

Career development

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Running Head: Career Development Career Development [Institute's Career Development Career development can be defined as the social economical, mental and physical circumstances under which an individual can design his/her career and follow a sequential path on which he can accomplish his career (Oertle, 2010). By carrying a proper career development, the individual can accomplish their goals in at the correct time and can make choices in his life regarding his education and work experiences (Jackson, 2000).

The importance of career development is noticeable in many aspects. A proper career development enhances the educational performance of the individual, self esteem is increased and the decision making qualities is further enhanced in the individual by developing career in a proper way, as it motivates the individual to link their future plans with their respective educational qualification (Oertle, 2010).

The two highly common jargons of career development are career counselors, advisors, and coaches. Career coaches focuses mainly on the methods of solving problems regarding career and they give clear-cut choices to the individuals for their plans. Career coached do not need to have a professional degree in this field or a proper training to guide others in this field. Career advisors also do not need to have a professional degree (Jackson, 2000). They guide the students to choose their field of interest and the way on how to be successful in their respective fields (Oertle, 2010). Whereas career counselors are degree holders of this field and they help in improvement of decision making abilities of the individuals to plan their career through the psychological means of motivation and increasing self-esteem.

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All these career developing counselors and advisors need to have the following things in common:

They should give the advice that can match the educational and work environment so that the individuals can act upon their advice.

They should keep the academic and career development side by side.

They must enhance the decision-making and problem solving skills in the individuals.

They should only give the guideline on which an individual can make up their plans and avoiding individuals' indulgence in extra activities (Brown, 2002).

Career development is very important in the life of the individuals as it guides them in making the decisions about their future goals. Without career development counseling, it is difficult for the individual to make good decisions about the selection of the institutions in which they should precede their education. Career development relates to Program of Study (POS) that combines the career pathways with the learning experiences. POS provides the basic structure according to which the students can build their career keeping their interest as priority. POS and career development combine and make up an organizational system that provides the students an opportunity to explore their interest and connect their career with them (Oertle, 2010) (Brown, 2002).

Besides physically normal students, the disabled and crippled students also need to have a proper counseling regarding their career development.

Career development is necessary for their vocational skills enhancement as well. For this purpose PATH curriculum was set up, data was collected and analyzed, and in the end positive results came out (Bonnie Doren, 2012).

Thus, career development counseling can have soothing impact in the life of

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the students and the disable people as well by providing vocational efficacy, decision-making ability, and self-advocacy among the people (Bonnie Doren, 2012). Career counselors face challenges but it is expected that their importance will be understood by the common peoples as well (Wendy Patton, 2001).

References

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