

Instructor/TA Info

Instructor Information

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Course Information

Description

This course is designed to help you understand the topic of career development, career counseling, career assessment, career program development, and ethics related to providing career services. The course will introduce you to some of the well known and frequently used theories of career development. You will be expected to understand and be able to apply the principles and some of the associated interventions associated with these theories. You will also be exposed to and learn about a variety of career assessment inventories as well as take a few of them and conduct your own self-assessment and then conduct an interview with a colleague and create an assessment report. In this process you will evaluate the psychometric properties of these assessments, the appropriate uses of various assessment instruments, and how to analyze and communicate results in helpful ways to those you work with. You will gain understanding of the importance of occupational information and helpful and valid sources for occupational information. You will examine how to differentially consider how to provide career services in diverse environments with diverse clientele and developing sensitivity to individual and cultural differences. You will learn about the ethics associated with providing career services. You will also learn about the standards associated with building and providing effective career services. We will also spend some time trying to learn and use effective counseling strategies and skills necessary for effective career counseling. You should be able to understand enough that you could engage in providing career services to individuals.

Materials

Item	Price (new)	Price (used)
 <u>Applying Career Development Theory to Counseling 6e - Required</u> by Sharf, R	200.00	150.00

Learning Outcomes

Vocational Issues

Learn the importance of vocational issues in psychological development.

Philosophy of counseling incorporating vocational issues

Begin developing a philosophy of counseling that incorporates vocational issues.

Appropriate vocational interventions

Improve your ability to develop appropriate vocational interventions.

Administering and interpreting relevant instruments

Gain competence in administering and interpreting relevant instruments.

Career counseling

Consider how career counseling is an aspect of counseling- not a separate endeavor.

Career assessments

Consider how career assessments are integrated into counseling.

Multicultural career experience/awareness

Gain some multicultural career experience/awareness

Computer based applications

Become aware of computer based applications.

Grading Scale

Grades	Percent
A	94%

A-	90%
B+	87%
B	84%
B-	80%
C+	77%
C	74%
C-	70%
D+	67%
D	64%
D-	60%
E	0%

Grading Policy

Grades are not a statement of your personal worth. Grades do reflect effort, professionalism, the sophistication of your writing and thinking, and adherence to instructions. All papers should follow APA format guidelines (unless otherwise specified). If you receive a grade less than you desired you may revise and resubmit with instructor approval. Late assignments will be discounted (except in the cases of legitimate emergencies). Any assignment past two weeks due will not be accepted.

Participation Policy

I expect you to come prepared and to actively participate. We will have a better learning environment as everyone commits to being prepared and ready to engage in discussions and participate in role plays.

Teaching Philosophy

I hope that we can engage in a joint learning experience. The more you study and prepare for class the greater opportunity to engage in significant discussions and the outcome will lead to better learning. I will seek feedback about how to make the class worthwhile and want to make sure you have the theoretical understanding, ethical knowledge, assessment skills, and intervention strategies to apply what you are learning. I believe that along with the development of content knowledge and application is the ability to become a more effective and sophisticated thinker who can critically evaluate information and arguments and base those on sound reasoning and empirical support.

Attendance Policy

Please let me know in advance if you will not be able to make it to class (or as soon as you can after missing a class). If you miss you are still responsible for completing assignments. If you have questions or concerns please communicate with me.

Assignments

Assignment Descriptions

Chapter 7 & 8 Questions

Sep
08

Due: Wednesday, Sep 08 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #1

Sep
09

Due: Thursday, Sep 09 at 11:59 pm

Thoughts and Application Notes (120 points)

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 9 & 10 Questions

Sep
15

Due: Wednesday, Sep 15 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #2

Sep
16

Due: Thursday, Sep 16 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 2 & 3 Questions

Sep
22

Due: Wednesday, Sep 22 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #3

Sep
23

Due: Thursday, Sep 23 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Thoughts and Application Note #4

Sep

Due: Thursday, Sep 23 at 11:59 pm

30

Due: Thursday, Sep 30 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 4 & 5 Questions**Oct
06**

Due: Wednesday, Oct 06 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #5**Oct
07**

Due: Thursday, Oct 07 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 11 Questions & additional readings**Oct
13**

Due: Wednesday, Oct 13 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #6**Oct
14**

Due: Thursday, Oct 14 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 12 Questions

