

1. What act was passed in 1994 to help students receive more experiences and coursework relating directly to the work they may enter?

- a. The School-to-Work Opportunities Act
- b. The Student Work Experience Act
- c. The Federal Work Act
- d. The School Course Work Act

ANSWER: a

POINTS: 1

2. The global economy, or globalization, is the driving force of:

- a. restructuring wealth.
- b. economic freedom.
- c. economic restructuring.
- d. economic stability.

ANSWER: c

POINTS: 1

3. List and discuss the six stages that characterize career development history, along with the time period of the development.

ANSWER: **MAJOR POINTS**

- Stage One—(1890-1919) growth of placement services in urban areas.
- Stage Two—(1920-1939) growth of educational guidance in elementary and secondary schools.
- Stage Three—(1940-1959) growth of guidance needs in colleges and universities.
- Stage Four—(1960-1979) organization of career development.
- Stage Five—(1980-1989) transition to information technology, beginning of career counseling private practice and outplacement services.
- Stage Six—(1990-Present) beginning of multicultural counseling, continued development of technology, focus on school to work transitions.

POINTS: 1

4. Who was considered the leading figure, or “father,” of the career counseling movement?

- a. Super
- b. Parsons
- c. Roe
- d. Holland

ANSWER: b

POINTS: 1

5. Briefly discuss how working in the 21st century will be influenced by at least five factors.

ANSWER: Major Points

1. New technology will change the way work is done.
2. Independent contractors will secure work requests and hire employees.
3. Self-employed individuals will sell their services to organizations.
4. Freelance workers will offer their expertise to interested corporations.
5. Consultants will sell their knowledge to interested organizations.
6. Contingent workers will contract to work for certain periods of time with no promise of a permanent job.

7. Knowledge workers are lifelong learners who focus on keeping up-to-date on current and future job requirements.

POINTS: 1

6. Justify the case for the individual in career counseling.

ANSWER: Major Points

1. Individual differences are one of the hallmarks of career counseling.
2. Counselors are to focus on the uniqueness of each individual. Examples include: gender differences, cultural differences, sexual orientation, physical and cognitive abilities, value, and interest structure
3. Human development is an individual matter involving biopsychosocial influences.

POINTS: 1

7. The terms “career life” or “life/career” illuminate the:

- a. role of work only.
- b. separation between work and life.
- c. interconnection between all life roles.
- d. necessity to choose one career path for your life.

ANSWER: c

POINTS: 1

8. What was the name of the major work written by Parsons (published posthumously in 1909)?

- a. *Three Conceptual Formulations*
- b. *The Conceptual Framework for Helping a Person Choose a Career*
- c. *Choosing a Vocation*
- d. *Choosing a Career*

ANSWER: c

POINTS: 1

9. Who was responsible for suggesting the six stages as a developmental period of career counseling reflecting vast changes in the work role of many Americans?

- a. Sharf
- b. Reardon
- c. Parsons
- d. Pope

ANSWER: d

POINTS: 1

10. Demonstrate similarities and dissimilarities between career development and career guidance.

ANSWER: **MAJOR POINTS**

- Career development is the total constellation of psychological, sociological, educational, physical, economic, and chance factors that combine to influence the nature and significance of work in the total life span of any given individual.
- It reflects individually developed needs and goals associated with stages of life and with tasks that affect career choices and subsequent fulfillment of purpose.
- Career guidance is a counselor-coordinated effort designed to facilitate career development through a

variety of professional services that fosters each client's ability and desire to manage their own career development.

POINTS: 1

11. What term is used to describe counseling within a culturally diverse society?

- a. Multicultural counseling
- b. Vocational counseling
- c. Cultural counseling
- d. Career counseling

ANSWER: a

POINTS: 1

12. In 1976, the National Occupational Information Coordinating Committee (NOICC) was established by an act of Congress to do which of the following:?

- a. Develop occupational information systems for each state and assist in the organization of state committees
- b. Assist all users of occupational information to share information and to provide labor information for the needs of youth
- c. A and B
- d. Only to assist all users of occupational information to share information

ANSWER: c

POINTS: 1

13. Define globalization and how has it affected the economy.

ANSWER: **MAJOR POINTS**

- Globalization is an increased economic, political and social interconnectedness and interdependence among societies of the world.
- Markets have opened around the globe resulting in more trade and nations have increasingly become more interdependent.
- The interconnectedness of globalization suggests that when there are disruptive economic events in one nation, other nations will be affected as well.
- Federally, the recession in 2009 has not only resulted in the loss of millions of jobs and subsequent financial problems for the United States but also in other nations, meaning the shift away from production of goods in other countries have created significant job loss for many Americans.

