior is mediated by the "structure of psychological needs that develop due to the pattern of frustrations and satisfactions experienced in childhood." Therefore, unsatisfied needs could be _____ for career choices.

1. inhibitors
2. concerns
3. issues
4. motivators (correct)

[Feedback for Answer Choice 1]

Ann Roe's personality theory of career choice suggests that a person may orient a person towards people or away from people, often based around met and unmet needs. Therefore, unsatisfied needs aren't necessarily inhibitors for career choice. This is an incorrect answer.

[Feedback for Answer Choice 2]

Ann Roe's personality theory of career choice suggests that a person may orient a person towards people or away from people, often based around met and unmet needs. Therefore, unsatisfied needs aren't necessarily concerns for career choice. This is an incorrect answer.

[Feedback for Answer Choice 3]

Ann Roe's personality theory of career choice suggests that a person may orient a person towards people or away from people, often based around met and unmet needs. Therefore, unsatisfied needs aren't necessarily issues for career choice. This is an incorrect answer.

[Feedback for Correct Answer 4]

Ann Roe's personality theory of career choice suggests that a person may orient a person towards people or away from people, often based around met and unmet needs. Therefore, unsatisfied needs could be strong motivators for career choice. This is the correct answer.

Learning Outcome 2.3

Learn Linda Gottfredson's theory of circumscription, compromise, and self-creation

[Q1]

For Gottfredson, a major issue in individual career counseling is the degree to which clients have unnecessarily restricted their occupational options. Which of the following examples best describes a U.S.-based client unnecessarily restricting their occupational options?

1. A client is deciding not to pursue a teaching occupation because they don't believe they'll make enough money as a teacher.

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2. A client is deciding not to pursue an occupation because it requires additional education and they don't want to go back to school.
3. A female client deciding not to pursue an occupation based on internalized gender bias that suggests "woman don't work in that field." (correct)
4. A client decides to not pursue an occupation because their interested in another field.

[Feedback for Answer Choice 1]

A client deciding they do not want to pursue a career because they do not believe it will pay enough is not an example of unnecessarily restricting occupational options.

[Feedback for Answer Choice 2]

A client deciding they do not want to pursue further education and schooling is not an example of unnecessarily restricting occupational options.

[Feedback for Correct Answer 3]

This is a common example of internalized societal gender bias causing a client to unnecessarily restrict their occupational options. This is the correct answer.

[Feedback for Answer Choice 4]

A client deciding they do not want to pursue an occupation because they are not interested in that occupation is not an example of unnecessarily restricting occupational options.

[Q2]

Gottfredson (1996) suggests that, traditionally, career development interventions occur during what stage?

1. One: Orientation to Size and Power
2. Two: Orientation to Sex Roles
3. Three: Orientation to Social Valuation
4. Four: Orientation to the Internal, Unique Self (correct)

[Feedback for Answer Choice 1]

Gottfredson (1996) does not suggest that career development interventions traditionally occur during stage 1.

[Feedback for Answer Choice 2]

Gottfredson (1996) does not suggest that career development interventions traditionally occur during stage 2.

[Feedback for Answer Choice 3]

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Gottfredson (1996) does not suggest that career development interventions traditionally occur during stage 3.

[Feedback for Correct Answer 4]

Gottfredson (1996) suggests that, traditionally, career development interventions occur during stage four, when people are attempting to crystallize and clarify their self-concepts. This is the correct answer.

[Q3]

A child is watching the television and begins to take notice that many of the anchors are of a specific-gender expression. The child may consider that this occupation is designated to a specific sex role. What stage of development is this child in?

1. One: Orientation to Size and Power
2. Two: Orientation to Sex Roles (correct)
3. Three: Orientation to Social Valuation
4. Four: Orientation to the Internal, Unique Self

[Feedback for Answer Choice 1]

The first stage occurs between ages 3 and 5 and reflects the onset of object constancy in cognitive development. This is not the correct answer.

[Feedback for Correct Answer 2]

This stage occurs between ages 6 and 8. Here, children become aware of the different sex roles of men and women. This is the correct answer

[Feedback for Answer Choice 3]

During this stage, which occurs between ages 9 and 13, children think more abstractly and become aware of social class and prestige. This answer is incorrect.