Oct

20

Chapter Questions

Due: Wednesday, Oct 20 at 11:59 pm

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #7

Oct

21

Due: Thursday, Oct 21 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 13 Questions & additional readings

Oct

27

Due: Wednesday, Oct 27 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #8

Oct

28

Due: Thursday, Oct 28 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 15 Questions & additional readings

Nov

03

Due: Wednesday, Nov 03 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for*

I have attached some additional readings for each class period. I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time). **Send me a copy of your notes from the reading after the class.**

Assessments and Assessment Report

Nov
04

Due: Thursday, Nov 04 at 11:59 pm

Here is the assignment:

- Assessments and Assessment Report (2019).docx [Download \(plugins/Upload/fileDownload.php?fileId=7f31e6a9-qa2T-1sA9-M1tf-ig86f81eae1e&pubhash=J6c01jdnU3STaHflsTql4nQf_RYwpC3lls6uPheabJYjGgA21zNc6jUu7TkmlIWkhTIVacgZsuHzTKmcOPF7iw==\)](#)

Here a template for the report:

- Assessment Report Template (Steve Smith Revised - 2019).doc [Download \(plugins/Upload/fileDownload.php?fileId=5033defb-31dR-bmSB-mQdJ-s35aa84795ba&pubhash=i7zuBmc_J9qfnNlz1nR7bE81bRagGwUGNxSsnNFYUCa6N8dP34o84EfNFzaSaELEZ5zZnMPLQZYL42eplocTw==\)](#)

Thoughts and Application Note #9

Nov
04

Due: Thursday, Nov 04 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Additional Readings

Nov
10

Due: Wednesday, Nov 10 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #10

Nov
11

Due: Thursday, Nov 11 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Chapter 6 & 14 Questions

Nov
17

Due: Wednesday, Nov 17 at 11:59 pm

Chapter Questions

- You will be asked to read the assigned chapter and formulate 3 discussion questions arising from the reading. **You will submit these by email before each class period of the assigned reading.** Make sure you have a copy you can use in class, since we will use that to help us engage in effective learning discussions.
- I have attached some additional readings for each class period. *I will ask for volunteers to take responsibility for reading an article and then summarizing and teaching the class the main ideas from the article (about 10 minutes of class time).* **Send me a copy of your notes from the reading after the class.**

Thoughts and Application Note #11

Nov
18

Due: Thursday, Nov 18 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Thoughts and Application Note #12

Dec
02

Due: Thursday, Dec 02 at 11:59 pm

Thoughts and Application Notes (120 points)

- After each class period you will write a brief 1-2 page (don't worry about APA formatting) reaction paper that will outline your thoughts regarding the ideas presented during class and their potential application in your work (12 total - look on the schedule for when they are due).
- Begin compiling a list of interventions you could use with clients based on each of these theories. This list of interventions and applications will be graded separately at the end of the course. I expect at least 25 interventions.

Career Counseling/Advising Observations

Dec
02

Due: Thursday, Dec 02 at 11:59 pm

Career Counseling/Advising Observations

- **You are asked to observe 3 sessions of career counseling/advising and then write up your observations.** I have arranged with the University Advisement Center (2500 WSC) to let you observe them providing career advising/counseling/inventory interpretations. If you want to observe career counseling occurring at UVU, Deseret Industries, or some other setting you may also work that out with these sites on your own. If you decide to observe career counseling/advising in the University Advisement Center, you will be asked to contact Pam Huston (801) 422-5747 pam_huston@byu.edu the day you want to observe. They try to see students within a 24 hour time frame. She will then look up the appointments that are coded career, career choosing a major, or career test interpretation. You will be told the time and the advisor they are meeting with. It will be your responsibility to call or email them to see if it would be okay with that advisor if you observe the session.
- Make sure you submit your notes from these observations by the due date.
- Here are some things to comment upon in your notes: what was the nature of the need expressed by the student? What was the attitude or approach of the student? What do you think went well? What do you think might have been done to be more helpful? What did you learn from this experience? (List the date and the advisor/counselor you observed for each observation.

