

Models of Career Development

New Perspectives

Topics

Introduction

Circumscription and Compromise

Work Values

Discussion and Questions

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Discussion and Questions

Models of Career Development - Foundations

In the Foundations slideshow, the basic theories of career development were examined. These were:

- Trait and Factor – Frank Parsons
- The Holland Code – John Holland
- Life Span and Life Space – Donald Super

These laid the groundwork for what we do today.

Models of Career Development – New Perspectives

In this session, we will look at newer ideas that examine career development in different ways. Two good examples are:

- Circumscription and Compromise – Linda Gottfredson
- Work Values – Duane Brown (and others)

Like the founding theories, these are also easy to illustrate on I Have a Plan Iowa

Topics

Introduction

Circumscription and Compromise

Work Values

Discussion and Questions

Linda Gottfredson

Studied under John Holland while at Johns Hopkins University.

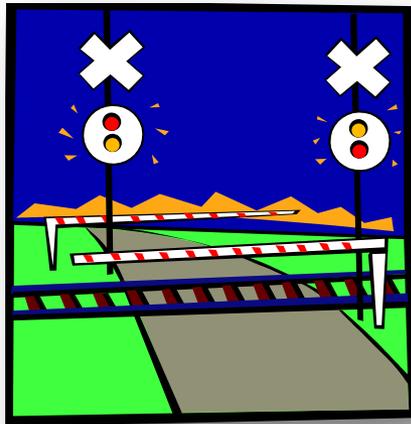
A professor at the University of Delaware.

Linda Gottfredson developed several theories, two of which we will examine today. These are:

Circumscription and Compromise

Question?

“Why do children seem to re-create the social inequalities of their elders long before they themselves experience any barriers to pursuing their dreams?”



Gottfredson, 2002

Circumscription

“Circum” from the Latin, meaning “around”

“Script” from the Latin, meaning “write”

Circumscription is the process of eliminating unacceptable occupational alternatives based primarily on gender and prestige.

NOT OK for me!

OK Careers

NOT OK for me!

for me

Circumscription

Gottfredson believed that children circumscribe a boundary around “acceptable careers” based on at least these three dimensions:

- masculinity/femininity
- occupational prestige
- field of work



What does Circumscription look like?

Foreman

Welder

Riveter

Equipment Operator

Laborer

Helper

Day Laborer

Nursing Supervisor

Shift Nurse

Chart Nurse

Registered Nurse

Licensed Practical

Nurse

Candy Striper

“Male” careers

Foreman

Welder

Riveter

Equipment Operator

Laborer

Helper

Day Laborer

Nursing Supervisor

Shift Nurse

Chart Nurse

Registered Nurse

Licensed Practical

Nurse

Candy Striper

“Female” careers

Foreman

Welder

Riveter

Equipment Operator

Laborer

Helper

Day Laborer

Nursing Supervisor

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Licensed Practical

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Perceived “Prestige”

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Would anyone really Circumscribe these careers?

Foreman

Welder

Riveter

Equipment Operator

Laborer

Helper

Day Laborer

Nursing Supervisor

Shift Nurse

Chart Nurse

Registered Nurse

Licensed Practical

Nurse

Candy Striper

Field of Work

- [Agriculture, Food and Natural Resources](#)
- [Architecture and Construction](#)
- [Arts, Audio-Video Technology and Communications](#)
- [Business, Management and Administration](#)
- [Education and Training](#)
- [Finance](#)
- [Government and Public Administration](#)
- [Health Science](#)
- [Hospitality and Tourism](#)
- [Human Services](#)
- [Information Technology](#)
- [Law, Public Safety, Corrections and Security](#)
- [Manufacturing](#)
- [Marketing](#)
- [Science, Technology, Engineering and Mathematics](#)
- [Transportation, Distribution and Logistics](#)

Acceptable Fields of Work

- [Agriculture, Food and Natural Resources](#)
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Reconsidering Options

Gottfredson believed that people reconsider options they have previously circumscribed out only when:

- some new formative experience prompts them to, or
- some notable change occurs in their social environment.



Gottfredson, 2002

Compromise

Gottfredson described the “zone of acceptable occupational alternatives” or “social space” that a person defines as to his or her fit in society.



