Career Development Theories Overview

Vocational Choice (RIASEC) 
John Holland 
Type: Personality 
Key points 
- Six personality types - Realistic, Investigative, Artistic, Social, Enterprising, Conventional 
- Occupational choice is an expression of personality 
- Congruence - the fit between personality and work environment 
- Consistency - personality types close together on hexagon 
- Differentiated - personality types are distinct

Happenstance 
John Krumboltz 
Type: Social learning theory of career decision-making and the role of happenstance 
Key points 
- Fosters curiosity, persistence, flexibility, optimism, risk-taking 
- Incorporates chance into the counseling process 
- Cultivates capacity to recognize, create and incorporate chance events into ongoing career management 
- Unpredictable social factors, environmental conditions and chance events are important influences in decision making 
- Tests should be used to stimulate learning, not just match

Trait and Factor 
Frank Parsons 
Type: Talent matching, theory of occupational choice 
Key points 
- Trait: a characteristic of an individual that can be assessed through testing 
- Factor: characteristic required for successful job performance 
- Relies heavily on psychometric tests 
- Idea that there is an ideal job for all 
- It is possible to measure individual talents and attributes required in particular jobs 
- Seven attributes: physical characteristics, attainments, general intelligence, specialized aptitudes, interests, dispositions and circumstances

Social Cognitive 
Albert Bandura 
Type: Decision Theory 
Key points 
- Self-efficacy - belief in one's capabilities to produce or attain goals 
- Level and strength will determine how much effort will result 
- Four sources of self-efficacy: accomplishments, watching others, verbal persuasion, emotional factors 
- Self-esteem - a person's sense of self worth; not the same as self-efficacy

Developmental Self-Concept 
Donald Super 
Type: Developmental 
Key points 
- Vocational development is the process of developing and implementing a self-concept 
- People choose occupations that permit them to express their self-concepts 
- Career maturity - expected vocational behavior at a particular stage of career development 
- Five stages - growth, exploration, establishment, maintenance, decline 
- Five vocational stages tasks - crystallization, specification, implementation, stabilization, consolidation

Source: /www2.careers.govt.nz