Interventions and Applications Compilation

Dec
17

Due: Friday, Dec 17 at 11:59 pm

With each class period and the accompanying readings you will be asked to send me your thoughts and application

ideas. This assignment is based on those application thoughts. Create possible interventions you could use with your clients. For example, using a card sort to facilitate an exploration of interests or values or having clients write three

success experiences and the skills that they demonstrated in those success experiences. They can be standard/traditional kind of interventions or creative/unique applications. This is to help you think about how to apply the theories we will cover in this course. Turn in a compilation of all of the interventions you have created before the time of the scheduled final exam. I expect at least 25 interventions.

It is probably easier if you create this as you go through the course rather than compile it at the end.

Final Exam

Dec
17

Due: Friday, Dec 17 at 11:59 pm

Here is the final exam:

Final Exam 2015.doc [Download \(plugins/Upload/fileDownload.php?fileId=66bcafd4-hUZ3-NwUt-Zwiw-Cg4c68c37474&pubhash=fc7bEIMCFgUjpMUD1EktDVmFIYU0j0K3uo7rHgoHhDffDF1iRtTucLNOjOqSAfOtLWt7LYPHTx6M04FGYSURpw==\)](#)

Your Career Story (so far)

Dec
17

Due: Friday, Dec 17 at 11:59 pm

Your Career Story (so far)

Purpose: Analyze your own career development and apply theory to that analysis.

Length: 12 to 15 pages (double spaced).

Assignment: Understanding your own career story and the influences, themes, barriers, and aspirations you have and are encountering that help you to be aware of and sensitive to the issue your clients will come with in your career counseling practicum. Consider the influence of your genetics, the variety of cultural factors you were influence by, family traditions/messages/rules/scripts, socioeconomic factors that might have led to privilege or lack thereof, friends who might have supported or encouraged you, and important role models that influenced you. See if you can identify themes that matter to you like the most important values driving you, interests that are attending to in your career, and skills/abilities that you have and are working on developing. Examine any barriers you have encountered (bullying, financial, family pressures, failures, lack of skill), the worries and anxieties you have or are experiencing (your confidence, your fears, the uncertainties and questions), and any disappointments or lost opportunities (I didn't make the HS team, didn't get a scholarship). Think about your dreams (ideals), goals (what you are willing to work for), and what you might want said about you at your funeral (which generally identifies the things that really mattered). Think about events, people, experiences and think about various stages in your life so far. What influenced your gender role thinking and prestige level aspirations? You might also reflect on any specific career assessments or interventions you were involved in in your elementary, middle school, or high school experiences. What chance or unplanned events have influenced you? Now add to these reflections why these had an impact and have led you to be the person you are currently and contributed to your career identity.

Because this class focuses on theory to help explain career development, choice, and adjustment I will expect you to integrate theory into your paper. You have the latitude to use the theories covered in this class or any psychological theories that help you explain your career development and direction. This is designed to help you understand and apply theory to real life as well as helping you to see how theory helps us to explain behavior and become more intentional in our work with our clients. *Please reference at least 3 theories.*

Evaluation Criteria:

- *Quality of your writing:* 30%
- *Thoughtfulness of your analysis of your own career development:* 40%
- *Integration of theory to help explain your career development:* 30%

Said in another way, you can lose points for writing that is vague, unclear, unorganized, where the analysis seems superficial

and unsophisticated, and the integration of theory is missing, not connected well to your experience, and does not demonstrate an understanding of the theory.

I hope you will find this assignment meaningful, insightful, and helpful to you and to those you will serve.

Mid-Term

Dec
17

Due: Friday, Dec 17 at 11:59 pm

Mid-Term (120) The midterm is a take-home exam. This exam is open book, open note, open instructor, and open colleague. Most of the questions will come from material that is in your readings and has been discussed in class. However, you are responsible for the assigned readings and some questions may address material in the readings that has not been discussed in class. The format for the exams will be short essay.

Schedule

Date	Column 1
Week 1	

Th Sep 02 Thursday

Introduction, course review, history of career development, issues/questions

Career Counseling role play

Review Career Development History

- History of Career Counseling and Development (2019).pptx [Download](#)

Career Questions and Issues

- Career Discussion Questions (2016).pptx [Download](#)

View Mark Savickas' NCDCA keynote address (51 minutes):

- <https://www.youtube.com/watch?v=rJC6e2caZ6E>

Here is another link to a fascinating hour and a half interview with Mark Savickas that also informs you about **WATCH THIS BEFORE THE FIRST CLASS PERIOD. TAKE NOTES ON THE THINGS THAT REALLY STO**