[Feedback for Answer Choice 4]

During this stage, which starts at age 14, adolescents become more introspective and self-aware but this isn't the best answer to the child described. Incorrect.

[Q4]

You are a career counselor for an adult, female-identifying individual who is considering the engineering profession as an occupational choice. They address a concern that the profession is "dominated by masculinity." Under Gottfredson's Theory of Circumscription, Compromise, and Self-Creation, how could you conceptualize what is happening within the client?

1. This person's self-concept is interacting with their occupational stereotypes. (correct)
2. The client is misguided by their internalized concerns.
3. The client does not have a good understanding of the engineering profession.

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4. The client is likely situated in Stage Two: Orientation to Sex Roles of Gottfredson's cognitive development

[Feedback for Correct Answer 1]

When people make career decisions, they determine the suitability of an occupation by considering perceived gender appropriateness. This client's concerns could be the individual's self-concept interacting with occupational stereotypes. This is the correct conceptualization of the client under Gottfredson's theory and the correct answer.

[Feedback for Answer Choice 2]

We do not know if the client's internalized concerns are misguided and this is not the best conceptualization of the client under Gottfredson's theory. Incorrect.

[Feedback for Answer Choice 3]

We do not know if the client understands the engineering profession and this is not the best conceptualization of the client under Gottfredson's theory. Incorrect.

[Feedback for Answer Choice 4]

The cognitive development stage of "Stage Two: Orientation to Sex Roles" occurs between ages 6 and 8. This is incorrect.

Learning Outcome 2.4

Understand John Holland's theory of types and person–environment interactions.

[Q1]

A client has a high degree of fit between their personality type and their job. This client has a high degree of:

1. differentiation
2. congruence (correct)
3. realistic personality typology
4. enterprising personality typology

[Feedback for Answer Choice 1]

While the client may have a high degree of differentiation, there's a better answer to describe this client. Incorrect.

[Feedback for Correct Answer 2]

Congruence describes the degree of fit between an individual's personality type and current or prospective work environment. This is the correct answer.

[Feedback for Answer Choice 3]

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We do not know this individual's Holland personality typology; therefore, we don't know if the client has a high degree of any particular typology. Incorrect.

[Feedback for Answer Choice 4]

We do not know this individuals Holland personality typology; therefore, we don't know if the client has a high degree of any particular typology. Incorrect.

[Q2]

A client enjoys working with their hands and enjoys working outdoors. This client likely has a high level of what Holland personality typology?

1. Investigative
2. Realistic (correct)
3. Enterprising
4. Entrepreneurship

[Feedback for Answer Choice 1]

Investigative types may enjoy research and science. This answer is incorrect.

[Feedback for Correct Answer 2]

Realistic types tend to enjoy working with their hands or working outdoors. Correct.

[Feedback for Answer Choice 3]

Enterprising types often prefer business-related, relationship-building tasks. Incorrect.

[Feedback for Answer Choice 4]

Entrepreneurship, sometimes synonymous with Enterprising Holland typology, often prefers business-related, relationship-building tasks. Incorrect.

[Q3]

Holland's Theory emphasizes what?

1. The Occupational Outlook Handbook
2. Computer-assisted career guidance systems
3. Career counseling
4. Personality typology (correct)

[Feedback for Answer Choice 1]

Utilizing Holland's theory as a career practitioner may allow for usage of the Occupational Outlook Handbook but the theory itself does not emphasize this resource. Incorrect.

[Feedback for Answer Choice 2]

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Utilizing Holland's theory as a career practitioner may allow for usage of computer-assisted career guidance systems but the theory itself does not emphasize these resources. Incorrect.

[Feedback for Answer Choice 3]

Utilizing Holland's theory may involve career counseling but the theory itself does not emphasize this intervention. Incorrect.

[Feedback for Correct Answer 4]

Holland's theory emphasizes personality typology assuming that most persons can be categorized as one of six types: realistic, investigative, artistic, social, enterprising, or conventional. Correct.

[Q4]

A client arrives to your offices unsure of what they are interested in as an occupation. After learning about the client, you decide your next steps. Which of the following would be the most appropriate next steps to working with this client?