Compromise

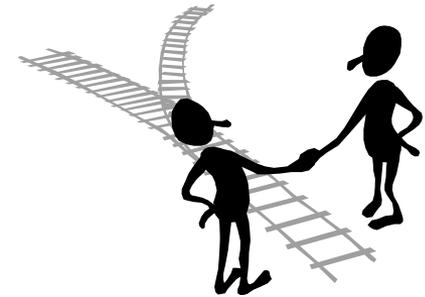
She believed that people search for an occupational choice that is “good enough” even if not necessarily the best possible choice.



What Gets Compromised?

Gottfredson proposes that when people are forced to compromise their career choices, they are more likely to compromise:

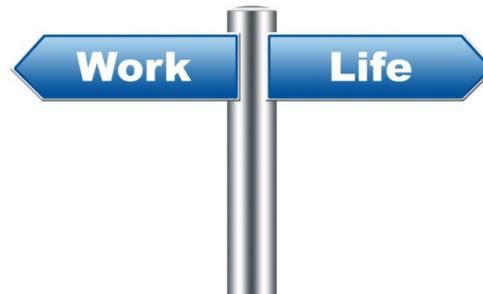
- first on field of work,
- then on social level and
- lastly on sex-type



as the amount of compromise increases.

Occupational Satisfaction

Gottfredson believed that occupational satisfaction depends on the degree to which “the compromise allows one to implement a desired social self, either through the work itself or the lifestyle it allows self and family.”



PAWS in Action

Let's go to Jobland



I Have a Plan Iowa in Action

Let's go to I Have a Plan Iowa



Careers by Gender

Career Finder

Choose Characteristics

Education

- ▶ Education Level
- ▶ Post-Secondary Programs
- ▶ School Subjects
- ▶ Apprenticeships

Money and Outlook

- ▶ Earnings
- ▶ Outlook

Skills

- ▶ Basic Skills
- ▶ Transferable Skills
- ▶ Workplace Skills

My Characteristics

- ▶ Interests
- ▶ Work Values
- ▶ Aptitudes

Career Facts

- ▶ Career Clusters
- ▶ Working Conditions
- ▶ Physical Demands
- ▶ Physical Abilities
- ▶ Work Hours and Travel
- ▶ Military
- ▶ **Careers by Gender**

CAREERS BY GENDER

Men and women have had traditional roles in society – and that includes the world of work. But more people are taking on careers that don't fit those traditional roles.

Discover some of these careers

[Clear all](#)

- Nontraditional careers for women
- Nontraditional careers for men

[See Your Matching Careers >](#)

or click on any characteristic on the left to add it to your search

Circumscription in I Have a Plan Iowa

Print This | E-mail This | PDF This

Architect ▶ What They Do

- ▶ What They Do
- ▶ Is This For You?
- ▶ Skills You Need
- ▶ What To Learn
- ▶ Money And Outlook
- ▶ Connections
- ▶ Interviews
- ▶ Real Life Activities

- ▶ Add to Portfolio
- ▶ Compare to another Career
- ▶ Start a Career Plan

<http://multimedia.bridges.com/o...>

<http://multimedia.bridges.com/occ/er>



contractors.

- Directs activities of workers engaged in preparing drawings and specification documents.
- Conducts periodic on-site observation of work during construction to monitor compliance with plans.
- Seeks new work opportunities through marketing, writing proposals, or giving presentations.
- Designs or plans construction of green building

Insider Info

Dig into the details and check out what people in this job have to say about their work.

▶ Insider Info

Related Careers

- ▶ Historian
- ▶ Landscape Architect

Multimedia

Watch a one-minute video showing what it's like to work in this career or related careers

Architects, Except Landscape and Naval

WATCH VIDEO

Circumscription in I Have a Plan Iowa

[Print This](#) | [E-mail This](#) | [PDF This](#)

Elementary School Teacher → What They Do

▶ What They Do

▶ Is This For You?

▶ Skills You Need

▶ What To Learn

▶ Money And Outlook

▶ Connections

▶ Interviews

▶ Real Life Activities

▶ Add to Portfolio

▶ Compare to another Career

▶ Start a Career Plan



procedures for maintaining order among the students for whom they are responsible.

- Meets with parents and guardians to discuss their children's progress and to determine priorities for their children and their resource needs.
- Prepares students for later grades by encouraging them to explore learning opportunities and to persevere with challenging tasks.
- Prepares materials and classrooms for class activities.
- Observes and evaluates students' performance,

Insider Info

Dig into the details and check out what people in this job have to say about their work.