- [Mark Savickas Unplugged](#)

View Dick Bolles story (author of "What Color is Your Parachute?") (34 minutes):

- <https://www.youtube.com/watch?v=M6piFMiypPE>

Here is another from Dick Bolles on "How to Decide What You'll Be Doing Five Years from Now." (We won't w

- <https://www.youtube.com/watch?v=oeP6Pm3Xf-8>

Reading assignment for today

Read Chapter 1 *Introduction*

Counseling Skills Role Plays

- Practicing Basic Helping Skills (HandoutR).docx [Download](#)

Week 2

W Sep 08 Wednesday

Role Play (Initial Contact)

- Role Plays - First contact.docx [Download](#)
-

Career Development in Childhood & Adolescence (Super's Developmental Model & Gottfr Compromise)

Review and discuss Chapter 7 Career Development in Childhood & Chapter 8 Adolescent Career I

Super's Model of Career Development for Children (2017).pptx [Download](#)

Linda Gottfredson (Theory 2008 Steve Smith).ppt [Download](#)

Super's Theory (2017).pptx [Download](#)

View (14 minutes):

- http://www.ted.com/talks/sarah_jayne_blakemore_the_mysterious_workings_of_the_adolescent_brain

View (15 minutes):

- [To Find Work You Love, Don't Follow Your Passion \(Benjamin Todd - 15:04\)](#)

View (Richard Bolles Parts 1-4) (25 minutes):

- <https://www.youtube.com/watch?v=Sxrhyo2MIWo>
- https://www.youtube.com/watch?v=HN_kPI16LEk
- <https://www.youtube.com/watch?v=HRBYTFFYsCE>
- https://www.youtube.com/watch?v=ru_u_Z9irBo

Career Counseling Circle (*Getting started*: Building rapport, clarifying expectations, gathering inform

Reading assignment for today

Read Chapter 7 Career Development in Childhood & Chapter 8 Adolescent Career Development

College student and Adult Career Development/Adult Career Crises and Transition

- valuescardsort.pdf [Download](#)

- Super's Life Career Rainbow/Adult Life Stages/Career Patterns of Women
 - Super's Theory (2016).pptx [Download](#)
 - [Super's Salience Inventory Manual](#)

- Schlossberg's theory of transitions/Models of Transition and crises
 - Schlossberg Transition Theory.pdf [Download](#)
 - <https://www.youtube.com/watch?v=dSjNMCyVE-E>
 - A Model for Analyzing Human Adaptation to Transition - Schlossberg - 1981.pdf [Download](#)

- [Nancy Schlossberg in a recent entertaining and informing address \(60+ minutes\)](#)

- Hopson and Adams's Model of Adult Transitions
 - <https://www.slideshare.net/suechowhry/transition-cycle>

- Career crises affecting women & culturally diverse populations)

View "Why 30 is not the new 20"

- http://www.ted.com/talks/meg_jay_why_30_is_not_the_new_20?language=en



MegJay_2013-480p (Thirties is not the new twenties).mp4

View Career Coaching demonstration (37 minutes):

- <http://search.alexanderstreet.com/view/work/1655620>

View Steve Jobs "How to Live Before You Die" (15 minutes):

- http://www.ted.com/talks/steve_jobs_how_to_live_before_you_die

Career Counseling Circle (*Getting started*: Building rapport, clarifying expectations, gathering inform

Reading assignment for today

Read Chapter 9 Late Adolescent and Adult Career Development & Chapter 10 Adult Career Crises :

CAREER ASSESSMENT ASSIGNMENT (For September 30th)

Take Career Assessments (see the assessments below) to be reviewed in class on Thursday, 9/30/22. Take them at least 3 days before in order to make sure they can be scored. Here are the instructions for taking the

- The Strong Interest Inventory (SII) costs \$10.25
- The Myers Briggs Type Inventory (MBTI) costs \$18.95
- The TypeFocus is free

You will be sent a link sometime on September 16th or shortly thereafter to take these instruments. The link to take these: Career Assessment Tests

Please take all 3. We will be reviewing them in class.

