## CPCE - Career Counseling Exam Questions and answers. Graded A+

Five Theories of Career Counseling - Ans-Holland; Gottfredson; Super; Savickas; Krumboltz

Actuarial Career Theory - Ans-career theorists that focus on some structure of the individual such as needs, traits, interests, and designed a theory of how career development occurs form that basis

Developmental Career Theory - Ans-theorists who view career development as occurring over time, usually through stages; includes self-concept and need

Donald Super - Ans-career - developmental approach (life stage structure, developmental tasks, career patterns, career rainbow); life span, life-space

Super's Vocational Developmental Tasks - Ans-crystallization, specification, implementation, stabilization, and consolidation

Crystallization - Ans-first phase in Super's theory of career development, in which adolescents use their emerging identities to form ideas about careers and general vocational goal through awareness

Specification - Ars-second phase in Super's theory of career development, in which adolescents learn more about specific lines of work and begin training; moving from tentative to a specific vocational choice

Implementation - Ans-third phase in Super's theory of career development, in which individuals enter the workforce

Stabilization - Ans-fourth phase Super's theory where an individual confirms a preferred choice by performing the job

Consolidation - Ans-fifth phase of Super's theory when an individual becomes established in a career; advancing; achieving status

# **Exam For Career Counseling Theory**

**N Colangelo** 

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