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PM 708 Career Counseling

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PM 708 - CAREER COUNSELING
Summer 2000

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INTRODUCTION

This is a foundational course in career counseling that will equip students with the necessary knowledge and skills for performing such services in varied settings. Though primarily designed for students in the MA Counseling program, the course would be valuable for students in other programs who work with adolescent and other populations.

OBJECTIVES

On completion of this course, students should have

• Developed a biblical and theological understanding of career and work as a foundational basis for career counseling.

• Acquired a working knowledge of the major theoretical approaches to career counseling.

• Understood how these theories relate to career choice and decision-making.

• Acquired some initial knowledge of relevant career counseling skills and techniques.

• Become acquainted with tools used in career counseling including assessment inventories, computer programs, DOT manuals and similar materials.

REQUIRED TEXTS


REQUIREMENTS
• **Reading Assignments**

I expect that students will complete reading of both required texts for the course. I have divided the required material from the texts according to each day’s topics. Students should have read the required material prior to each day’s class session. This will help facilitate participation in class discussions. Failing to complete all readings will lead to incremental grade reduction. (E.g. A reduced to A- etc.).

• **Class Participation**

Active participation in class sessions is expected of all students.

• **Regular Class Attendance**

Regular class attendance is an expectation in this course. It is understood that students will sometimes need to be absent because of unforeseen circumstances and emergency situations. Please make all effort to attend class and restrict your absences to the cases mentioned above.

• **Career Counseling Project**

Each student will be paired with another student for a career counseling project. Alternately, students may choose someone other than another class member. Each student will counsel with the chosen partner for at least four one hour sessions. This counseling should focus on some relevant career decision. The process may involve assisting the person with some career decision or reviewing a recent career decision. On completion of the four counseling sessions, students should write a minimum 5 page paper on the process. The paper should conform to the following outline:

A. Diagnosis

1. The identified issues and or problems focused on in the counseling
2. The identified counseling goals
3. The relationship of Christian issues to the career problem and as a means of illuminating it.

B. Process

1. The counselee’s career decision-making process.
2. Any assessment procedures used and how they were used.
3. The relationship of career issues to other issues in the counselee’s life.
4. The counselor-counselee relationship.
5. Counseling interventions used.
C. Outcomes

1. Discuss outcomes including goals achieved.
2. Discuss how outcomes were related to the interventions.
3. Highlight strengths and weaknesses of the sessions including anything that you might do differently in the future.

D. Theoretical Orientation

1. Discuss the counseling orientation you used and why you used such an approach.

This paper is due one week following the regular class schedule

• Career Center Visit

Students will be expected to visit a career center and become acquainted with the various tools used. As evidence of this visit, students will prepare an extensive list of resources found with a brief description of how these materials are used. There is a Career Center at Asbury College and at UK located in 201 Mathews Building. Please note that this is a project that you will need to shepherd yourself so as not to put pressure on personnel at these facilities. For instance, at UK’s center, only current UK students and alumni can request a career counselor. However, the location is free for you to browse and use. Due on day 8

• Final Exam

Students will be expected to complete a final exam on the final day of class

• Career Self Assessment

Students will be expected to complete the Strong Interest Inventory (SII). Those who have recently completed this instrument may use those results. Otherwise the test is available for a cost of $11.90. This money should be paid to Ms. Glass. Students in the MA Counseling program may also choose to use the results of their 16Pf testing completed as part of the admission process as an augment to the SII Students will use the results of this assessment to write a minimum of a 2 page paper that focuses on the student’s self-understanding. Students should discuss the following:

The results of the testing, that is, what did the test say about you in terms of career?

How do the results of the testing fit with your understanding of yourself? What are some areas of agreement and disagreement? How do you explain any results that do not fit with your previous self-understanding?
What new insights have you gained from the assessment?

What are the implications of the assessment results for your career choice? How do the results support or not support your current career path? In light of these results, what might you wish to do differently? How do you integrate your career choice with your calling as a Christian

**Due on Day 10**

- **Career Presentation**

  Students will be assigned to different groups to lead a 40 minutes class presentation. Presentations will focus on career counseling with five of the following populations:

  - Career Counseling of Women
  - Career Counseling of Men
  - Career Development with School-aged populations:
    - Elementary
    - Middle School Students
    - High School Students
    - College-aged Students
  - Career Development with the Physically Challenged
  - Career Development of the Culturally Different
  - Mid-life and Career Development
  - Adults in Career Transition
  - Career counseling with persons who have left the ministry

  Students should prepare a detailed handout for distribution to class members. Presentations will be graded on the basis of the quality of information, presentation style, quality of handouts etc.

**GRADE EVALUATION**

Course grade will be determined in the following manner:

1. Individual career counseling project and report - 20%
   
   **Due June 30 th.**

2. Career center visit with detailed resource list with descriptions - 20%
   
   **Due Day 8**
3. Final exam - 30%.

4. Class presentation – 10%

5. Career assessment write-up. 20%

Due Day 10

GRADE RANGES

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PROPOSED COURSE SCHEDULE

Day 1

Christian Perspectives on vocation, career and work

History of Career Counseling

- Reading Assignment

Hardy – Chaps. 1, 2 & 4

Isaacson and Brown – Chap. 1

Day 2

Definitional Issues in Career Counseling

Special Focus on Relationship of Career and Personal Counseling

- Reading Assignment

Isaacson and Brown – Chaps. 14, 17-19

Day 3

Theories of Career Development
Trait and Factor
Ginzberg

**Video – Lifestyle and Career Development (older persons)** 30 mins.

Super

**Video – Career Directions – First Part of Film**

Roe

- **Reading Assignment**

  Hardy Text. “The Fabric of This World” – Chap. 3

  Isaacson and Brown – Chaps. 2 - 3

**Day 4**

Theories of Career Development

**Video – Career Self-Assessment – Where do you fit in?** (27 mins)

Holland
Social Learning Theory

- **Reading Assignment**

  Isaacson and Brown – Chaps. 2 - 3

**Day 5**

Career Assessment

- **Video – Career Directions 2nd. Part on Genogram**

- **Reading Assignment**

  Isaacson and Brown – Chaps. 8 & 13

**Day 6**

Career Assessment
**Video – Exploring Career Options with the Strong Interest Inventory**
(19mins)

Career Decision Making

- **Reading Assignment**

Isaacson and Brown – Chaps. 8 & 13

**Day 7**

Resources for Gathering Career Information Etc.

**Video – Career Exploration**

**Internet Sources**

The Job Search Process

**Videos: Job Search, Resume Writing and Interviewing Skills**

- **Reading Assignment**

Isaacson and Brown – Chaps. 4 – 7, 16

**Day 8-9**

Career Counseling of Varied Populations – three presentations chosen from the following topics and presented in the listed order.

**Video – Reinventing Themselves: Adapting to Career Changers** (24 mins.)

Career Counseling of Women
Career Counseling of Men
Career Development with School-aged populations:
  - Elementary
  - Middle School Students
  - High School Students
  - College-aged Students
Career Development with the Physically Challenged
Career Development of the Culturally Different
Mid-life and Career Development
Adults in Career Transition
Career counseling with persons who have left the ministry
• Reading Assignment

Isaacson and Brown – Chaps. 9 - 12

Career Resources Project due on day

Day 10

Career Counseling Project Due on the Friday following the completion of the course – August 6

BIBLIOGRAPHY


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development. Needham Heights, MA: Allyn and Bacon


Karasek, Robert (1990). Healthy Work: stress, productivity, and the reconstruction of 
working life. New York : Basic Books


Harper


Press

Press.