1. Explaining the realistic personality typology
2. Administering the Self-Directed Search assessment tool (correct)
3. Describing the components of congruence, differentiation, consistency, and vocational identity that make up Holland's Theory
4. Giving information about Dr. John Holland to your client so that they can learn more about the individual

[Feedback for Answer Choice 1]

It might be early in the process to address the specific realistic personality typology because we do not know if this client has any interest in these occupations. Incorrect.

[Feedback for Correct Answer 2]

The Self-Directed Search can be used to translate clients' self-estimates of interests and competencies into Holland types and this is a great next step. Correct.

[Feedback for Answer Choice 3]

Describing the components of Holland's theory may not benefit the client. Incorrect.

[Feedback for Answer Choice 4]

Giving information about John Holland's theory may not benefit the client. Incorrect.

Learning Outcome 2.5

Learn John Krumboltz's learning theory of career counseling

[Q1]

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A client you work with simply feels “stuck.” They do not know what career to pursue and they don’t know what is out there. Each session they complain about feeling “stuck.” How could you conceptualize this client utilizing Krumboltz’s learning theory of career counseling?

1. The client is experiencing the absence of a goal, or career indecision (correct)
2. The client has unrealistically high expectations
3. The client finds themselves in a period of “planned happenstance”
4. The client has expanded their capabilities and skills to pursue other careers and is now at a “crossroads”

[Feedback for Correct Answer 1]

Krumboltz suggests that the absence of a goal (otherwise known as career indecision) is a typical occurrence when career concerns arise. This sounds exactly like what the client is enduring. This is the correct answer.

[Feedback for Answer Choice 2]

Krumboltz suggests that unrealism is typical for individuals with career concerns, but this doesn’t seem to be the case with our client. Incorrect.

[Feedback for Answer Choice 3]

Krumboltz asserts that the phenomenon of planned happenstance involves the idea that unplanned events are not only inevitable, they are desirable. This does not necessarily describe our “stuck” client. Incorrect.

[Feedback for Answer Choice 4]

The client has not addressed new skill attainment as their reason for feeling stuck. This is not the best answer. Incorrect.

[Q2]

A career counselor and client have been working together for multiple sessions. The client has finally arrived on the career choice of technology consulting. The client addresses their concerns related to adjusting to this new career choice. Utilizing assumptions of learning theory of career counseling, how should the career counselor address the client’s concerns?

1. Tell the client they should consult with a mental health counselor to address their new concerns.
2. Inform the client that it’s typical to need ongoing assistance when implementing and adjusting to a career choice. Encourage the client to continue the career counseling. (correct)
3. Suggest that the client speak with their supervisors in the position to address these concerns.

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4. Encourage the client to look into other career paths because more frequent career changes are a normal occurrence in today's world.

[Feedback for Answer Choice 4]

While the client may benefit from mental health counseling, a referral to a mental health counselor is not necessarily warranted. Incorrect.

[Feedback for Correct Answer 2]

Learning theory of career counseling presumes that counselors can help clients cope with this exact career trend, adjusting to the implantation of a new career choice. Career transitions are challenging, and this client could benefit from ongoing career counseling. Correct.

[Feedback for Answer Choice 3]

The client's relationship with their supervisor may allow them to address some concerns related to their transition but is not the best answer choice. Incorrect.

[Feedback for Answer Choice 4]

While more frequent career changes are a common occurrence in today's world, this is not necessarily an excuse to advise a client who has just made a career choice to change their career. Incorrect response.

[Q3]

One creative way for a client to challenge and correct faulty assumptions in their career development is to:

1. Encourage the client to experiment with a new career
2. Ask the client if they want to join your organization
3. Teach the client about informational interviewing (correct)
4. Give the client an interest inventory assessment

[Feedback for Answer Choice 1]

Encouraging the client to experiment with a new career may or may not help the client but it will not necessarily address the client's faulty assumptions. Incorrect.

[Feedback for Answer Choice 2]

Asking the client to work within your organization does not necessarily help the client's faulty assumptions. Incorrect.

[Feedback for Correct Answer 3]

A client with faulty assumptions about a career could greatly benefit from informational interviewing with someone from that career path. Correct.

[Feedback for Answer Choice 4]

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An interest inventory may be used in helping a client explore their career interests and is not necessarily the best initial step to addressing a client's faulty assumptions. Incorrect.

