

# Career Services 101: A Sweet Introduction to Basic Career Development Theory

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**First things first.....**

.....a credibility test. To  
prove that I'm a real native lowan.

Listen closely to the way in which I pronounce the following words:

roof

creek

wash

# Story Problem:

When I'm back in my hometown and my grandma tells me to come over for **dinner**, what time do I know to arrive?

A. 6pm

B. 8pm

C. 12pm

D. Trick question. My grandma is actually serving a 43 year prison sentence for armed robbery of the local Co-Op.

# Visual Verification

This is my dad.



# Agenda

Eat Candy

Informal Iowa Residency Test

Session Learning Outcomes

Small Group Chat

Career Development Theory “Defined”

PE Fit Theory/Holland Types

Career Theory Role Play

Eat Candy

# Session Learning Outcomes

Participants will engage in their own simple career development exercise.

Attendees will understand how career services professionals use career development theory to help students consider majors and careers.

Participants will gain an understanding of the basic tenets of Person-Environment Fit Theory.

Attendees will eat M&M's.

# Complex Candy/Clicker Real-time Session Feedback System

Your feedback is important to me.

Feel free to eat an M&M every time I:

Say something you like or agree with

Say something you dislike or disagree with

Say something about which you have no opinion

Say something that makes you feel sleepy

Say something that rhymes with the word “dreary”

# Small Group Reflection/Chat

What was the first job you ever talked about? Do you have that job now? Why or Why Not?

Share with the person(s) next to you

Two examples for the whole group?

# Career Development Theory

Like all student development/success theory, career development theory can be useful on some individuals some of the time.

Intersectionality!!!!!!!

College students are like:

All other students

Some other students

No other students

# Career Development Theory

- What comes to mind when you hear the phrase “Career Development Theory?”
- Fancy Definition: Career Development is a “continuous lifelong process of developmental experiences that focuses on seeking, obtaining and processing information about self, occupational and educational alternatives, life styles and role options” (Hansen, 1976).
- Used to inspire/initiate reflection on an individual’s values, interests, and skills

# Person Environment Fit Theory

- Basis of John Holland's Theory of Vocational Types
- Individuals possess varying levels of supplementary and complementary fit with other vocations, organizations, people, and job tasks
- A successful "fit" occurs when a PERSON finds a strong match of values, interests, and skills with their ENVIRONMENT or things in their ENVIRONMENT
- Supplemental Fit- My values align with this vocation/organization
- Complementary Fit- I have skills that this organization needs

# Types of Fit

(Kristof-Brown & Guay, 2010)

- Person-Vocation/Occupation Fit: Matching individual needs and abilities with demands and supplies of various vocations/career paths
- Person-Organization Fit: Heavy emphasis on matching of individual and organizational values
- Person-Job Fit: Refers to compatibility between an individual's characteristics and those of a specific job
- Person-Group Fit: Interpersonal compatibility between individuals and their peers/co-workers
- Person-Individual Fit: Relationships between two people; co-worker pairs, applicants and recruiters, mentors and mentees

# Holland Theory of Vocational Types

## Common Themes:

- Career success is in part, a result of Person-Vocation Fit
- Occupational choice is an **expression of personality** and not random
- Members of an occupational group have similar personalities
- Occupational achievement, stability and satisfaction depend on **congruence** between one's personality and job environment
- Theory behind Career Interest inventories such as Self-Directed Search, Strong Interest Inventory, Career Key, and FOCUS 2 Career Assessment
- Links to O\*Net online career data base by interest code

# Holland Types

Realistic- Work with hands, machines, tools

Practical, “masculine,” stable -*Construction-*

Investigative- Work with ideas, knowledge

Scholarly, intellectual, critical -*Biologist-*

Artistic- Creative/expressive work

Communicative, creative, spontaneous -*Poet-*

Social-Work with people as a helper -*Teacher-*

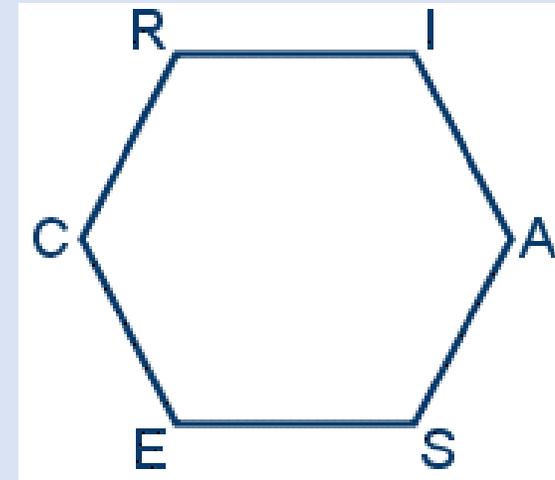
Cooperative, “feminine,” humanistic, friendly

Enterprising- People persuader

Ambitious, dominant, energetic -*Lawyer-*

Conventional- Ordered/structured work

Stable, efficient, orderly -*Accountant-*



# Please Remember

- As with all theory, some aspects of career development theory can be useful with some students some of the time.
- Career Development Theory may not “work” on a student who is dealing with a deeper psycho-social challenge- *My Vocational Situation*.
- Some people find limited career development/fulfillment due to life circumstances; monetary or geographic considerations.

# Role Play:

## Using Career Development Theory

You're a career counselor at ACME University. A fourth year undergraduate student schedules a meeting with you to discuss her recently completed summer internship. After making small talk, you ask her how her accounting internship with BeanCounters, Inc. went this summer.

The student replies, "I hated it. I think I should change my major."

As a career counselor, what might you say to her?

# Role Play:

## Using Career Development Theory

You're the Director of Career Services at Zen University. Three minutes into your discussion with a 2<sup>nd</sup> semester First-Year student, he becomes upset and begins to cry. After you help him calm down, he shares that this past weekend he had a talk with his dad about becoming an art major. His father told him that art was a useless major and that he would not continue to fund his college education unless he majored in a business-related field.

How might you help this student?

# The End.

Questions? Comments? Suggestions?

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