▶ Insider Info

Related Careers

- ▶ Secondary School Teacher
- ▶ Middle School Teacher
- ▶ Adult Education Teacher

Multimedia

Watch a one-minute video showing what it's like to work in this career or related careers

Elementary School Teachers,
Except Special Education

Exploring Circumscription

- Describe to me how you ended up with this range of choices.
- What options have you ruled out and why?
- Tell me how you decided that this option wasn't appropriate for you?
- When did you decide to rule this out as a possibility?
- What would make a job unacceptable to you?
- What influence do you think your family background has had on the range of options you are considering?
- What options have you labeled as 'beyond your reach' and why?

Exploring Compromise

- Are there more ideal options you have ruled out because you think they are too difficult to achieve?
- How do you know that it's too difficult?
- What could you do to increase your chances of getting into a more satisfying role?
- What have you done to explore how realistic this option would be for you?
- If you are giving away potential job satisfaction, what are you getting in return? Is it of equal value?

Techniques

Occupational Categorizing

- Present a list of job titles (could be as a card sort)
- Get students to classify each job on the list as 'acceptable', 'unacceptable', 'don't know'
- Get them to explain their reasons for categorizing the jobs in this way

from PAWS

Lawyer
Librarian
Machine Operator
Machinist
Mail Carrier
Marine Biologist
Mechanic

from IHAPI

Lawyer
Legal Secretary
Legal Technician
(Paralegal)
Lexicographer
Librarian

Techniques

Occupational Mapping

- Position different occupations in relation to each other on a map
- Decide on two axes for the map (you could use Gottfredson's original of sex-type and social level or decide your own or let the students decide based on their values or interests: creativity, worthwhile, challenging, etc.)
- Get the students to draw boundaries enclosing an acceptable range of occupations (i.e. what is too creative and what is not creative enough?)

Winter, 2009/2010

Occupational Mapping

Construction Supervisor	Manicurist
Auto Mechanic	Nurse
Truck Driver	Teacher
Electrician	Day Care Worker
Boat Captain	Secretary
Chemist	Help Desk Operator

Discussion



Resources

Gottfredson, Linda S. (1981). Circumscription and Compromise: A developmental theory of occupational aspirations. *Journal of Counseling Psychology*. Vol. 28(6), Pp. 545-579.

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Gottfredson, L. S. (2002). Gottfredson's theory of circumscription, compromise, and selfcreation. In D. Brown (Ed.), *Career choice and development* (4th ed., pp. 85-148). San Francisco: Jossey-Bass.

Niles, Spencer G. and Harris-Bowlsbey, JoAnn. (2009) *Career Development Interventions in the 21st Century*, (3rd ed. pp58-63). Upper Saddle River: Pearson-Merrill

Topics

Introduction

Circumscription and Compromise

Work Values

Discussion and Questions

Life Values

- Rokeach developed his Rokeach Values Survey (RVS) from his 1968 work “Beliefs, Attitudes and Values.”
- He described two types of life values:
 - Terminal Values – desirable end-states of life
 - Instrumental Values – Preferable modes of behavior

Terminal Values in RVS

- True Friendship
- Family Security
- Freedom
- Equality
- Self-Respect
- Happiness
- Wisdom
- National Security
- Salvation
- A Sense of Accomplishment
- Inner Harmony
- A Comfortable Life
- Mature Love
- A World of Beauty
- Pleasure
- Social Recognition
- An Exciting Life

M. Rokeach, 1973

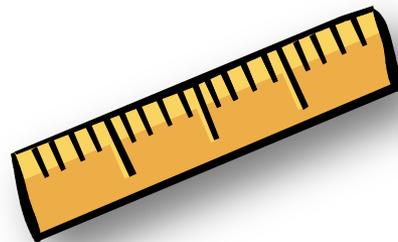
Instrumental Values in RVS

- Ambitious
- Broadminded
- Capability
- Cheerfulness
- Cleanliness
- Courageous
- Forgiving
- Helpful
- Honesty
- Imaginative
- Independence
- Intellect
- Logical
- Loving
- Obedience
- Polite
- Responsibility
- Self-Controlled

M. Rokeach, 1973

Duane Brown's Work Values

- Brown focused on the values that govern our choice of work.
- He points out that values serve as standards by which people evaluate their own actions and the actions of others.



