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Haley Blackmon

I agree that Albert Bandura influenced two career counseling theories. The ¹two career counseling theories are Krumboltz Learning Theory of Counseling (LTCC) as well as Lent, Brown together with Hackett's Social Cognitive Career Theory (SCCT). Although the two theories were influenced by Bandura and had similar beliefs on taking individuals to their career selection and job sustainment, they also have several differences. I also accede that the LTCC was developed on the foundation of the ¹Social Learning Theory of Career Decision Making (SLTCDM) because of the inspirations it has on career inspirations. Moreover, the following motivations are involved in SLTCDM; first is the environment settings and activities which comprise of the factors that individuals cannot control, such as technological and economic forces. Secondly are the inherited features and capabilities such as talents, intelligence, and other inborn capacities. Similarly, how a person performs a task is also in consideration; this includes the routine and rational thinking of an individual when approaching a project.

Again, I assent that LTCC is the procedure of perceptive restructuring because the theory was developed to assist counselors in making career expansion intercessions to assist people with career problems. For instance, counselors could help individuals grasp the knowledge of new role method skills and suitable career-related activities. Counselors should, therefore, understand clients' strengths, experiences, abilities and beliefs before assisting them to make choices on the best career that will be suitable for them. Furthermore, counselors should provide the experiences that will help people change their negative conventions and acquire new interests and skills as well as making techniques required to handle work-related matters.

David Yentzethat

I concur that both David's Super Life Span Theory and Cognitive Information Processing approach (CIP) influences the career development of an individual. Although the two approaches are critical, they have several similarities and differences. Super's theory provides a complete method to a person's career development in their life-time. Several individuals start working for their career while young and they will need to utilize the skills completely in their whole life, for that reason, Super's theory will help people who require to use their skills for their life-time. However, the CIP model is cognitive-based and seems to apply to the whole individual's life. The skills gained from the model are essential in people who belong to different stages of life. Although the majority of individuals do work for their careers from childhood, others realize they need to add other skills to be able to advance their experiences, as well as others, would like to change their careers while in adult stage.

I concur that both Super's and CIP models take into consideration of use of using both present and past experiences in making future decisions. The experiences will be able to guide an individual to realize the mistakes done by noticing the outcome of the decisions which were made and the current experiences are the changes that have happened. Alternatively, I accede the application of Super's model is best suited in an educational setting because the knowledge gained in schools will apply to the individual's lifetime. Nonetheless, the CIP model applies to individuals who need to shift their careers to a different career because the model requires intellectual intervention.

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