Also, take the following free assessments:

- Signature Strengths (24 strengths)
- O*NET Interest Profiler (Free)
- Work Importance Locator instrument
- Work Values Matcher

Week 4

W Sep 22 Wednesday

Trait and Factor Theory & Occupational Information and Theory

View Dick Bolles (5 Minutes):

- [Becoming an Information Expert](#)
- *Gaining self understanding* (aptitudes, achievement, interests, values, personality)

Free assessments

- [List and links to free assessments](#)
- [Monter.com's list of free assessments](#)
- [Another list of free assessments](#)

Skills Assessment

- [CareerOneStop \(Dept. of Labor\) skills assessment](#)
- [Career Skills Assessment Exercise](#)

Interests Assessment

- [CareerOneStop \(Dept. of Labor\) Interest assessment](#)

Values Assessment

- [CareerOneStop \(Dept. of Labor\) Work Values Assessment](#)
- [Work Values Test](#)

- ***Obtaining knowledge about the World of Work*** (Types of occupational information, classification s

- ***Integrating information about oneself and the World of Work*** (applying this to women and cultur

- ***Diamond Model***

- Vaughn Diagram Diamond Model.pptx [Download](#)

- ***Labor Market (U.S.)***

- Occupational Outlook Handbooks and ONET
- Youth employment (**review pages 66-68**)
- Status Attainment Theory (**review pages 70-71**)
- - Sociological theory (Blau & Duncan 1967)
 - Identified 4 variables
 - Antecedent variables (Father's educational attainment and occupational status)
 - Intervening variables (educational attainment and first job status)

- The model posited that the social status of an individual's parents affects the level the level of e level achieved.

- Human Capital Theory (**Review pages 73-74**)

- Human Capital Theory presentation
- Women and discrimination in the work place
- Culturally diverse individuals and discrimination

View:

- <https://utahfutures.org/>
- <http://www.bls.gov/ooh/>
- <http://www.onetonline.org/>
 - https://www.doleta.gov/programs/onet/eta_default.cfm
- <http://ncda.org/aws/NCDA/pt/sp/resources>
- [BYU University Career Services](#)

Career Counseling Circle (*Getting started*: Identifying concerns and issues, exploring beliefs and de evaluating career maturity - **introduce the card sort procedure**)

Reading assignment for today

Read Chapter 2 Trait and Factor Theory & Chapter 3 Occupations: Information and Theory

Review Assessment instruments (Make sure you have taken these and they are scored before this to make sure they are scored). A link will be sent to you to take the Strong Interest Inventory (SII) and the My assessments below.

- [Strong Interest Inventory Information site](#)

- **Strong Interest Inventory (SII)** (\$10.00)

- Strong Interest Inventory PowerPoint Strong Interest Inventory (2016).pptx [Download](#)
- Strong Interest Inventory Manual Supplement <https://www.psychometrics.com/wp-content/uploads/2012.pdf>

- **Campbell Interest and Skills Survey (CISS) (Discontinued)**

- Campbell Interest and Skills Survey Campbell Interest and Skills Survey (2016).pptx [Download](#)
- <http://psychology.iresearchnet.com/counseling-psychology/career-assessment/campbell-inter>

- **Myers-Briggs Type Inventory (MBTI)** (\$17.00)

- Myers-Briggs Type Inventory (2008).pptx [Download](#)
- Myers-Briggs website <http://www.myersbriggs.org/my-mbti-personality-type/mbti-basics/>

- **O*NET Interest Profiler**

- <https://www.onetcenter.org/IP.html>

- **VIA Character Strengths** (Free)

- [VIA Character Strengths Survey \(24 strengths\)](#)
- Character strengths and career <https://www.psychologytoday.com/blog/what-matters-most/2013/06/character-strengths-and-career>
- Character strengths in the workplace <https://www.viacharacter.org/topics/articles/10-ways-to->

My Character Character Strengths Results (2020 in comparison to 2004)

- Vaughn's Signature Strengths (2020 and 2004).pptx [Download](#)

- [Strengths Finder 2.0](#) (book plus assessment \$34, online assessment \$19.99)

- **TypeFocus**

- [TypeFocus Assessment](#)