POINTS: 1

14. A client you are seeing reports being under a heavy load of stress, and it's to the point that she dreads going to work, and is having problems eating and sleeping. Identify three possible interventions or recommendations that you might make.

ANSWER: **MAJOR POINTS**

- Stress management techniques
- Depression screening
- Time management
- Career decision making procedures
- An inventory or career/life satisfaction
- Journaling
- Cognitive restructuring—linking thoughts and feelings to behaviors

POINTS: 1

15. Parson's outstanding contribution to the career counseling movement was his:

- a. Conceptual framework for helping an individual select a career
- b. Speech at the first national conference on vocational guidance
- c. Method of measuring aptitudes for immigrants
- d. Research on career development of children

ANSWER: a

POINTS: 1

16. How did Frank Parsons impact the field of career counseling?

ANSWER: **MAJOR POINTS**

- He provided the first systematic approach to career counseling.
- His approach was based on simplistic procedures that emerged from his practitioner's experience.
- His book, "Choosing a Vocation" and theory still impacts many of today's career theories.
- His straightforward approach laid the foundation for future career guidance activities.

POINTS: 1

17. Which of the following occurred during World War I?

- a. The Great Depression and job loss
- b. Writing of the first developmental theories
- c. The women's movement
- d. Measurement movement

ANSWER: d

POINTS: 1

18. Describe what you might explore if you were trying to clarify a client's lifestyle orientation.

ANSWER: **MAJOR POINTS**

- The person's commitment to work, leisure, volunteer activities, home and family
- Individual aspirations for social status
- Work climate preferences
- Education and training goals
- Desires/needs with respect to mobility and financial security

POINTS: 1

19. Which of the following is indicative of Stage 1 of career counseling (1890–1919)?

- a. The growth of educational guidance in elementary and secondary schools
- b. Organizational career development and the nature of work viewed as pervasive life roles
- c. Time of significant growth of guidance needs in colleges and universities and in the training of counselors
- d. The growth of placement services in urban areas to meet needs of growing industrial organizations

ANSWER: d

POINTS: 1

20. Future stages of career counseling will be particularly impacted by events listed, with the exclusion of:

- a. years of military service and peacekeeping duties in Afghanistan and Iraq.
- b. entertainment events in 2011.
- c. federal declared recession in 2009 leading to significant job loss.
- d. Sept. 11, 2001, terrorist attacks.

ANSWER: b

POINTS: 1

21. Which statement is NOT true?

- a. Career counselors focus on balancing all life roles in an ever-changing world.
- b. Career counselors focus on each client's life course perspectives.
- c. Career counseling focuses on one aspect of the client.
- d. Career counseling focuses on a "whole person" approach.

ANSWER: c

POINTS: 1

22. On what principle was career counseling founded?

- a. The role of the group
- b. Individual differences and strengths
- c. Group compatibility
- d. Individual likenesses

ANSWER: b

POINTS: 1

23. Current practice places a strong emphasis between _____ and _____.

- a. career development; mental health
- b. mental health; client-counselor concerns
- c. career development; performance
- d. personal development; mental health

ANSWER: a

POINTS: 1

24. Define the term *lifelong learning* and explain how it is used as a counseling goal.

ANSWER: **MAJOR POINTS**

- Patton and McMahon suggest the terms "life career development learning" to emphasize the interrelationship of lifelong learning and career development.
- The basic assumption is that new knowledge will bridge changes in work and life in the 21st century.
- One of the major counseling goals of lifelong learning is to provide each client with a knowledge base and skills that can be used for current and future concerns and needs.

POINTS: 1

25. Describe how career and personal counseling are interconnected.

ANSWER: **MAJOR POINTS**

- Clients who present concerns that are considered potential mental health problems will best be served by counseling professionals skilled in the integration of services.
- Some may require personal counseling before career counseling and some can be provided with career

and personal counseling simultaneously, meaning that progress in one domain affects the progress in another domain.

- Counselors focus on a multiple spectrum of domains of the “whole person” as in a holistic approach to counseling.
- Career and personal concerns are considered as inseparable and interrelated.

POINTS: 1

26. Where was the first national conference (1910) on career guidance held?

- a. New Jersey
- b. Boston
- c. Grand Rapids, Mich.
- d. New York City

ANSWER: b

POINTS: 1

27. Peter Drucker (2002) has given what term to the type of worker that will dominate the next society?

- a. Consultants
- b. High-tech experts
- c. Knowledge workers
- d. Knowledge outsourcers

ANSWER: c

POINTS: 1

28. Donald Super’s model highlights:

- a. it is superfluous to consider the interrelationships of all life roles.
- b. success in one role does not facilitate success in another.
- c. people are only involved in one life role.
- d. success in one role facilitates success in another.

