



UTM
UNIVERSITI TEKNOLOGI MALAYSIA

CHAPTER 7

CAREER COUNSELING

Career Counseling

- According to Mansor (1998), all types of counseling activities are catered according to choice of career. In the process of career counseling, factors of individual needs such as family, job and free time are complimentary factors in planning and making career decision.
- Thus, career counseling do not just equip an individual to face the career world but it helps to give awareness on how to prepare oneself in facing the career world. Each individual will be guided all along, which will eventually boost their self-esteem until they are able to make correct and affective decision in their career world.

- Donald E. Super defines career counseling as a process which helps to build and receive an imagination which is perfect about you and the process of getting used to the working environment.
- A positive attitude towards your career will give you a more meaningful life. The pathway you choose will determine the journey towards your goal. If you have a clear objective, your job can fulfill your needs and wants in life.

Holland Theory

Holland RIASEC Theory Career Assessment: Realistic Personality Type

- Like working with things in occupation such as chef, air traffic controller, carpenter and builder.

INTERESTS	SKILLS	PERSONALITY
Work with medicine	Fix mechanical object	Mechanical
Work outdoors	Plant a garden	Nature lover
Work with hands	Operate machinery	Practical
Build things	Read a blueprint	Problem solver

Holland RIASEC Theory Career Assessment: Realistic Personality Type

- Like working with data in occupation such as medical technician, computer programmer, engineering and science.

INTERESTS	SKILLS	PERSONALITY
Explore ideas	Do science experiments	Inquisitive
Analyze Data	Solve math problem	Precise
Use computers	Perform basic programming	Abstract thinker
Read science fiction	Interpret formulas	Independent

Holland RIASEC Theory Career Assessment: Realistic Personality Type

- Like working with ideas in occupation such as commercial artist, musician and interior designer.

INTERESTS	SKILLS	PERSONALITY
Read fiction, play	Write stories	Imaginative
Design new things	Work on craft	Innovative
Act, sing, listen to music	Play the piano	Creative
Take photographs	Sketch, draw or paint	Intuitive

Holland RIASEC Theory Career Assessment: Realistic Personality Type

- Like working with people in occupation such as teacher, counselor and elder caregiver.

INTERESTS	SKILLS	PERSONALITY
Help people	Teach/train others	Helpful
Do volunteer work	Plan activities	Outgoing
Play team sports	Host an event	Insightful
Work in groups	Lead meetings	Friendly

Holland RIASEC Theory Career Assessment: Realistic Personality Type

- Like working with people and data in occupation such as business leader, marketing executive, entrepreneur and politician.

INTERESTS	SKILLS	PERSONALITY
Meet people	Communication	Imaginative
Make decision that affect others	Critical thinking	Innovative
Negotiate sales / deals	Marketing	Creative
Participate in political activities	Speaking / Speech	Intuitive

Holland RIASEC Theory Career Assessment: Realistic Personality Type

- Like working with data in occupation such as accountant, administrative and paralegal.

INTERESTS	SKILLS	PERSONALITY
Work with number	Keep accurate	Organized
Be responsible for details	Statistical work	Mathematical
Learn computer programs	Operate computer	Efficient
Follow directions	Write business letters	Conscientious

Career counseling

According to Gibson and Mitchell (1986) programs of career education are designed to prepare for the eventual selection of career, but many adolescents and young adults will be unable to adequately cope with this critical decision making without the assistance of a professional counselor. Parental counseling, group counseling, and group guidance activities represent contributors of the counselor to the career development of the individual and the school career education program.

Techniques for Career Planning and Decision Making

According to Gibson and Mitchell (1986) ;

1. Self Awareness
2. Educational awareness
3. Career awareness
4. Career exploration
5. Planning and decision making

