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Submission date: 27-Apr-2020 08:08PM (UTC+0300)

Submission ID: 1309292129

File name: Career_Development_Theories.edited.docx (14.03K)

Word count: 408

Character count: 2387

Career Development Theories

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Career Development Theories

Distinct perspectives on how to assess company ⁵ fit, developmental needs of an individual, and ⁴ process of career counseling are being offered by theories of career development. Super's life span, life-space theory, developed by Donald Super is a traditional career development theory that addresses life span, self-concept as well as life space concepts of an individual. Subsequently, postmodern theory such as integrative life planning theory by Sunny Hansen's includes meaning identification as critical in the career development process (Osipow & Fitzgerald, 1973).

Both postmodern and traditional theories of career development provide folks with a way forward for supplementary talents as well as skills development. Career development under traditional theories inclined towards being company based entailed corporate sequence planning besides on the occupation talent records that shape the career path of an individual. However, postmodern career development theories to a large extent are workers positioned, and through profound readiness to swap jobs to upsurge professional accomplishment, and self-paced programs for learning, people take control of their career path.

The focus of Super's career development theory was to divide individuals' occupation life into phases then attempts to postulate the archetypal vocational actions of each phase. For instance, in the establishment phase that comprises individuals between 25-44 years old, an individual post attaining an appropriate position in the area of work of his or her choice, pursue additional improvement chances while striving to secure the original position. All the tasks in this phase are progressive (Super & Jordaan, 1973). Integrative life planning theory focuses on cultural context for changes in life by considering the influence of families, careers and communities on individuals. For example, for those yet to settle for a specific career option such

as high school students, the theory advocates that career option is that which allows expression of an individual's gifts as well as talents.

Under an evaluation scope, both theories are utilized to aid individuals find sensible occupations that line up with personal interests, personalities, values as well as cultural settings. None is superior to the other, though, postmodern theories and to a small extent, traditional theories are famous for their ease of use because of their pragmatic evidence and usability.

²
References

Osipow, S. H., & Fitzgerald, L. F. (1973). Theories of career development. Englewood Cliffs, NJ: Prentice-Hall.

¹
Super, D. E., & Jordaan, J. P. (1973). Career development theory. British Journal of Guidance and Counselling, 1(1), 3-16.

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