

# LESSON 27

## CAREER DEVELOPMENT

### SUMMARY

You might have come across many advertisements in newspapers, magazines, handbills etc regarding excellent career opportunities.

### Meaning of Career Development

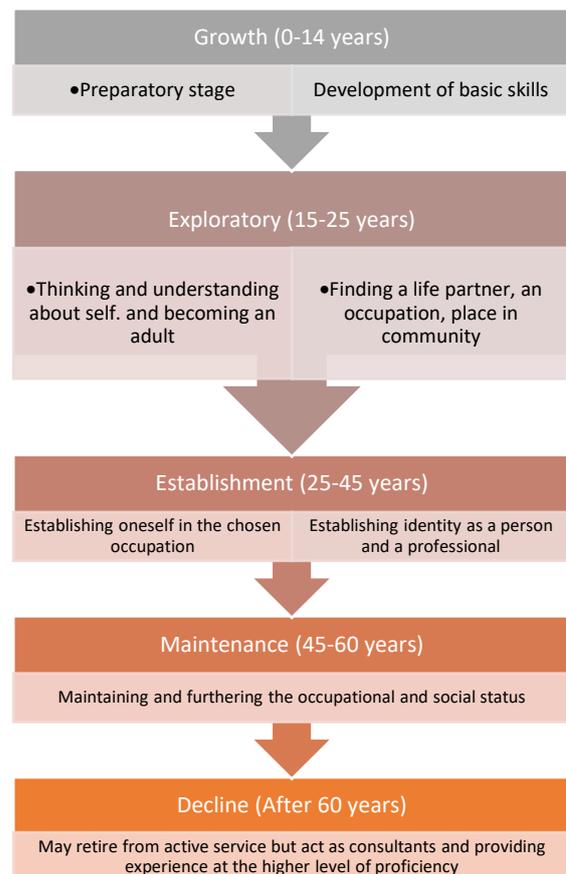
The term 'career' in career development refers to all the activities which a person does in his/her lifetime. These activities include personal, occupational and social life of the person. Thus, career refers to the life pattern of a person.

Career development means the overall development in the life style of a person. It involves person's experiences that contribute to the formation of his/her identity including life experiences, education, career choice, on the job training, level of professional achievement and degree of satisfaction.

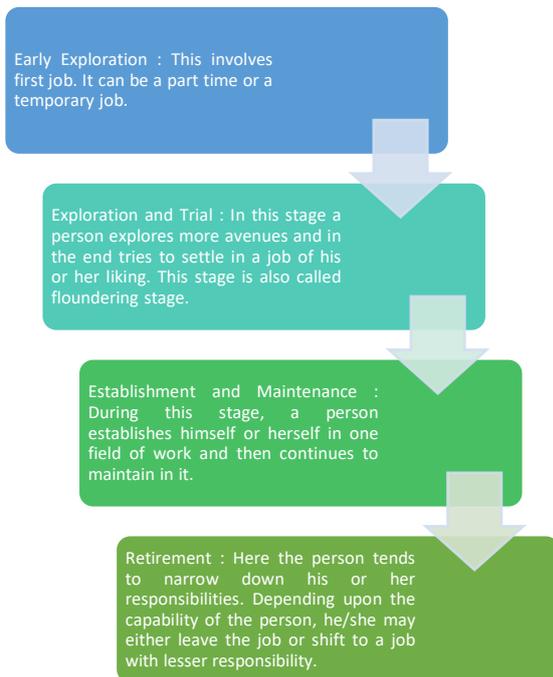
Vocation plays an important role in the life style of a person and vocational development is the basis of career development. Promotion is part of vocational development, but it also brings about a change in person's social and personal life also.

### Life Stages and Vocational Development

Concept of life stages and stages of vocational development will give greater insight in to the understanding of career development. Generally, there are five life stages: Growth, Exploratory, Establishment, Maintenance and Decline. These categories are not rigid and exclusive. They are flexible and overlap each other



## Stages of Vocational Development



## Career Planning

Career building is a crucial task in one's life.



