Career Counseling 9th edition Zunker Test Bank

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Multiple Choice

1. The career development theory that includes genetic endowments, special abilities, environmental conditions, and events is by the following author:

a. Holland
b. Super
c. Krumboltz
d. Pope

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 9/12/2014 1:52 AM
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2. PEC theory emphasizes that:

a. Job satisfaction is completely related to family compatibility
b. Job satisfaction is completely determined by wages
c. Job satisfaction is related to work reinforcers
d. Job satisfaction is primarily the responsibility of the manager

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 9/12/2014 1:59 AM
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3. A major tenet of Super's theory is that the career pattern one follows through life:

a. Is primarily influenced by one's vocational orientation
b. Is an expression of career maturity
c. Represents verification of one's personal modal style
d. Results from expression of one's vocational self-concept

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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4. Prestige of sex type are variables in the theory of:

a. Super
b. Krumboltz
c. Gottfredson
d. Holland

ANSWER: c
POINTS: 1

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QUESTION TYPE: Multiple Choice
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5. The assumption that individuals have unique patterns of ability that can be measured and matched with jobs is a *key concept* of:

a. Trait-and-factor theory
b. Developmental theory
c. Self-concept theory
d. Construct theory

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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6. The choice model of the Social Cognitive Career Theory (SCCT) is divided into three components as follows:

a. Define personal values, establish goals, take actions
b. Develop individual learning plan, execute plan, evaluate plan
c. Define goals, initiate action, success is determined by future behavior
d. Define personal values, develop interventions, execute plan

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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7. According to the Cognitive Information Processing (CIP) theory, *the major strategy* of career interventions is to:

a. Provide interventions to identify personality dimensions
b. Provide interventions that improves one's self-concept
c. Provide learning interventions to enhance one's information processing ability
d. Provide interventions to understand the influence of life course events

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 9/12/2014 2:07 AM
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8. The theory of constructivism suggests that:

a. Constructs have nothing to do with individual perceptions
b. Constructs are simply the way one processes information and their resulting perceptions
c. Constructs are primarily the result of family interactions during adolescence

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d. Constructs are personality dimensions gone haywire

ANSWER: b
POINTS: 1
QUESTION TYPE: Multiple Choice
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9. SCCT subscribes to which of the following theories?

a. Bandura's triad reciprocal theory
b. Roger's nondirective theory
c. Super's self-concept theory
d. Constructivism theory

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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10. The position that clients create their own way of organizing information and that reality is a matter of perception is the premise of which theory?

a. Super's career maturity
b. Contextual explanation
c. Gottfredson's sex type
d. Holland's typology

ANSWER: b
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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11. Gelso and Fretz (2001) grouped career development theories as follows:

a. constructive theories, cognitive theories, social orientation theories and counseling theories.
b. trait-orientated theories, social learning and cognitive theories, developmental theories and person-in-environment theories.
c. trait-orientated theories, constructive theories, developing people's theories and social theories.
d. social trait theories, cognitive learning theories, developing people theories and environment theories.

ANSWER: b
POINTS: 1
QUESTION TYPE: Multiple Choice
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12. Trait-oriented theories are embedded in whose vocational counseling paradigm of matching individual traits with requirements of occupations?

a. Holland
b. Super
c. Parsons
d. Krumboltz

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 12/22/2014 7:03 PM
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13. Through whose efforts were the components of the trait-and-factor theory developed into step-by-step procedures designed to help clients make wise career decisions?

a. Parsons and Holland
b. Sharf
c. Prediger
d. Parsons and Williamson

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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14. The person-environment-correspondence (PEC) theory was initially referred to as:

a. the theory of human interaction (THI).
b. the theory of personality style (TPS).
c. the theory of work environment (TWE).
d. the theory of work adjustment (TWA).

