

Career counseling in the workplace



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Incorporation of Holland's Theory John Holland's theory of career choice

explains work-related behavior about which career choices are likely to lead to job success and satisfaction. Holland's theory can be incorporated into the workplace for positive end results. The Systems Theory Framework (STF- W. Patton & M. McMahon, 1999) of career development may be applied to career counseling. Holland's theory states a person can be described in certain terms and if environments can be similarly described, then matching will occur (Patton & McMahon, 1999, p. 25). Narrative Bob's recent new job as an administrative assistant at an outpatient treatment center though, constantly distracted by counselors throughout the day with issues involving billing is extremely busy and sometimes frustrating. When trying to do work, Bob enjoys what he does. However, there was a lack of communication getting problems resolved, such as not updating billing information for clients when they checked in for their appointments, which should be done before the patients arrive. The company (nonprofit organization) consists of a small number of employees; Bob, two other females who work in the front office (administration) and eight counselors who gossip and talk about one another all day and ask for or demand things that are unnecessary and can be obtain from their offices on their own computers. This becomes very distracting, especially when Bob is trying to check patients in and answering the phones all at once. Bob, never excited about his recent job or what it consisted of, was never really motivated to make any improvements.

Holland' Theory and Application One career counseling deficiency seems to pertain to the trait-and-factor theory as Bob seems to have not chosen an occupation that matches his needs, therefore his job performance was never

satisfactory to him (Patton & McMahon, 1999). As a solution for this deficiency, the trait-and-factor theory suggests when selecting a career you should be knowledgeable when it comes to understanding yourself and the occupation (Patton & McMahon, 1999). Through the theory of work adjustment, Bob felt as though he did not have satisfactory working conditions. Therefore, his requirements were not fulfilled thus not allowing him to provide his work environment with its requirements. With this in mind, the ideal state was not accomplished because Bob and his work environment were not mutually satisfying (Patton & McMahon, 1999). Conclusion The draw back to the trait-and-factor theory is the broad range of individual differences in every occupational group (Patton & McMahon, 1999, p. 16). Bob must separate two systems; his job as the counselor (administrative assistant) and his clients who also are co - workers. The STF may be used to narrate the career development of individuals and career counseling relationships. The STF provides a theoretical map for career counselors as they encourage clients such as Bob. Reference Patton, W., & McMahon, M. (1999). Career development and systems theory: A new relationship. Pacific Grove, CA: Brooks/Cole.