[Q4]

Learning theory of career counseling intends to:

1. Assist a client in understanding why they are hesitant to make a career choice
2. Help clients resolve current career concerns and equip them with a powerful task-approach skill for coping with future changes in work and personal conditions (correct)
3. Help clients connect with other professionals in a career of interest
4. Engage clients in the networking process

[Feedback for Answer Choice 1]

Learning theory of career counseling does have the propensity to assist a client in understanding their reluctancy to make a career choice but the theory seeks to implement a larger, lifelong change in the client as well. There is a better answer from the selection.

[Feedback for Correct Answer 2]

One of the core strengths of Learning Theory of Career Counseling is that you help a client make a current career choice while enabling them with the skills to make future career choices. This is the correct answer.

[Feedback for Answer Choice 3]

Helping clients connect with other professionals in a career of interest is not the primary purpose of learning theory of career counseling.

[Feedback for Answer Choice 4]

Engaging clients in the networking process is not the primary purpose of learning theory of career counseling.

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Chapter 2 Application Exercises

Chapter 2: Understanding and Applying Theories of Career Development

Application Exercise 2.1: The Importance of Life Roles

Learning Outcome 2.1: Learn Super's life-span, life-space theory.

[Q1]

Career counselors who work with adults dealing with career transitions need to understand a range of factors that can have an impact on both the clients' circumstances as well as their ability to cope with and even embrace such transitions. Those factors range from the impact of technology and globalization on the world of work to the clients' attitudes toward and abilities to respond to changes in their lives. One of the more pressing factors that adults struggle within their career journeys is the capacity for balancing life roles. Super's Self-Concept Theory and Gottfredson's Theory of Circumscription and Compromise are especially useful in examining the influence of life roles on career decision-making. Career counselors need to develop strategies for helping their adult clients put the following life roles into perspective and make choices that give them a greater sense of balance in their lives:

- Worker role: Certainly a central role in any person's career development is an understanding of and investment of time and energy in the kinds of work roles that will provide both extrinsic and intrinsic rewards, but many adults also want to engage in worker roles that give their lives meaning. Job satisfaction (or dissatisfaction), job stress, work relationships, benefits, job loss, and job security are just a few of the issues that need attention as adult clients examine their values and choices related to work. For those who do not have to worry about work for their livelihoods, they can explore options related to volunteer or other unpaid work experiences.
- Family role: Attending to the needs and expectations of spouses, partners, children, aging parents, or other family obligations can create significant pressures that may be in conflict with one's work roles. Adults often struggle with financial, socio-cultural, gender, and personal relationship pressures that compete for priority status in their busy lives.
- Citizen role: Not everyone plays an active role as a citizen, but people still want to have the choice to participate in varying roles as citizens. Some people want to play no more of a significant role than showing up to vote at elections, whereas many people become involved in local government, neighborhood watch organizations, charitable organizations or charity work, and beautification projects, so that they feel they are making a contribution to the common good. When clients say they want to have more meaning in their lives, the citizen role is an area where they can explore many interesting and worthy options.
- Spiritual role: Many clients value time and energy invested in developing the spiritual aspects of their lives. For many people, religion serves much of that need; for others, pursuits like meditation, yoga, or communing with nature allow them to feel more

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centered and whole. The degree to which the spiritual role matters to an individual is a critical consideration in assessing their life-role balance.

- Leisure role: Too often, the leisure role is what suffers the most when people's lives are stressed and complicated. Yet, leisure is the one life role that allows for selfish enjoyment of the things that matter most to an individual. The leisure role can involve physical activity, cultural events, enjoyment of hobbies, or just quiet time (and many other options) and some leisure pursuits cost a lot of money and some are free (and everything in between). Leisure role choices can have a dramatic impact on the choices people make in their other life roles.

These life roles are not entirely separate but are more appropriately seen as overlapping. Furthermore, the student role may be infused in any of the major life roles, but time spent on education has to work its way into time and energy spent on the other five roles, so students often feel additional pressure and stress. Older adults sometimes struggle with the issue of generativity, in which they start to question how their lives have mattered or made a difference. Skilled career counselors help adults sort through the feelings and needs related to these life roles and create action plans for moving toward a greater sense of balance and a strong career identity.

Read the following short vignette and use the information to respond to the questions that follow.

