Career Counseling Theory Overview

[Name of the Writer]

[Name of the Institution]

Career Counseling Theory Overview

**Introduction**

Selection of career is one of the critical decisions of someone’s life. the prospect of career adoption is relevant to different domains of consideration. It is worthy to have a clear understanding of different aspects of career development to enhance the chances of success in considered career fields. The approach of career development can better understand through the detailed consideration of various career theories. Understanding of the theoretical approach eventually helps individuals to effectively apply relevant career theories to attain the desired form of career development. Here the particular focus is to select two career theories and assess their role in the entire process of career development.

**Discussion**

The option of strategic career development involvement eventually helps students to timely recognized their potentials and utilize relevant aspects to enhance the overall domain of development. There are various options when it comes to career theories that help to explore the better forms of career development. Different theories are of career relevant to significant aspects that play a critical role in the entire process of career establishment. Application of related career development theories assists to understand the different significant dimensions.

**Selection of Two Career Theories**

 Consideration of significant career theories is one critical approach for the students. This form of adoption helps them to understand their potential and initial suitable strategies in practical form. There are different available options concerning the main idea of career theories. Trait and factor theory and work adjustment theory are two potential theories which are selected to assess their overall alignment with the idea of career development. It is essential to overview the overall approach of both these theories to get a better understanding of the practical implications of these theoretical directions.

**Trait and Factor Theory**

 Trait and factor theory established as one of the prominent theoretical approaches to get the proper domain of career selection and career development. The main focus of this theory is to effectively connect personal qualities with career choices. The overall idea of personality traits and attributes are characterized as the main features to determine the better form of career development. Trait and factor theory comprised of three main prospects concerning the overall idea of the application of this theoretical position. The main focus of this theory is to focus on the abilities, personalities, and capacities of people at the individual level. The next step under the domain of trait and factor theory is to discover all the available career options according to the personal abilities of each individual (Patton & McMahon, 2006a). The third practical measure under the domain of trait and factor theory is to provide actual logic to build an effective combination between the career and the personality of the individual.

**Work Adjustment Theory**

 The theory of work adjustment is another useful option that provides options to the individual to build a strong connection between their personality and work environment. In other words, the approach of work adjustment theory helps individuals to align their work performance with the actual requirements of the work environment (Leung, 2008). The theory of work adjustment also based on different stages that eventually provides directions to attain better outcomes from the overall idea of career development. At the first step, it is crucial to critically assess the abilities of the individuals considering the ideas of different personalities, values, and interest levels (Sharf, 2016). There are various tools which are considered to evaluate the actual values and abilities of the individuals. proper measurement of particular requirements and the overall conditions of the work environment are also critical step to ensure effective application of the theoretical idea of work adjustment theory. Matching of abilities with the main idea of reinforcement is also mandatory to attain the practical form of the theoretical foundations of work adjustment theory.

**Application of Career Theories into Career Development**

 As a student, the selection of two specific career theories helps me to establish better combination between the theoretical approaches of career and the objective of career development. Both the theories of trait and factor theory and work adjustments can be considered as an effective source of consideration when it comes to the objective of career development for the field of psychology. Consideration of the proper utilization of traits and factors eventually helps me to recognize my abilities and use them for the domain of career counseling. The information in the form of domains of abilities and traits make it possible for me to adopt the option of SMART goals relevant to the practical measures of my career as a psychologist. Appropriate alignment of career goal is defining under the spectrum of specific, measurable, attainable, relevant, and timely execution of all the work objectives (Patton & McMahon, 2006b).

 Adoption of trait and factor theory helps to evaluate my personal abilities and skills and select the career suitable to my personality. Exploration of my personality ultimately helps me that which career option can be feasible that reveals in the form of a field of psychology. I have good communication and listening skills. I am interested to find out issues of humans and how it influences their functioning in life. Consideration of trait and factor theory helps me to recognize that I am a good observant who is always interested to deeply understand different prospects of life and tries to find out a better solution. Realization of my personality through the idea of trait and factor theory helps me to assess my inclination for the field of psychology.