W Oct 06 Wednesday

Th Oct 07 Thursday

Discuss Career Assessment Assignment

Work Adjustment Theory

Dawis & Loftquist

- <https://www.youtube.com/watch?v=BNuD1AAH4PA>
- Assessment
 - [General Aptitude Test Battery \(GATB\)](#)
 - Free aptitude practice tests <https://www.psychometricinstitute.com.au/Free-Aptitude-Tests.asp> or <http://aptitude-test-battery.html>
 - [Minnesota Importance Questionnaire](#)
 - Ability Profiler (O*Net) http://www.bridges.com/us/prodnserv/abilityprofiler_hs/more/adminguide_ap_
- Measuring requirements and conditions of occupations
- Matching abilities, values, & reinforcers
- Job adjustment counseling
- https://careersintheory.files.wordpress.com/2009/10/theories_twa.pdf
- <https://prezi.com/rg9-rjofojej/theory-of-work-adjustment/>
- Uncovering the Power of Personality to Shape Income
 - [Uncovering the Power of Personality to Shape Income \(2017\).pdf](#) [Download](#)

Holland's Theory of Types

Holland's Theory

- Holland.ppt [Download](#)

John Holland's Contribution article

- [John Holland's Contributions A Theory-Ridden Approach to Career Assistance \(2009\).pdf](#) [Downl](#)

Gottfredson, G. D., & Johnstun, M. L. (2009). John Holland's contributions: A theory-ridden approach *Quarterly*, 58, 99-107.

- ***Holland's theory of types***

- Six types
 - Congruence
 - Differentiation
 - Consistency
 - Identity
-

Reading assignment for today

Read Chapter 4 Work Adjustment Theory & Chapter 5 Holland's Theory of Types

Read Chapter 4 work Adjustment theory & Chapter 5 Holland's theory of types

- Holland's Theory and Patterns of College Student Success.pdf [Download](#)

(It is long, but a nice application and analysis of Holland's theory and it's relationship to college students and : seem as relevant you may just browse them)

Week 7

W Oct 13 Wednesday

Th Oct 14 Thursday

Constructivist and Narrative Approaches to Career Development

Occupational Card Sort

View Mark Savickas' keynote address (40 minutes):

- <https://www.youtube.com/watch?v=uqz-5ny8T-s>

Savickas' Constructivist Model

- Constructivist Career Counseling Theories (2019).pptx [Download](#)

Narrative Career Counseling

- Narrative Career Counseling (2019).pptx [Download](#)

Career Constructivist/Narrative Approaches Activities

- Career Constructivist and Narrative Approach Activities (2020).docx [Download](#)

Link to Career-O-Gram article:

- <http://onlinelibrary.wiley.com/doi/10.1002/j.2161-0045.2001.tb00957.x/epdf>
-

Before class: Read "*Career Adaptability*" by Mark Savickas

<http://onlinelibrary.wiley.com/doi/10.1002/j.2161-0045.1997.tb00469.x/pdf>

Savickas, M. L. (). Career adaptability: An integrative construct for life-span, life-space theory . *The Career D*
10.1002/j.2161-0045.1997.tb00465.x

and

Career Style Interview and Counseling

CareerLifestylesSavickas (3).pdf [Download](#)

and

http://www.academia.edu/3302509/Career_Style_Interview_A_Contextualized_Approach_to_Career_Counseling

Taber, B. J., Hartung, P. J., Briddick, H., Briddick, W. C., & Reh fuss, M. C. (2011). Career style interview: A cc
Development Quarterly, 59, 274-287.

and

<http://www.vocopher.com/pdfs/careerConstruction.pdf>

Link to "My Story" workbook:

http://www.vocopher.com/CSI/CCI_workbook.pdf

View Neil Gaiman commencement address:

http://www.ted.com/talks/steve_jobs_how_to_live_before_you_die

Career Counseling Circle (*Promoting action*: setting goals, assessing readiness to change, exploring ambivalence)

Reading assignment for today

Read Chapter 11 *Constructivist and Narrative Approaches to Career Development* and **Additional re**

Week 8

W Oct 20 Wednesday

Th Oct 21 Thursday

Book on career interventions and techniques (Molly H. Duggan & Jill C. Jurgens - 2006)
http://www.amazon.com/s/ref=nb_sb_ss_i_0_15?url=search-alias%3Dstripbooks&field-keywords=career%20interventions%20and%20techniques%20a%20complete%20guide&srefix=career+interven%2Cstripbooks%2C253

Relational Approaches to Career Development/Social Cognitive Career Theory

Textbook Slides

- Instructor Textbook slides (11-5-14).ppt [Download](#)

View "**The Social Animal**" (David Brooks) (19 minutes)

