

Instructor's Resource Manual
for

**Foundations of Career Counseling:
A Case-Based Approach**

Suzanne M. Dugger

The University of Mississippi

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Chapter 1 Quiz

True/False Items

1. T or F When the profession of career counseling originated, the economy of the United States was especially strong and jobs were plentiful.
2. T or F Prior to the industrial revolution, careers tended to be determined by type of work one's parents' did.
3. T or F After publishing his book *Choosing a Vocation*, Frank Parsons delivered a famous speech at the Boston Vocational Bureau.
4. T or F Whereas workers could once reasonably expect to retire comfortably by the age of 65, this is no longer the case.
5. T or F Interfirm mobility is the primary emphasis of a protean career.
6. T or F Career success in new, post-Globalization era calls for higher levels of self-directedness as it pertains to one's career trajectories.
7. T or F Ambitious employees today should demonstrate loyalty and focus upon advancement opportunities with their current employers.
8. T or F There is generally agreement that career identity is only tangentially related to one's sense of self.
9. T or F During the industrial revolution, many people moved from the rural, agrarian areas in which their families lived to cities in which they could easily find work in the manufacturing industry.

10. T or F The overall impact of the industrial revolution is that it offered people more opportunities to pursue personally satisfying careers.
11. T or F The United States had a largely agrarian economy after the industrial revolution.
12. T or F Given the radical changes that have occurred in the world of work and the pressing needs of many people for assistance with career planning, job searching, and career management, there is a strong need for career counselors.
13. T or F Lower-skill level jobs are more likely to be offshored than jobs that require higher level skills.
14. T or F Most workers in the future will need to reinvent their careers to keep up with a fast changing workplace.
15. T or F National statistical data indicate that people with a bachelor's degree have a higher unemployment rate than people with an associate's degree.
16. T or F Early in the counseling process, career counselors should offer advice about client concerns so as to establish credibility.
17. T or F The beginning of globalization can be traced back to the 1980s.

Multiple Choice. For each of the following items, circle the response that best answers the question.

1. Identify the technological advance(s) associated with the industrial revolution.
 - a. Assembly Line
 - b. Harnessing of electricity
 - c. Mass Production
 - d. Railroad Expansion
 - e. All of the Above
 - f. A and C
2. Frank Parsons is recognized as:
 - a. The father of vocational guidance
 - b. The father of career counseling
 - c. The father of counseling
 - d. All of the Above
 - e. A and B
3. In what year was *Choosing a Vocation* published?
 - a. 1870
 - b. 1901
 - c. 1909
 - d. 1913

- e. 1929
- 4. Which of the following terms refers exclusively to paid employment?
 - a. Avocation
 - b. Vocation
 - c. Work
 - d. Occupation
 - e. B and D
 - f. None of the Above
- 5. Which of the following is NOT considered an outcome of the digital revolution?
 - a. Decreased reliance upon print materials in the workplace
 - b. Increased ability to work off-site with flex scheduling
 - c. **Decreased hours and workload**
 - d. Increased efficiency
 - e. B and C
 - f. None of the Above

Matching

Identify the definition that best matches each term below. In doing so, rely upon the definitions offered by the text.

- | | |
|---------------------|---|
| 1. _____ Work | A. The overall balance of vocational and avocational activities at any given point in time and the relative balance of competing roles (work, family, social, leisure), which clearly can vary over time. |
| 2. _____ Job | B. Specific to paid work, this term that represents a broader grouping of activities that require similar skills and involve similar tasks. National labor market statistics usually address this broader category. |
| 3. _____ Career | C. Another term referring to paid employment in a job or occupation |
| 4. _____ Occupation | D. A term that refers to the specific set of tasks performed by an individual worker. Although the term usually refers to paid positions, payment isn't technically required. |
| 5. _____ Avocation | E. A term generally referring to unpaid activities during leisure time. These activities may include hobbies or other |

activities for which others get paid (e.g., woodworking) but for which one is unpaid and engages in during leisure time.

6. _____ Lifestyle

F. A broad category referring to the series or sequence of one's vocational activities over the course of a lifetime. It is generally viewed as integral to one's sense of self.

7. _____ Vocation

G. A term that refers to the expenditure of energy and effort that occurs during paid employment (e.g., at one's job) as well as during unpaid activities (e.g., housework, yardwork).

Matching

Identify the one client who best matches each client description.

- | | | | |
|----------|--|----|-------------------------|
| 1. _____ | This client is a very successful and highly paid accountant. | A. | Doris Bronner |
| 2. _____ | This client works for the Ford Motor Company. | B. | Juan Martinez |
| 3. _____ | This client has a serious health condition prompting a need for a new career. | C. | Gillian Parker |
| 4. _____ | This client's spouse recently died. | D. | Lakeesha Maddox |
| 5. _____ | This client demonstrates a lack of insight about having poor work habits. | E. | Wayne Jensen |
| 6. _____ | This client suffers from feeling inadequate in comparison to his/her siblings. | F. | Vincent Santiago Arroyo |
| 7. _____ | This client is struggling with the implications of sexual orientation on career decisions. | G. | Lily Huang Li Mei |

Short Answer Questions

1. Choose one client and identify at least one internal factor and one external factor that prompted him or her to seek career services.