[VIGNETTE]

Paul Solzhen is a career counselor who has a private practice in the county seat of one of the smaller counties in the state. He has started running biweekly Adults in Career Transition groups to address the myriad career issues that seem to be surfacing for adults in his area. Solzhen's Thursday night group is composed of three men and three women who range in age from 37 to 62. After getting acquainted and going over the usual ground rules, Solzhen asked the group members to draw a circle on a piece of paper and draw a pie chart that represented the overall percent of their waking hours that they devoted to the five major life roles: work, family, citizen, spiritual, and leisure. He also noted that if any of the people in the group were taking any educational classes or training program, whether they be formal education, skill training, or life-long learning, that they should add that as a sixth wedge of the pie. Solzhen then asked the group members to share their drawings and identify the issue that caused the individual the most concern. Here are brief summaries of what they shared with the group:

- Birgit (age 44): I have become very active with politics in the last three years because I am concerned about what is happening to the middle class; however, I am worried about my performance at work because I just feel like I am putting in my time until I can get back out in the neighborhoods going door-to-door with my message.
- Kevin: (age 37): I have been a stay-at-home dad for the past six years and recently went back to work. I am having a hard time making the adjustment because I am constantly worrying about how the kids are doing in school and whether they are making it to all their scheduled activities.

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- Takisha (age 46): I put in long and demanding hours, including lots of travel, and I am just feeling exhausted. I do not feel like I am taking care of myself, and I just do not have a life.
- Biff (age 62): I have already started worrying about retiring. However, I am still healthy and I am looking forward to doing more hiking and perhaps even tackling the Appalachian Trail. Nothing makes me feel more whole than being in the woods. I wonder if that will be enough, though.
- Simon (age 48): I am feeling pretty worthless because I have been unemployed for almost three years. I do not have the skills companies are looking for and I do not think I am smart enough to go back to school.
- Fostina (age 52): I am struggling with the empty nest problem. For years, I have been working just to support my family and meet their needs, but now that they are on their own, I want to get into some kind of work that feeds my soul. I want to go to work and love what I do, but I am afraid I might be too old to make the change now.

If Birgit's citizen role is so rewarding, why is it creating a challenge?

Hint: What are her career priorities?

[Q1 Feedback]

Birgit has work obligations, but the satisfaction she derives from her citizen role makes it difficult to fully commit to her work role.

[Q2]

Career counselors who work with adults dealing with career transitions need to understand a range of factors that can have an impact on both the clients' circumstances as well as their ability to cope with and even embrace such transitions. Those factors range from the impact of technology and globalization on the world of work to the clients' attitudes toward and abilities to respond to changes in their lives. One of the more pressing factors that adults struggle within their career journeys is the capacity for balancing life roles. Super's Self-Concept Theory and Gottfredson's Theory of Circumscription and Compromise are especially useful in examining the influence of life roles on career decision-making. Career counselors need to develop strategies for helping their adult clients put the following life roles into perspective and make choices that give them a greater sense of balance in their lives:

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What are the two life career roles that have shifted for Kevin?

Hint: How did he previously spend the majority of his time, and how does he now spend the majority of his time?

[Q2 Feedback]

The family role previously was the larger wedge on his life roles pie; now the worker Role is taking most of his time, but he is having difficulty with the transition.

[Q3]

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- Fostina (age 52): I am struggling with the empty nest problem. For years, I have been working just to support my family and meet their needs, but now that they are on their own, I want to get into some kind of work that feeds my soul. I want to go to work and love what I do, but I am afraid I might be too old to make the change now.

Takisha is exhausted from her work. What other life roles need attention?

Hint: What will make her feel less exhausted?

[Q3 Feedback]

Takisha needs to pay attention to her leisure role with special attention to her physical health. However, she should probably also pay attention to her spiritual role to address issues of mental exhaustion or inattention to where her inner strength comes from.

[Q4]

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From what the career counselor heard from Biff about his impending retirement, where might he want to direct his first life-role exploration?

Hint: What gives Biff the most satisfaction in life?

[Q4 Feedback]

It is obvious from Biff's comment that his spiritual life role is fed by hiking and being with nature, even more than he sees it as a leisure role. The career counselor should continue to investigate what it is that Biff derives from such activities and encourage Biff to explore what other life roles in retirement could still use those strengths and positive attributes. For example, he might explore volunteer or part-time worker roles or active involvement with organizations that preserve forests as a citizen role.

