Topics

Introduction

Circumscription and Compromise

Work Values

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
<table>
<thead>
<tr>
<th>Occupation</th>
<th>Role</th>
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<tbody>
<tr>
<td>Foreman</td>
<td>Nursing Supervisor</td>
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<tr>
<td>Welder</td>
<td>Shift Nurse</td>
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<tr>
<td>Riveter</td>
<td>Chart Nurse</td>
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<tr>
<td>Equipment Operator</td>
<td>Registered Nurse</td>
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<tr>
<td>Laborer</td>
<td>Licensed Practical Nurse</td>
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<tr>
<td>Helper</td>
<td>Candy Striper</td>
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<tr>
<td>Day Laborer</td>
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“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
Shift Nurse
Chart Nurse
Registered Nurse
Licensed Practical Nurse
Candy Striper
Perceived “Prestige”

- Foreman
- Welder
- Riveter
- Equipment Operator
- Laborer
- Helper
- Day Laborer

- Nursing Supervisor
- Shift Nurse
- Chart Nurse
- Registered Nurse
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Perceived “Prestige”

- Foreman
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Would anyone really Circumscribe these careers?

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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
- 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
Gottfredson believed that people reconsider options they have previously circumscribed 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.
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.
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.”
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

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

- 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

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

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

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

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
Circumscription in I Have a Plan Iowa

Elementary School Teacher

What They Do

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

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

http://multimedia.bridges.com/occ

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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

<table>
<thead>
<tr>
<th>Construction Supervisor</th>
<th>Manicurist</th>
</tr>
</thead>
<tbody>
<tr>
<td>Auto Mechanic</td>
<td>Nurse</td>
</tr>
<tr>
<td>Truck Driver</td>
<td>Teacher</td>
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<table>
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<th>Electrician</th>
<th>Day Care Worker</th>
</tr>
</thead>
<tbody>
<tr>
<td>Boat Captain</td>
<td>Secretary</td>
</tr>
<tr>
<td>Chemist</td>
<td>Help Desk Operator</td>
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</tbody>
</table>
Discussion
Resources


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Introduction

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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:
  o Terminal Values – desirable end-states of life
  o 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.
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.
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 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.
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.
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.
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
Topics

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Work Values

Discussion and Questions
Questions and Comments