- http://www.ted.com/talks/david_brooks_the_social_animal

View "**Forget the Pecking Order at Work**" (Margaret Heffernan) (16 minutes):

- https://www.ted.com/talks/margaret_heffernan_why_it_s_time_to_forget_the_pecking_order_at_work

View "When you feel you have no control over your life" (Dick Bolles) (4 minutes)

http://www.ted.com/talks/david_brooks_the_social_animal

Career Counseling Circle (*Promoting action*: setting goals, assessing readiness to change, exploring ambivalence, helping them to take ownership, career as something they create)

Reading assignment for today

Read **Chapter 12** *Relational Approaches to Career Development*

Week 9

W Oct 27 Wednesday

Th Oct 28 Thursday

[Class Zoom link](#)

Krumboltz's Social Learning Theory/Planned Happenstance

- Krumboltz's Theory (2008).pptx [Download](#)

Read the following: (I think you will find both these readings very practical and useful and not just th

Link to Planned Happenstance Article

- [Planned Happenstance: Constructing Unexpected Career Opportunities](#)
- Planned Happenstance.doc [Download](#) (just in case the other link does not work)

Mitchell, K.E., Levin, A. S., & Krumboltz, J. D. (1999). Planned happenstance: Constructing unexpected caree
77(2), 115-124.

The Happenstance Learning Theory (John Krumboltz 2009)

- The Happenstance Learning Theory Krumboltz 2009.pdf [Download](#)

Krumboltz, J. D. (2009). The happenstance learning theory. *Journal of Career Assessment*, 17(2), 135-154. E

View "Luck is No Accident" parts 1-2 (John Krumboltz) (28 minutes)

<https://www.youtube.com/watch?v=z6S7ANIPLBo>

<https://www.youtube.com/watch?v=rOQmqc5Tc50>

<https://www.youtube.com/watch?v=Zqm0aKjiLLM>

View Live demonstration of Happenstance Career Theory (John Krumboltz) (35 minutes) <http://search.alexan>

Another related approach "Designing Your Life" (Bill Burnett):

- <https://www.youtube.com/watch?v=SemHh0n19LA>

Career Counseling Circle (*Promoting action*: setting goals, encouraging risk taking, involvement, cu

Reading assignment for today

Read Chapter 13 Krumboltz's Social Learning Theory and *Additional readings* (identified above)

W Nov 03 Wednesday

Th Nov 04 Thursday

Career Decision-Making Approaches/ Theories in Combination

- Career Decision Making Approaches (Chapter 15).pptx [Download](#)

Watch and Discuss - "The Art of Choosing"

- http://www.ted.com/talks/sheena_iyengar_on_the_art_of_choosing

Watch and discuss - "How to Make Hard Choices"

- http://www.ted.com/talks/ruth_chang_how_to_make_hard_choices

- [What is Your Calling in Life? \(Jeffrey Thompson - 29:50\)](#)

Watch and Discuss - "Stop Searching for Your Passion"

- <https://www.youtube.com/watch?v=6MBaFL7sCb8>

Read:

The Tyranny of Choice (Barry Schwartz)

- <http://www.swarthmore.edu/SocSci/bschwar1/Sci.Amer.pdf>

Schwartz, B. (2004). The tyranny of choice. *Scientific American*, 290(4), 70-75.

Career Counseling Circle (*Promoting action*: setting goals, decision making, anxiety issues, confidence)

Reading assignment for today

Read Chapter 15 Career Decision-Making Approaches & Chapter 16 Theories in Combination and A

Read: "An anti-introspectivist view of career decision making"

- An anti-introspectivist view of career decision making - 1998 - Krieschok.pdf [Download](#)

Krieschok, T. S. (1998). An-anti-introspectivist view of career decision making. *Career Development Quarterly*

Read "Positive Uncertainty..."