[Q5]

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What is the common theme in the messages conveyed by Simon and Fostina and to which of the pie wedges does this theme connect?

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Hint: What kinds of changes are they facing?

[Q5 Feedback]

The common theme for both of them is anxiety about whether their skill sets will allow them to pursue new worker roles in their careers. Adults often fear the challenges of becoming students again and wonder whether they still have what it takes to learn new skills that will make them competitive in the job market again.

Application Exercise 2.2: The Importance of Life Roles

Learning Outcome 2.1: Learn Super's life-span, life-space theory.

[Q1]

Use Pearson eText Video Example 2.1 to answer the following question: Super noted that people tend to play nine major roles during their lives: (1) son or daughter, (2) student, (3) leisurite (a term coined by Super), (4) citizen, (5) worker, (6) spouse or partner, (7) homemaker, (8) parent, and (9) pensioner. Consider these nine major life roles. What are some life roles exhibited by this client during this clip of career counseling?

[Q1 Feedback]

The client immediately recognizes herself as a daughter in their opening statement. Later in the video, the client suggests they will eventually be in a committed relationship (spouse) and how much she loves being a teacher (worker). The client suggests happiness is watching her children grow (parent).

[Q2]

Use Pearson eText Video Example 2.1 to answer the following question: The client suggests she was reluctant to alter her life roles for the sake of her children. Of the nine life roles suggested by Super, which life role was the client reluctant to leave?

[Q2 Feedback]

Spouse, the client stated that they did not get divorced right away because they "didn't want to do it for the children."

[Q3]

Use Pearson eText Video Example 2.1 to answer the following question: Super believes that effective life-role participation is difficult to achieve because conflicting demands make it hard to fulfill several roles at once. What life roles seem to motivate this client and aid in their pursuit of happiness?

[Q3 Feedback]

Parent—The client describes happiness as "continuing to raise" her boys. The client suggests happiness comes from watching them grow.

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Worker—The client suggests they love working as a teacher and “couldn’t do anything else but.”

Application Exercise 2.3: Understand Holland’s Theory

Learning Outcome 2.4: Understand John Holland’s theory of types and person–environment interactions.

[Q1]

Use Pearson eText Video Example 2.3 to answer the following question: Dr. Janet Lenz offers a real-world example of applying Holland’s theory during a career counseling session. As the client reflects on their thoughts, interests, and experiences, use the Holland personality typology to conceptualize the client. What Holland personality types does the client exhibit?

[Q1 Feedback]

This client exhibits interests in Social Holland typology by helping others and “doing good” through kinesiology. The client also discusses their leadership capabilities through their involvement in church, which would most likely be described as Enterprising Holland typology.

[Q2]

Use Pearson eText Video Example 2.3 to answer the following question: The client suggested they have an intention to eventually become a pastoral minister. This occupational role fits into the Social and Enterprising Holland typology. What are some statements said by the client that suggest they’d enjoy this role?

[Q2 Feedback]

“I love helping others for the better” and “I like working with people” are two statements from the client that could explain their interests in the Social typology. The client stated that they have held leadership roles during youth group, and they were “always up in the front.” The client’s inclination to actively seek out leadership roles is another example statement that could explain their interests in the Enterprising typology.

[Q3]

Use Pearson eText Video Example 2.3 to answer the following question: What are some next steps you would suggest for this client?

[Q3 Feedback]

This client could benefit from further searching their personality typology and learning about what it means to be Social and Enterprising type. The client could explore occupations related to these types or even conduct an informational interview with someone in a career related to these types.

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Chapter 2 Test Items

Essay Questions

1. You have a career counseling client whose Holland type is RIA. She is working in an environment that is classified as SEC. With regard to this client, what can you say about consistency and congruence?
2. If you were to administer Holland's *Self-Directed Search* to an individual and she has the following raw scores on the six types, what can you conclude about the differentiation and meaning of her scores?

   R = 20, I = 45, A = 15, S = 40, E = 30, C = 10
3. List and briefly describe Super's five lifespan stages. Do you think that these stages are relevant today? If not, how and why are they different?
4. List and briefly describe the four stages of cognitive development described by Gottfredson.
5. Define worldview generalizations and how, according to Krumboltz, they impact career decision making.
6. Of the theories reviewed in this chapter, which do you think would be most helpful in designing a program of interventions for middle and high schools? Why?