These three aspects of career planning are interlinked and influence each other.

In a wise vocational planning, there are three key features, namely,

- 1. Know thyself (Self appraisal) -**  
A clear understanding of one's own self, one's aptitudes, abilities, interests, ambitions, resources and limitations.
- 2. Know the world of work (Appraisal of the vocations) -**

Knowledge of various occupations, qualifications and entry requirements for each occupation, earnings, conditions of success, advantages, promotional prospects, and compensation etc.

## Know Thyself (Self Appraisal)

Some people feel frustrated in life because they could not understand themselves in the early stages of career development, mainly because of the following reasons:

- Lack of courage to be own self
- Do not take time to know owns elf

The most fundamental and lasting desire is to follow one's interest. So, first things one should realise are - there is self, each one of us is an entity, no two persons are exactly alike, and everyone has the latent ability in one direction or the other.

Before concluding about one's interest, abilities and strong points one should do thorough self-analysis or introspection.

## Know the World of Work (Appraisal of the Vocations)

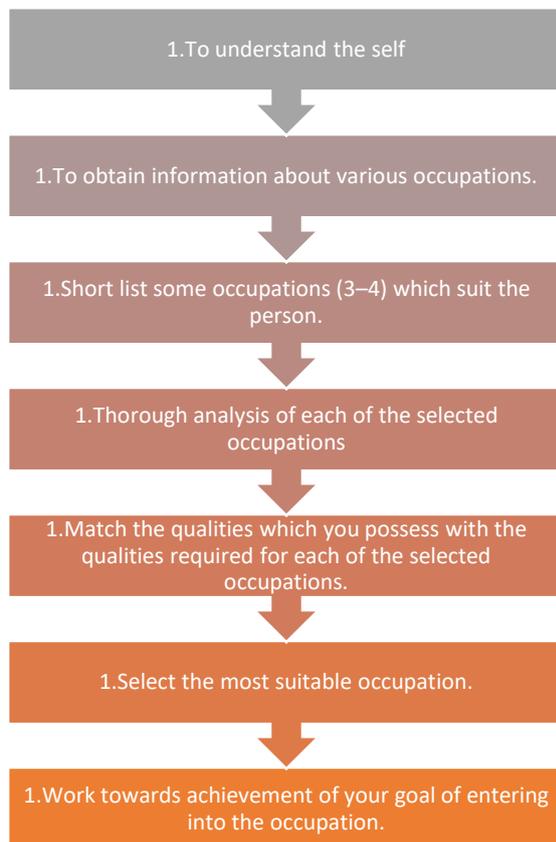
To know the world of work is equally important for vocational planning. For different jobs, there are different types of job requirements. You have to collect

information about the working conditions and job requirements of all the jobs. After a thorough study of jobs, you should select some vocations with which your qualities match.

### Match Personal Qualities with the Qualities for Selected Vocations

Interest, ability, aptitude, and health are some of the criteria on the basis of which one can match the self with the world of work.

### Steps in Career Planning



**Note:** For the student the initial step is to select the subjects for study.

## Special Provisions for Career Development

**Continuing Education** - Continuing education has relevance to all irrespective of whether one is professional, technocrat or technician. In the context of literacy learning or functional literacy, continuing education acquires special significance. After becoming literate, a person can continue education through the continuing education centres. Open school and open university provide opportunities for continuing education.

**In-Service Training** - It refers to the education and training which a person receives after entering the occupation. It is required because of rapid advancements in all the fields of knowledge.

**Career Adjustment** - It is shift in one's vocational role. It can be from one field to an altogether new field or related field or changing the responsibilities in the same field. Some situations where career related field adjustment becomes important are as follows:

- After retirement if a person is capable, he/she may take up some simple jobs.
- When work environment becomes unsuitable.
- When some health problems crop up.
- When there is no chance of advancement in the present career.

## **Evaluate yourself**

1. Discuss the stages of vocational development.
2. What are the steps in career planning?
3. Define career adjustment.