

Career Counseling Presentation

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Demographics

Lakeesha Maddox

- 27 Years old
- African American
- Mother of two Children
- Recently Widowed
- Previously attended Spelman College



Reasons for seeking career counseling

- Husband passed away who was the sole provider, now she must go to work full time to provide for her family
- Unsure what she wants to do for a career
- May have different obstacles because of her specific background



What can influence the **Counseling** **Session?**



Religion

Religion can play a big role in career making decisions



Financial Problems

Since her husband had passed away, she has been living off his insurance money, and is anxious about what to once the money runs out



Loss of a Family Member

She is still dealing with her and her childrens loss.

Holland's Theory

RIASEC = Realistic, Investigative, Artistic, Social, Enterprising, and Conventional

People who have careers congruent to their personality:

- Have better work satisfaction
- Have better work performance

“Interests and areas of competence that lead them to seek some experiences and to avoid others. This further reinforces their interests and abilities such that over time, the interests, areas of competence, and resulting self-beliefs become dispositional and can be used to make predictions about people's future choices and behaviors” (Brown & Lent, 2020, pg. 98).



How Holland's theory can help understand client

- Help determine personality types and interests to identify job parallel to her interests
- Jobs aligned with her interests is likely to lead her to be more satisfied with career and have better work performance

Information Needed for Assessment

“What is your educational background?”

“What are your current interests?”

“What do you enjoy doing in your free time?”



The Career Development Process



“Career is a lifelong process”

Assess

Explore occupational preferences and implementing those choices

Orient

Identify what is needed to obtain the chosen occupations

Develop

Set the client up for success for them to cope with these tasks and become self-efficient



My Next Move

- Job training
- Certifications
- Career details (salary, education requirements)

Careeronestop

- Build your resume
- Sample resume
- Interview tips

Career Resources

Arizona@Work

- Career counseling services
- Skill development
- Job search
- Job placement
- Posting resumes
- Career assessments
- Job training
- Hiring events

Gateway Community College

- Career assessment
- Career planning
- Resume development
- Interview development
- Interview preparation
- Job search
- Job fairs

Career Resources





Career Assessment tools used

The O*NET database

Use to Find Holland code

- Holland Code is the clients three dominate RIASEC personality types

The DHOC

Gives more details information on the types of environments that would best fit the client

- Identifies work preferences
- Identifies specific need for work satisfaction
- How their personal characteristic will affect work performance

Resources

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