Multiple-Choice Questions

1. The three parts of Super's segmental theory are lifespan, life space, and
   A. lifetime.
   B. life concept.
   C. life skills.
   D. self-concept.

2. In Super's theory, adolescents' readiness for career decision making is known as
   A. career adaptability.
   B. career maturity.
   C. social learning.
   D. decisiveness.

3. Self-concepts developed through comparison of the self with others are known as
   A. cognitive.
   B. developmental.
   C. subjective.
   D. objective.

4. One factor that influences life-role salience is
   A. genetics.

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B. circumscription.
C. educational aspirations.
D. the dominant culture.

5. According to Gottfredson, _____ represents people's conclusions as to their fit in society.
   A. occupational choice
   B. compromise
   C. self-creation
   D. social space

6. According to Super, methods used to guide and clarify vocational identities for clients are
   A. cognitive behavioral.
   B. developmental.
   C. Both of the above
   D. Neither of the above

7. In Gottfredson's model, the process of eliminating unacceptable occupational alternatives based primarily on gender and social class is labeled
   A. circumscription.
   B. compromise.
   C. congruence.
   D. salience.

8. According to Anne Roe's personality theory of career choice, people choose occupational fields based on their _____, which were influenced by the childhood environments that they experienced.
   A. interests
   B. parents' occupations
   C. need structures
   D. attachment to their parental figure

9. In terms of Holland's theory, congruence describes the degree of fit between an individual's personality type and that of the individual's
   A. parents.
   B. current boss.
   C. current or prospective work environment.
   D. siblings.

10. In Holland's model, the degree of relatedness within types, such that similar types are located next to each other and have more in common, is a concept called

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A. congruence.
B. circumscription.
C. adaptability.
D. consistency.

11. Social learning theory identifies four factors that influence career decision making, including all of the following **except**
    A. genetic endowment and special abilities.
    B. environmental conditions and events.
    C. instrumental and associative learning experiences.
    D. self-observation generalizations.

12. According to Krumboltz, career concerns are least likely to arise from
    A. the absence of a goal (career indecision).
    B. expressed feelings of concern about high aspirations (unrealism).
    C. conflict between equally appropriate alternatives (multipotentiality).
    D. a presence of too many goals (indecisiveness).

13. Krumboltz proposes to use indecision in the counseling process as
    A. a desirable quality that motivates clients to seek alternative jobs elsewhere.
    B. a negative quality that motivates clients to engage in new learning experiences.
    C. a desirable quality that motivates clients to engage in new learning experiences.
    D. a negative quality that motivates clients to stick to their present situation.

14. The theory that has generated more research than any other is that of
    A. Super.
    B. Krumboltz.
    C. Holland.
    D. Gottfredson.

15. A person's Holland code can be determined by
    A. taking the *Self-Directed Search*.
    B. taking the *Vocational Preference Inventory*.
    C. an interview conducted by a person with in-depth knowledge of the theory.
    D. All of the above

16. Holland codes consistent with R are
    A. I and C.
    B. S and E.
    C. A and C.
    D. I and S.

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17. According to Holland, a well-differentiated Holland code profile with high consistency predicts
    A. less conflict of career choice.
    B. instability on the job.
    C. reduced congruence.
    D. difficulty finding a job.

18. Super's career rainbow, a depiction of his definition of *career*,
    A. displays nine life roles.
    B. shows the time commitment of each role.
    C. shows the intensity of each role.
    D. All of the above

19. The term "planned happenstance" is associated with the theory of
    A. Holland.
    B. Super.
    C. Krumboltz.
    D. Gottfredson.

20. The width of a band in Super's career rainbow illustrates its
    A. salience.
    B. intensity.
    C. level of satisfaction.
    D. congruence.

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Chapter 2 Test Answer Key

ANSWER KEY: Chapter 2 Test (Multiple Choice)

1. D
2. B
3. C
4. D
5. A
6. B
7. A
8. C
9. C
10. D
11. D
12. D
13. C
14. C
15. D
16. A
17. A
18. D
19. C
20. A

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