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UNIVERSITY OF SWAZILAND

FACULTY OF EDUCATION



DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT

FOR

INSTITUTE OF POST GRADUATE STUDIES

MAY 2017

MASTER OF EDUCATION (M.Ed)

TITLE OF PAPER : CAREER DEVELOPMENT AND COUNSELLING OVER  
THE LIFE SPAN

COURSE CODE : EFM 616

TIME ALLOWED : THREE (3) HOURS

TOTAL MARKS : 100 MARKS

**INSTRUCTIONS**

ANSWER ALL QUESTIONS IN SECTION A AND B AND THEN CHOOSE OTHER  
TWO QUESTIONS OF YOUR CHOICE FROM SECTION C

DO NOT OPEN THIS QUESTION PAPER UNTIL YOU ARE TOLD TO DO SO BY  
THE CHIEF INVIGILATOR

## SECTION A (EACH CORRECT ANSWER IS ONE MARK)

1. What is career development?
  - a) The lifelong psychological and behavioural process as well as contextual influences shaping one's career over the life span.
  - b) Any activities that empower people to cope effectively with career tasks.
  - c) It is a formal relationship in which a professional counsellor assists a client, or a group of clients, to cope more effectively with career concerns.
  - d) It is the systematic attempt to influence the career development of students and adults through various types of educational strategies.
  
2. How do you define a career?
  - a) Any activities that empower people to cope effectively with career development.
  - b) Course of events constituting a life or a life style concept
  - c) Any systematic attempt that influence the career development
  - d) A person's creation of career pattern, decision making. Integration of life roles, values, expression, life-role self-concepts.
  
3. Whose Career Development Theory talks about Circumscription and Compromise?
  - a) Donald Super
  - b) John Holland
  - c) Linda Gottfredson
  - d) John Krumboltz
  
4. The following are key constructs to the Life-Span, Life Space theory—
  - a) Congruence, consistency, differentiation and vocational identity.
  - b) Life Span, Career stages, Career Development tasks, life space.
  - c) Learning experiences, self-observation, world view generalisations, Task approach Skills
  - d) Social justice, social change, connectedness, diversity.
  
5. An effective career counselling and development process helps people to-----
  - a) Be cautious when embracing new opportunities
  - b) Avoid dealing with potential stressors and conflict situations
  - c) Make authentic decisions based on personal values and needs
  - d) Expect the organisation to take charge of their career development
  
6. Which one of the following is a basic emotional need that the career counsellor must address to create career counselling conditions that foster effective career decision making?
  - a) Providing minimal options and alternatives so as not to overwhelm the client
  - b) Showing minimal understanding of the client's emotional and cognitive needs
  - c) Giving the career counsellor sole responsibility for the career counselling process
  - d) Ensuring that the physical setting of the career counselling environment is neat and safe.

7. During this phase in the career counselling and development process, the career counsellor ensures that he or she is psychologically ready for the session
  - a) Working towards a resolution
  - b) Establishing a working alliance
  - c) Evaluating the effectiveness of the process
  - d) Preparing for the career counselling session
  
8. During this phase in the career counselling and development process, the roles of both the career counsellor and the client must be clarified.
  - a) Working towards a resolution
  - b) Establishing a working alliance
  - c) Evaluating the effectiveness of the process
  - d) Preparing for the career counselling session
  
9. During this phase of the career counselling and development process the career counsellor gathers information in an attempt to identify the client's career maturity, career adaptability, cognitive and affective needs, and career self-efficacy.
  - a) Establishing a working alliance
  - b) Conducting career assessments
  - c) Understanding the client's needs
  - d) Evaluating the effectiveness of the process
  
10. Career ----- is often a result to the client failing to integrate his or her own interests, skills and abilities.
  - a) Maturity
  - b) Immaturity
  - c) Adaptability
  - d) Self-efficacy
  
11. Career \_\_\_\_\_ refers to the client's readiness to cope with changing work and working conditions.
  - a) Maturity
  - b) Immaturity
  - c) Adaptability
  - d) Self-efficacy
  
12. Counsellors use ----- to assess an individual's ability to learn and grasp new concepts.
  - a) Interviews
  - b) Assessment centres
  - c) Personality assessment
  - d) Learning potential assessments
  
13. -----are used by counsellors to question the knowledge and competence of the individual on a variety of performance areas.
  - a) Interviews