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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15. Which of the following key points is NOT congruent with Dawis and Lofquist's theory?

a. Job placement is best accomplished through a match of worker traits with the requirements of a work environment
b. Individual needs and the reinforce system that characterizes the work setting are important aspects of stability and tenure
c. Individual needs are most important in determining an individual's fit into the work environment
d. Work personality and work environment do not always need to be amenable

ANSWER: d

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POINTS: 1
QUESTION TYPE: Multiple Choice
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16. What did John Holland (1992) stress as being important in the search for vocational satisfaction and stability?
    a. The importance of self-knowledge
    b. Satisfaction theory
    c. Skilled trades
    d. Diverse careers

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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17. Holland's model of personality types incorporates five key concepts. Which of the following is the correct answer?
    a. Differentiation, identity, congruence, calculus and career choice
    b. Consistency, differentiation, socialization, satisfaction and critical theory
    c. Consistency, differentiation, identity, self-knowledge and career choice
    d. Consistency, differentiation, identity, congruence and calculus

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 12/22/2014 7:07 PM
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18. Learning Theory of Career Counseling (LTCC) involves which factors?
    a. Genetic endowments and special abilities, environmental conditions and events, learning experiences, and task approach skills
    b. Genetic endowments and special abilities only
    c. Environmental conditions and event experiences only
    d. None of the above

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
DATE CREATED: 12/22/2014 7:09 PM
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19. Krumboltz and associates stress that each individual's unique learning experiences during the life span develop primary influences that lead to career choice. Which statement is not listed as part of these primary influences?
    a. Career-entry behavior such as applying for a job or selecting an educational or training institution

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b. Expanding capabilities and interests

c. Sets of developed skills used in coping with the environment

d. Generalization of self derived from experiences and performance in relation to learned standards

ANSWER: b
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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20. What is the name of the theory suggesting chance events during one's life span can have both positive and negative consequences?

a. Happenstance approach theory

b. Approach theory

c. Chance approach theory

d. Career chance theory

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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21. Who developed cognitive information processing (CIP) theory?

a. Peterson and Sampson

b. Mitchell, Krumboltz and Sampson

c. Peterson, Sampson and Reardon

d. Krumboltz, Peterson and Reardon

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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22. From a social cognitive perspective, which three key theoretical constructs are considered to be building blocks determining the course of career development and its outcome?

a. Personal goals, self efficacy and interest development

b. Self-efficacy, outcome expectations and personal goals

c. Self-efficacy, outcome expectations and other people's views of the client's goals

d. Outcome expectations, personal goals and fixed traits

ANSWER: b
POINTS: 1
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23. One major hurdle for the individual in the choice model concerns:
    a. future goals.
    b. contextual or environmental influences.
    c. performance influences.
    d. career-related interests.

ANSWER: b
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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24. As early as the 1940s, who was promoting the idea that career development is a process that unfolds gradually during the life span?
    a. Krumboltz
    b. Drucker
    c. Sharf
    d. Super

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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25. What is the centerpiece of Super's approach to vocational behavior?
    a. Stages and Tasks theory
    b. Self-concept theory
    c. Performance model theory
    d. Choice model theory

ANSWER: b
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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26. The cognitive process period of formulating a general vocational goal through awareness of resources, contingencies, interests, values and planning for the preferred occupation is called:
    a. implementation.
    b. stabilization.
    c. crystallization.
    d. specification.

ANSWER: c

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27. In the early 1990s, Super created a model to delineate the changing diversity of life roles experienced by individuals during the life span. What is the title of this model?

a. Lifestage model
b. Career maturity model
c. Archway model
d. Archway life model

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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28. Occupational aspirations is the main theme of which theorist?

a. Super
b. Krumboltz
c. Holland
d. Gottfredson

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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29. The process by which an individual narrows his or her territory when making a decision about space or acceptable alternatives, is referred to as:

a. cognitive maps of occupations.
b. image of occupations.
c. compromise.
d. circumscription.

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
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30. The term “social space” refers to:

a. images of occupations.

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b. the process by which individuals will settle for a "good" choice but not the best possible one.
c. the zone of acceptable alternatives in each person's map of occupations, or each person's view of where he or she fits or would want to fit into society.
d. how adolescents and adults distinguish occupations into major dimensions.

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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31. Contextual interaction during the life span is referred to as what type of perspective?
a. Lifespan perspective
b. Contextual life span perspective
c. Person-in-environment perspective
d. Interactive perspective

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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32. Which statement is correct with regard to constructivism?
a. Constructivists support the belief that individuals define themselves as they participate in events and relationships in their environment.
b. The psychological approach of constructivism to career development has not been influenced by the philosophical position of postmodernism.
c. Constructivists believe in fixed truth.
d. The constructivist's viewpoint of career development relies on logical proofs supported by empirical data.

