
Reader

Summary of:
**Career Construction
Theory**

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Career Construction Theory

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Research of literature

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CAREER CONSTRUCTION THEORY

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The article presents a model for comprehending vocational behavior from the perspective of developmental psychology, from the perspective of narrative psychology, and from the perspective of individual differences psychology.

The actual economy situation poses new questions about career, especially the question of how individuals can negotiate a lifetime of job changes without losing their sense of self and social identity.

Career construction theory responds to the needs of today's workers who may feel not comfortable as they encounter a restructuring of occupations, transformation of the labor force, and multicultural imperatives.

Career construction theory emphasizes the interpretive and interpersonal processes through which individuals impose meaning and direction on their vocational behavior. The most important point of view is Donald E. Super's postulate that in expressing vocational preferences, individuals put into occupational terminology their ideas of the kind of people they are; that in entering an occupation, they seek to implement a concept of themselves; and that after stabilizing in an occupation, they seek to realize their potential and preserve self-esteem. This core postulate leads to the conceptualization of occupational choice as implementing a self-concept, work as a manifestation of selfhood, and vocational development as a continuing process of improving the match between the self and situation.

Counseling for career construction aims to help clients understand how their life project matters to themselves and to other people. Counsellors should assist in finding the ability to use individual strategies in develop their career. Counselor should prepare the client to connect the personal predispositions and the requirements of the working environment. This connection, regulation and impacts between personal predisposition and environment it is the adaptation. Life themes, vocational personality, and career adaptability there are central components in career construction theory.

The article is the base to guide for counselors, called the „ABCs of career construction” It is composed of several parts of adaptability: concern, control, curiosity, and confidence. The counsellors concentrate on 4 part of their clients life:

- concern about vocational future,
- personal control over vocational future,
- curiosity by exploring possible and future scenarios,
- confidence to pursue aspirations

Increasing a client's career adaptability is a central goal in the goal of career construction counseling.