- Positive Uncertainty HB Gelatt 1989.pdf [Download](#)

Gelatt, H..B. (1989). Positive uncertainty: A new decision-making framework for counseling. *Journal of Couns*
doi:10.1037/0022-0167.36.2.252

Week 11

W Nov 10 Wednesday

Th Nov 11 Thursday

Gender Issues & LDS Culture; Family-friendly work

View (15 & 17 minutes):

- [Why We Have Too Few Women Leaders \(Sheryl Sandberg - 14:43\)](#)
- [Can We All "Have it All"? \(Anne-Marie Slaughter - 16:57\)](#)
- [The Career Advice You Probably Didn't Get \(Susan Colantuono -13:48\)](#)
- [Work-Life Balance: Balancing Time or Balancing Identity? \(Michelle Ryan - 13:13\)](#)
- [Mothers, Work and Well-Being \(Anke Plagnol - 14:31\)](#)

Proclamation on the Family

- <https://www.lds.org/topics/family-proclamation>

Career Counseling Circle (*Promoting action*: setting goals, decision making, anxiety issues, confidence)

Reading assignment for today

Jackson, A. & Sharman, J. (2002). Constructing family-friendly careers: Mothers' experiences. *Jc*

- [Jackson & Scharman 2002.pdf](#) [Download](#)

Week 12

W Nov 17 Wednesday

Social Cognitive Theory

Gail Hackett's PPT on SCCT (she is one of the authors)

- Social Cognitive Career Theory February 2013 (Gail Hackett).ppt [Download](#)
- Social Cognitive Career Theory (Robert Lent) SCCT (2016).ppt [Download](#)

Social Cognitive Career Theory Brief

- Social Cognitive Career Theory Brief (2014).doc [Download](#)

Hope theory is related to SCCT: Agency, Pathways, and Goals

- <https://teachingpsychology.files.wordpress.com/2012/02/hope-theory.pdf>
- Screen-Shot-2015-04-14-at-11.32.46-AM (Hope Model).png [Download](#)
- Agency_and_Pathways.png [Download](#)

View (12 minutes): http://www.ted.com/talks/david_kelley_how_to_build_your_creative_confidence

View (6 minutes):

https://www.ted.com/talks/angela_lee_duckworth_grit_the_power_of_passion_and_perseverance

View (54 minutes): Kelly McGonigal "The Willpower Instinct"

<https://www.youtube.com/watch?v=V5BXuZL1HAg>

View (18 minutes): Brian Johnson about "Act as If Principle"

<https://www.youtube.com/watch?v=RE0Qb-QjsA8>

Myers-Briggs Type Theory

View (3 minutes)

https://www.youtube.com/watch?v=UJGI1sTJ_QE

- Perceiving and judging
- Extraversion and introversion
- Sixteen personality types
- Dominant and Auxiliary processes

Wikipedia (actually pretty complete)

https://en.wikipedia.org/wiki/Myers%E2%80%93Briggs_Type_Indicator

MBTI Dominant and auxiliary processes

	<ul style="list-style-type: none"> • http://understandmyersbriggs.blogspot.com/2012/12/the-8-cognitive-functions.html • http://mbtiitoday.org/about-the-mbti-indicator/exploring-type-beyond-the-four-letters/
	<ul style="list-style-type: none"> • http://www.myersbriggs.org/my-mbti-personality-type/understanding-mbti-type-dynamics/the-dominant-fu • http://typelogic.com/fa.html <p>Read Chapter 14 <i>Social Cognitive Theory</i> & 6 <i>Myers-Briggs Type Theory</i></p>
Week 13	
Th Nov 25 Thursday	Thanksgiving
Week 14	
Th Dec 02 Thursday	Sharing your Career Stories in class
Week 15	

Th Dec 09 Thursday

Designing Your Life (Bill Burnett - 25:21)

Program Development, ethics, and guidelines

Read before class: “Effectiveness of career counseling: A one year follow-up”

- <http://www.sciencedirect.com/science/article/pii/S0001879111001187>

“Demonstrating how career services contribute to student learning”

- <http://illinois.edu/blog/view/915/82661>

Review before class:

- <http://www.naceweb.org/knowledge/professional-standards-for-college-and-university-career-services.as>
- http://www.ncda.org/aws/NCDA/asset_manager/get_file/3395
- http://www.naceweb.org/legal/faculty_guide/

“Best practices for Career Service Centers”:

- <http://www.hanoverresearch.com/wp-content/uploads/2012/04/Best-Practices-in-Career-Services-for-Gr>

“10 future trends in college career services”:

- <https://www.linkedin.com/pulse/article/20140715120812-11822737-10-future-trends-in-college-career-se>

View:

- <http://ed.ted.com/lessons/neil-gaiman-at-the-university-of-the-arts-commencement-2012>

Final Exam:

355 MCKB

11:00am - 2:00pm

Week 16

F Dec 17 Friday