ANSWER: a
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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33. How many propositions of career construction theory did Savickas develop?
a. 6
b. 3
c. 16
d. 5

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
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34. Actualization is a period that is highlighted by one's focus on:
    a. maintenance and management.
    b. settling down.
    c. growth.
    d. career identification.

ANSWER: d
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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35. Which theory do Young, Valach and Collin (1996, 2002) propose as one way to understand a contextualist explanation of career counseling?
    a. Change theory
    b. Environment theory
    c. Action theory
    d. Career theory

ANSWER: c
POINTS: 1
QUESTION TYPE: Multiple Choice
HAS VARIABLES: False
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Numeric Response

Trait-Oriented Theories

A. Trait and Factor Theory
B. Person-Environment Correspondence (PEC) Counseling
C. John Holland's Typology
   Social Learning and Cognitive Theories
D. Krumboltz's Learning Theory of Counseling
E. Career Development from a Cognitive Information Processing Perspective
F. Career Development from a Social Cognitive Perspective
   Developmental Theories
G. Life Space, Life Span Approach to Careers
H. Circumscription, Compromise, and Self-Creation: A Developmental Theory of Occupational Aspirations

Person-in-Environment Perspective

1. Career Construction: A Developmental Theory of Vocational Behavior
2. A Contextual Explanation of a Career

36. Making a career choice is a problem-solving activity.

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ANSWER: e
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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37. An assessment model (Career Development Assessment and Counseling [C-DAC] was designed to measure work-role salience, career development status, vocational identity, and occupational self-concepts.
ANSWER: g
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
DATE CREATED: 9/12/2014 1:36 AM
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38. Congruence occurs when an individual's personality type matches the environment.
ANSWER: c
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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39. Individual needs and the reinforcer systems in the work environment are important aspects of stability and tenure.
ANSWER: b
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
DATE CREATED: 9/12/2014 1:39 AM
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40. A similarity assessment model provides a means of evaluating occupations for fit.
ANSWER: a
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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41. Counselors focus on career as a story or narrative in order to derive meaning from what the client views as important and unimportant.

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ANSWER: i
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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42. Aptitude, interests, and measure of client traits can be used to focus on new learning that promotes career choice.
ANSWER: d
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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43. Traits of career maturity include planning, accepting responsibility, and varied aspects of a preferred vocation.
ANSWER: g
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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44. Personal determinants of career development are conceptualized as self-efficacy, outcome expectations, and personal goals.
ANSWER: f
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
DATE CREATED: 9/12/2014 1:43 AM
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45. The ultimate goal of career counseling is achieved by facilitating the growth of information processing skills.
ANSWER: e
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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46. Determinates of self-concept development are social class, level of intelligence, and experiences with sex typing.

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ANSWER: h
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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47. The major purpose of action theory is to organize the interpretation of human actions that usually represents the general intention of the individual. One can be influenced by the characteristics of others and the unique characteristics of the environment.
ANSWER: j
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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48. Important associations that influence career development can be learned through observations, written materials, and films.
ANSWER: d
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
DATE CREATED: 9/12/2014 1:50 AM
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49. Career identity is defined as one's level of development of self-knowledge memory structures.
ANSWER: e
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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50. Life roles are interconnected in that success in one life role promotes success in other life roles.
ANSWER: g
POINTS: 1
QUESTION TYPE: Numeric Response
HAS VARIABLES: False
PREFACE NAME: Matching
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Essay

51. What are the advantages and disadvantages associated with the trait-and-factor approach to career counseling?

ANSWER: Major Points

Advantages

1. Straightforward, easy for a counselor to explain and client to understand.
2. It is the basis for many current theories.
3. It provides an integrated role for assessment and counseling.
4. Success and abilities are often related.

Disadvantages

1. It does not explore how the past has contributed to the present.
2. It is too simplistic for current complex problems.
3. It does not focus enough on other variables such as values, personality, and goals.

POINTS: 1
QUESTION TYPE: Essay
HAS VARIABLES: False
DATE CREATED: 9/12/2014 2:13 AM
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52. Compare the basic assumptions of Super's life span, life space approach with Holland's typology approach.

ANSWER: Major Points

Super

1. Career development is multidimensional.
2. Developmental tasks are to be accomplished throughout the life span.
3. Vocational maturity is accomplished within a series of accomplishments in life stages.
4. Individuals implement their self-concept into careers as a means of self-expression.
5. Success in one life role facilitates success in another.