Work Values Example

- Working 80 hours a week for 50 weeks out of the year to earn a significant salary makes sense to someone who values material rewards.
- But, to someone who values time with family and friends, it is hard to understand.



Job Satisfaction

- Including Work Values along with assessment of Interests and Skills addresses the phenomenon where people report low job satisfaction even when they receive satisfactory job evaluations.
- It is important that the work be something the individual believes is important enough to do to warrant the time invested.



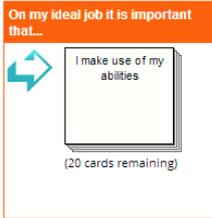
Assessing Work Values

- An early technique, was the card sort. Work Values were written on cards, one per card, and handed to the student or client.
- They were asked to place each card in one of 3 piles:
 - Highly Valued
 - No Opinion, or
 - Lowly Valued.

The Work Values Sorter

Now we have the Work Values Sorter. Not only does it automate the process, but it does something the card sort couldn't do – it connects the resulting work values to a list of suggested careers.

On my ideal job it is important that...



GETTING STARTED

- Decide how important each work situation is to you.
- Drag and drop each card to an empty square.
- Swap cards by dropping one card onto another or placing cards back onto the pile.
- To move a card using the keyboard:
First, use **Ctrl + arrow keys** to locate a card to be moved. Then press **Ctrl + M** to select it.
Press **ESC** key to cancel.

Most Important	More Important	Somewhat Important	Less Important	Least Important
1	2	3	4	5

Work Values and Life Values

Schools that have the best career development programs integrate career development into the curriculum wherever possible.

We are going to simulate a classroom activity that integrates the Work Values Sorter into a class discussion of a book the class has just read: *To Kill A Mockingbird*

To Kill A Mockingbird

Scout and Jem Finch are growing up in the Alabama town of Maycomb during the Depression. Their father, Atticus, is the local lawyer and as a single parent and good man tries to raise his children with honor and respect to their individualism.

To Kill A Mockingbird

To amuse themselves Scout, Jem, and their best friend Dill begin a relentless campaign during their summertimes to get Boo Radley, their reclusive, neighbor, to come out of his house. They concoct schemes and even go so far as to create a play that details Boo's life. Atticus forbids them to have anything to do with Mr. Radley, urging them to let the poor man be.

To Kill A Mockingbird

Atticus one day takes on a case that affects him personally. A black man, Tom Robinson, is accused of beating and raping a white woman, Mayella Ewell. Most of the county is convinced immediately that Tom is guilty of the crime, and begin to look at Atticus in a very negative way for actually defending him and trying to do right by him. Scout and Jem begin to get tormented over their father at school, and Atticus begs them not to get riled up over the town's prejudice.

To Kill A Mockingbird

As the trial begins it becomes apparent to Scout and Jem that there is no way that Tom Robinson could have beaten and raped Mayella Ewell, as his left hand is crippled. Atticus proves that to the jury, and Scout and Jem are astonished when Tom is found guilty anyway. They begin to realize that many people in town are very prejudiced, and their hearts are saddened by it. It is hard for them to understand how people can be so mean to each other, and they both begin to see that, even in court where things are supposed to be unbiased, men's hearts bring in their own hatreds.

To Kill A Mockingbird

It isn't much longer that Tom is shot and killed for trying to escape while in prison. Jem especially takes the whole affair hard, and it takes him a long time to come to grips with the jury's decision, and Tom's death.

After the trial has died down Bob Ewell, Mayella's father, begins threatening Atticus for embarrassing him in court, and resolves that he'll get him back one way or another. Atticus is convinced that he's all talk, and passes it off as such.

To Kill A Mockingbird

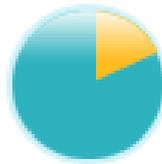
Time goes past, and finally Bob Ewell is good to his word and attacks the children Halloween night with a knife. He breaks Jem's arm and almost kills Scout, but Boo Radley, of all people, comes to their rescue and saves them. The sheriff, Heck Tate, hushes the whole thing over so Boo Radley will not be dragged into the spotlight, and Scout is thrilled to finally get to meet the man they for so long fantasized about. As she walks him back home, she realizes that all this time he was watching them from his front porch windows, and just for a little while she is able to stand in his shoes.

The Work Values Sorter

WORK VALUES SORTER

Find your work values and match them to career options.

Duration:



5-15 minutes

 [Work Values Sorter](#)

Discussion



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Questions and Comments