2. List four types of career-related issues typically addressed by career counselors.

Essay Questions

1. Describe the changes in the psychological relationship between employers and employees that are associated with the impact of globalization.
2. Identify and describe the three primary effects of the digital revolution as articulated in the text.

Chapter 2 Quiz

True/False Items

1. T or F In career counseling, it is best to choose one specific theory and use it exclusively in your work with clients.
2. T or F TWA theory includes an emphasis on how satisfactory a worker is to an employer.
3. T or F E.G. Williamson developed a three-step process of trait factor counseling.
4. T or F The S in the RIASEC model stands for Scientific.
5. T or F Frank Parsons believed that no one should select a career without careful self-analysis.
6. T or F Although Holland identified 6 personality types, he didn't address how these personalities develop.
7. T or F Holland referred to the difference between a person's highest numerical score and the lowest numerical score on the SDS as calculus.
8. T or F The theory of work adjustment addresses the ways in which people adjust to low levels of satisfaction at work.

Multiple Choice. For each of the following items, circle the response that best answers the question.

1. The origin of career development theories can be traced back to _____.
 - a. The Civil War
 - b. World War II
 - c. The Industrial Revolution
 - d. The Agrarian Revolution
2. The techniques of which field inspired the early trait factor theories?
 - a. Industrial Organizational Psychology
 - b. Social Psychology
 - c. Behavioral Psychology
 - d. Differential Psychology
3. The Self-Directed Search is most closely aligned with which theory?
 - a. Person-Environment Fit Theory
 - b. Theory of Circumscription and Compromise
 - c. Theory of Work Adjustment
 - d. Life-Span Life-Space Theory

4. This theory focuses on the assessment of interests and personality.
 - a. Person-Environment Fit Theory
 - b. Theory of Work Adjustment
 - c. Narrative Theory of Career Counseling
 - d. CIP Approach
5. This theory focuses on the assessment of values and abilities.
 - a. Person-Environment Fit Theory
 - b. Theory of Work Adjustment
 - c. Theory of Circumscription and Compromise
 - d. CIP Approach
6. This theory offers a model to predict a worker's satisfaction and satisfactoriness.
 - a. Person-Environment Fit Theory
 - b. Theory of Work Adjustment
 - c. Narrative Theory of Career Counseling
 - d. Social Cognitive Career Theory
7. This ability test was developed by the U.S. Army.
 - a. Army Cognitive Ability Test
 - b. Army Vocational Ability Test
 - c. Army Basic Skills Battery
 - d. Army Alpha and Beta Test
8. Trait factor theories are most closely associated with this state.
 - a. Michigan
 - b. Minnesota
 - c. Mississippi
 - d. Missouri
9. In which of the RIASEC model work environments would counselors most likely to be overrepresented?
 - a. R
 - b. I
 - c. A
 - d. S
 - e. E
 - f. C

10. In which RIASEC model work environment would accountants and librarians most likely be overrepresented?
- a. R
 - b. I
 - c. A
 - d. S
 - e. E
 - f. C
11. In which RIASEC model work environment would politicians and sales executives most likely be overrepresented?
- a. R
 - b. I
 - c. A
 - d. S
 - e. E
 - f. C
12. Nuclear physicists would most likely work within which model work environment?
- a. R
 - b. I
 - c. A
 - d. S
 - e. E
 - f. C
13. The work of police officers and airline pilots is most closely aligned with which type of model work environment?
- a. R
 - b. I
 - c. A
 - d. S
 - e. E
 - f. C

14. Floral designers are most likely to be overrepresented in which model work environment?
- a. R
 - b. I
 - c. A
 - d. S
 - e. E
 - f. C
15. Which of the following concepts addresses how long a person can tolerate a lack of correspondence before engaging in adjustment behavior?
- a. Flexibility
 - b. Celerity
 - c. Pace
 - d. Reactiveness
16. Which of the following concepts refers to the typical pattern of a person's pace when engaging in work activities?
- a. Activeness
 - b. Endurance
 - c. Adjustment Style
 - d. Rhythm
17. Doris's reputation for being slow to start tasks that are assigned to her would be most indicative of ____.
- a. Celerity
 - b. Pace
 - c. Flexibility
 - d. Perseverance

Matching

- | | | |
|----------|--|--------------------|
| 1. _____ | This person is considered the father of counseling | A. Rene Dawis |
| 2. _____ | This person developed the RIASEC hexagon | B. John Holland |
| 3. _____ | This person developed a six-step trait factor approach to providing career counseling for college students | C. Frank Parsons |
| 4. _____ | This person developed a trait-factor approach for use in vocational rehabilitation counseling | D. E.G. Williamson |

Essay Question

1. The first fundamental belief underlying Parson's ideas about vocational guidance is that "it is better to choose a vocation than merely to hunt for a job" (Parsons, 1909, p. viii). Explain this concept and present an argument to explain why you believe this is relevant or irrelevant in today's world of work. (5 points)