Holland

1. Career choice is an expression of or an extension of personality into the work world.
2. Individuals search for environments that will let them exercise their skills and abilities, express their attitudes and values, and take on agreeable problems and roles.
3. There are six kinds of occupational environments and six matching personal orientations.

POINTS: 1
QUESTION TYPE: Essay
HAS VARIABLES: False
DATE CREATED: 9/12/2014 2:14 AM
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53. Describe the pathways to career choice as outlined by Social Cognitive Career Theory (SCCT).

ANSWER: Major Points

1. Self-efficacy and outcome expectations promote career-related interests.
2. Interests, in turn, influence goals.
3. Goal related actions lead to performance experiences.
4. The outcomes determine future paths depending on whether self-efficacy is strengthened or

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weakened.
5. One establishes a career decision or redirects goals.

POINTS: 1
QUESTION TYPE: Essay
HAS VARIABLES: False
DATE CREATED: 9/12/2014 2:15 AM
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54. The Happenstance Approach emphasizes making the most out of unplanned events and creating chance. Describe how you might encourage this.
ANSWER: **MAJOR POINTS**

- Encourage clients to pay attention to chance events, relationships, etc.
- Help clients learn to respond to unplanned events in an open and positive manner.
- Encourage clients to become active and involved as a way to increase the possibility of chance events.

POINTS: 1
QUESTION TYPE: Essay
HAS VARIABLES: False
DATE CREATED: 12/22/2014 7:25 PM
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55. What are the advantages and disadvantages associated with the trait/factor approach to career counseling?
ANSWER:
MAJOR POINTS

- Advantages
  - Straightforward, easy for counselor to explain and client to understand.
  - Basis for many of today's theories
  - Provides an integrated role of assessment and counseling.
  - Success is most often related to abilities, which are an emphasis in this approach.
- Disadvantages
  - Does not explore how the past has contributed to the present
  - Too simplistic for today's complex problems
  - In its true form, does not take into account values, personality or goals or how these might changes over time.

POINTS: 1
QUESTION TYPE: Essay
HAS VARIABLES: False
DATE CREATED: 12/22/2014 7:26 PM
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56. Compare trait/factor theories to the general factors of developmental theories.
ANSWER: **MAJOR POINTS**

- Trait/Factor
  - Focus on career choice

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- Point-in-time assessment
- Age not really a factor, present of most importance
- Emphasize specific factors which are to be tested
- Focus on job satisfaction

- Developmental
  - Focus on career development
  - Various stages, related to age
  - Specific tasks to be accomplished at each stage
  - Descriptive in nature

POINTS: 1
QUESTION TYPE: Essay
HAS VARIABLES: False
DATE CREATED: 12/22/2014 7:36 PM
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57. How might a person in early adulthood recycle through the developmental tasks of Super's life-span approach?
ANSWER: **MAJOR POINTS**

- Growth – learning to relate to others
- Exploration – finding opportunities to do desired work
- Establishment – settling down in a permanent position
- Maintenance – making one's position secure
- Decline – reducing sports participation

POINTS: 1
QUESTION TYPE: Essay
HAS VARIABLES: False
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58. Compare the basic assumptions of Super's life-span, life-space approach and Holland's typology approach.
ANSWER: **MAJOR POINTS**

- Super
  - Career development is multidimensional.
  - Throughout the life-span there are developmental tasks to be accomplished.
  - Vocational maturity is acquired through successfully accomplishing these tasks within the continuous series of life stages.
  - Individuals implement their self-concepts into careers that will provide the most efficient means of self-expressions.
  - Success in one life role facilitates success in another.
- Holland
  - Career choice is an expression of, or an extension of personality into the world of work.
  - Individuals search for environments that will let them exercise their skills and abilities, express their attitudes and values, and take on agreeable problems and roles.
  - There are six kinds of occupational environments and six matching personal orientations.

POINTS: 1

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QUESTION TYPE: Essay
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59. Discuss the fundamental concept upon which Super's Archway Model of Career Development is premised.
ANSWER: **MAJOR POINTS**

- Interactive learning through the development of self-concept and social learning extracted from life experiences is the fundamental concept of the model.
- The Archway Model clarifies the interaction of biological, psychological and socioeconomic factors or career development.
- That career development is a pervasive part of life development is reflected in the integration of life activities with stages of development.

POINTS: 1
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