- b) Assessment centres
  - c) Personality assessment
  - d) Learning potential assessments
14. The --- entails the central concept of an individual's career.
- a) Career goal
  - b) Self-concept
  - c) Core life task
  - d) Career life cycle
15. The ----- is the crystallisation of an individual's self-concept.
- a) Career goal
  - b) Self-concept
  - c) Core life task
  - d) Carer life cycle
16. An individual in the -----adulthood life stage wants to achieve independence and become established in the occupation and family life.
- a) Late
  - b) Early
  - c) Middle
  - d) Early and middle
17. Dealing with career transitions and maintaining health and emotional well-being are typical key life challenges associated with the -----adulthood life stage.
- a) Late
  - b) Early
  - c) Middle
  - d) Early and middle
18. In the ----- adulthood life stage you would expect a person remaining fixed in their career or occupation as they are faced with the key life task of adjusting to changes concerning their partner and maintaining overall health and emotional well-being.
- a) Late
  - b) Early
  - c) Middle
  - d) Early and middle
19. Which of the following is NOT a source of career related stress?
- a) Job loss
  - b) Job security
  - c) Work relationship
  - d) Technological change

20. ----- refers to the psychological bond an employee has towards the organisation, in terms of emotional attachment, economic necessity and moral obligation.

- a) Employability
- b) Emotional intelligence
- c) Organisational commitment
- d) Psychological carer resources.
- e)

**TOTAL: 20 MARKS**

## **SECTION B (FOR QUESTIONS 4-8 REFER TO THE CASE STUDY OF NIKITA)**

### **CASE STUDY- THE CASE OF NIKITA (38YEARS)**

Nikita is a woman of Indian descent who was born in East London in South Africa. She moved to Johannesburg in South Africa about two years ago when she found a new job in a big manufacturing firm. She is not married though she mentioned that she would love to get married one day. She has no kids. After completion of her matric, she went to study at a university and graduated with a BCom degree in 1997 and in 1999 she completed a Higher Diploma Accountancy. She started her career with a reputable financial and auditing consulting firm, and worked as an Assistant Manager, and then Manager, and then later was promoted to Senior Manager. She is currently employed as a Senior Finance Manager.

Her father recently passed away but she still has her mother, two sisters and brother. She enjoys gym and reading books. She is a Christian and also enjoys going to church and interacting with fellow Christians.

Her career is very important to her. She indicated that she was very happy with what she has achieved thus far in her career and she wants to continue working for her current company. Things that are important to her that she values are opportunities for growth, being valued, good working conditions and competitive salary. Her top priority though is to have opportunities for growth, to understand her career path and to have a career plan in place. Currently she is not experiencing these and this causes frustrations for her.

She has aspirations to be in a very senior position one day. Specifically, her career aspirations are to reach CEO level in ten years from now. Her current challenges on the job include the fact that she is operating in a man's world, and finding acceptance has not been easy. Despite her frustrations about lack of career management support, Nikita seemingly wants to continue working for her current organisation. At the same time she is aware that with the qualifications and experience she has, she should find it easy to obtain good employment elsewhere.

1. In career counselling and development, what do we call the process of adopting the cultural traits or social patterns of another group? (2 Marks)

2. Identify any 2 skills facilitating Job hunting skills (2 Marks).
3. Why is Non-maleficence and beneficence critical in career counselling (2 Marks)
4. What are Nikita's 2 challenges on her job? (2 Marks)
5. Name Nikita's current frustrations (1 Mark)
6. Do you think Nikita has a clear sense of career identity? What aspects of Nikita's identity does she need to adjust or revise in order to experience more career satisfaction? Give two reasons. (3 Marks)
7. Reflect on the concept of mobility capital and differentiate between contest mobility, sponsored mobility and psychological mobility. Which of these three forms of mobility is presently a cause for frustration for Nikita and which form may potentially be a source of career satisfaction? (3 Marks)
8. How would you assist Nikita in her career development and help her to deal with her current frustrations (5 Marks)

**TOTAL: 20 MARKS**

### **SECTION C**

**(Answer any two questions of your choice in this section. Each question weighs 30 marks)**

#### **QUESTION 1.**

Using the knowledge you gained from career development and counselling over life span course, explain the important of offering the following support during counselling of students in a high school or university:

- i) Emotional support
- ii) Informational support
- iii) Assessment Support (30 Marks).

#### **QUESTION 2**

Discuss Van Hoose's (1986) assertion that ethical principles provide a more solid framework for decision making than do ethical codes or statute. Give practical examples in your field of study (30 Marks).

#### **QUESTION 3**

Explain clearly 6 steps to be considered when designing a Career Development and Counselling programme for implementation in an organisation. Give reasons why one has to follow those steps (30 Marks).

**TOTAL: 60 MARKS**