 The secondly selected career development theory of work adjustment is also effective for me to understand the actual nature of the work in the field of psychology. It is one great opportunity for me to understand how the alignment of my skills with the requirements of my career field can be helpful for me to achieve desired outcomes. Exploration of my abilities patterns helps me to discover desired outcomes and the expectations of the client effectively and efficiently. Achievement of the desired level of correspondence is possible through the proper understanding of the theoretical idea of work adjustment theory.

**Integration and Application of Theories into Counseling Practice**

 It is vital to examine how the theoretical features of trait and factor theory and work adjustment theory can be helpful to attain better practical forms of counseling practice. The dimensions of trait and factor theory and work adjustment theory help counselors to ensure that the practice of career choices and development can be properly and effectively adjusted. Trait and factor theory are identified as the core paradigm relevant to the main idea of counseling practice in the field of psychology. As the practicing individual, it is important to have a clear understanding of personal attributes and use them in the entire procedure of counseling practice.

 Combination of both the theories of trait and factor theory and work adjustment theory can be one suitable approach to ensure proper integration and application of career development theories into the process of counseling. Career counseling is reflected as an effective option to ensure better alignment between the skills, abilities, and practical measures (Ackerman & Beier, 2003). Various assessment instruments assist counselors to realize the actual needs of the client and offer better intervention level during the entire practice (Creed & Hood, 2009). Application of theoretical options of trait and factor theory and work adjustment theory allows applying realistic and practical strategies and principles to ensure the useful form of counseling practice.

**Cultural Considerations**

 Culture is one critical aspect relevant to the broad idea of application of desirable theories of trait and factor theory and work adjustment theory. Cultural competence is a necessary requirement to ensure the suitable form of counseling practice that eventually helps to meet the standards of career development. As the counselor, it is important to never ignore the idea of the difference between cultures that influence particular norms and values of individuals. Different values and skills are differently perceived by different individuals under the prospect of the difference in cultures (Young, Marshall, & Valach, 2007). There is a need for offering better forms of cultural diversity to successfully embrace the approach of culture in the entire procedure of career development.

 The entire scenario of career decision-making can never consider without the idea of cultural considerations. All individuals are closely aligned with their cultures that ultimately reflects in the form of their decision of selection of career. The environmental context is one mandatory perspective appeared in the form of cultural considerations.

**Conclusion**

To conclude the critical discussion about the consideration of significant theories of career development, it is vital to indicate that trait and factor theory and work adjustment theory are two useful options to get a better understanding of career development. Both these theories enhance understanding level to identify particular personal skills and use them in the entire procedure of career development. Comprehensive understanding of both these theories helps me to realize my skills and values and aligned them with the work environment. Integration of all the stages of career theories assists to attain better forms of counseling practice and the overall forms of career development.

**References**

Ackerman, P. L., & Beier, M. E. (2003). Intelligence, personality, and interests in the career choice process. *Journal of Career Assessment*, *11*(2), 205–218.

Creed, P., & Hood, M. (2009). Career development, planning, and management from the organisational perspective. In *Vocational psychological and organisational perspectives on career* (pp. 39–62). Brill Sense.

Leung, S. A. (2008). The big five career theories. In *International handbook of career guidance* (pp. 115–132). Springer.

Patton, W., & McMahon, M. (2006a). The systems theory framework of career development and counseling: Connecting theory and practice. *International Journal for the Advancement of Counselling*, *28*(2), 153–166.

Patton, W., & McMahon, M. (2006b). The systems theory framework of career development and counseling: Connecting theory and practice. *International Journal for the Advancement of Counselling*, *28*(2), 153–166.

Sharf, R. S. (2016). *Applying Career Development Theory to Counseling*. Retrieved from https://books.google.com/books?id=HP1HDQAAQBAJ

Young, R. A., Marshall, S. K., & Valach, L. (2007). Making career theories more culturally sensitive: Implications for counseling. *The Career Development Quarterly*, *56*(1), 4–18.