

Why are career theories developed?

Career theories are developed to help make sense of the complexity of career choice and development. The intricacy of the subject matter is such that career theories most often focus on one or two aspects of the phenomenon.

What is career development theory?

This comprehensive theory explains the what, how, and why of career development. Basically, viewing career as socially constructed work (Amundson, Harris-Bowlsbey, and Giles, 2014). Constructivist theory (2002). This theory provides a method to frame how individuals choose, use and make meaning of their work.

Can 'social cognitive career theory' and 'career maturity inventory' help students?

Over the last few decades, a vast body of research evidence on the utility of 'Social Cognitive Career Theory' (SCCT) and 'Career Maturity Inventory' (CMI) in designing career interventions has emerged. This framework and instrument can potentially assist students in navigating the critical exploration stage.

Do unsuccessful career exploration efforts affect teenagers' self-efficacy?

Likewise, unsuccessful career exploration efforts can result in reduced self-evaluation and negatively impact teenagers' overall self-efficacy. Previous research has indicated that students in the early stages of career development might experience diminished confidence and clarity when engaging in broad career exploration (Porfeli & Lee, 2012).

Do efficacy-enhancing programmes influence career development?

Several researchers have advocated efficacy-enhancing programmes (Bandura, 2001; Dahlstrom et al., 2022) because of their significant influence on career development. However, the intervention's influence on forming outcome expectations received the least support.

How can cultural learning theory help career development workers avoid didacticism?

This aspect enables career development workers to avoid didacticism by creating space for their clients to decide what is of value (McCash, 2006). In practical terms, the processes facet of cultural learning theory informs the creation of measurable goals for career development (i.e., learning outcomes).

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This chapter provides an overview of the knowledge of career development theory and research as it relates to the managing career and adult transitions across the lifespan as a student affairs professional.

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CMI is based on career construction theory, which states that "students should approach career choice tasks with concern for their futures, a sense of personal control over their careers, the curiosity to experiment with ...

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