ANSWER: d

POINTS: 1

29. Lifelong learning refers to the basic assumption that:

- a. changes in the workplace do not require ongoing learning.
- b. the learning acquired long ago is sufficient.
- c. new knowledge will bridge changes in work and life in the 21st century.
- d. counselors will not need to offer concrete examples of the interrelationships between education and work in an effort to correct faulty thinking.

ANSWER: c

POINTS: 1

30. The smallest proportion of factory workers in all developed nations describes:

- a. Germany
- b. England
- c. United States
- d. China

ANSWER: c

POINTS: 1

31. There appears to be solid evidence that workers in the 21st century should adopt:
- The one career choice approach
 - Behavioral approaches
 - Person-in-environment approaches
 - A lifelong learning approach

ANSWER: d

POINTS: 1

32. What factor is crucial in effectively using information to make career decisions?
- Readiness to collect information
 - The ability to analyze data
 - Using a search engine
 - The ability to gather information

ANSWER: b

POINTS: 1

33. Briefly discuss how globalization will influence the structure of the future workplace and the availability of employment.

ANSWER: Major Points

- Globalization suggests that the economies of developed nations are interconnected. Thus, poor economic conditions in one nation can affect the economy of other nations.
- Globalization also suggests that nations who manufacture goods are in competition with other nations to sell their merchandise and search for the most inexpensive labor costs to produce their goods. As a result, many manufacturing jobs in the United States have been outsourced to other nations where labor is cheaper.
- Organizations have shifted from focusing on the career development of workers to workers who currently have the skills needed to advance their products. Workers that are successful in the current and in the future workplace are lifelong learners who aggressively find educational programs to update their skills. Companies also offer in-house training programs that include new technology. Globalization also suggests that when there is a declared recession, not only do workers in this country have less job security but also workers in other countries can experience the same job insecurity. There are fewer guarantees of a permanent job.

POINTS: 1

34. Which of the following is less relevant to career choice at the present time?
- Outsourcing
 - Job loss due to recession
 - Global economy
 - Job stability and the knowledge that one will stay with the same job “forever”

ANSWER: d

POINTS: 1

35. Elaborate on how the working environment will change in the 21st century.

ANSWER: **MAJOR POINTS**

- The next society will be dominated by knowledge workers. They have emerged from advances in technology, they will replace some of the current ones as technology continues to change with the introduction of advanced products.
- The work environment experiencing dramatic changes on how tasks are accomplished. Examples would be new diagnostic devices used in health care industry. Automobile mechanics using computerized diagnostic equipment.
- An abundance of independent contractors, self-employed individuals, freelance workers, and consultants: they work for a specified time in an organization.
- Temp agencies and professional employment organizations. They are not required to offer certain benefits and they do not make lifetime commitments to employees.

POINTS: 1

36. The case for the individual is best described as:

- a. The uniqueness of each client
- b. Influence of life course events
- c. Collectivistic beliefs of children's behavior
- d. The development of interests

ANSWER: a

POINTS: 1

37. Define *career* and discuss Hall, Mirvas, and Feldman's perception of what the term *career* implies.

ANSWER: **MAJOR POINTS**

- Career refers to the activities and positions involved in vocations, occupations, and jobs as well as to related activities associated with an individual's lifetime of work.
- Hal and Mirvas suggest that career reflects a more current role of flexibility required of contemporary workers. The "protean career" that "encompasses any kind of flexible, idiosyncratic career course, with peaks and valleys, left turns, moves from one line of work to another, and so forth.
- Feldman points out many poor and blue-collar workers may view their environments as very constrained, with limited potential for finding work. Counselors are to provide a more enlightened and encouraging perspective of self-development through learning new skills in trades and basic skills for advancement.

POINTS: 1

38. The current time (1990 to present), Stage 6, is viewed as:

- a. a time of changing demographics and continued development of technology.
- b. a focus on school-to-work transitions.
- c. the beginning of multicultural counseling.
- d. all of the above.

ANSWER: d

POINTS: 1

39. Briefly discuss how the industrial revolution influenced the need for career counseling.

ANSWER: Major Points

1. It changed how and where people worked.
2. Regular hours for shift work were established.
3. Work associates were strangers.

4. Supervision of workers was intense.
5. It established work patterns such as men are to work in factories and women are to be homemakers.

POINTS: 1

40. Discuss how the study of human abilities influenced the career guidance movement.

ANSWER: **MAJOR POINTS**

- The study of human differences eventually led to a humanistic approach to counseling.
- Counselors placed greater emphasis upon all aspects of lifestyle.
- A major emphasis was placed upon individual potential and work-related experience.
- A greater emphasis was placed upon individuality of human traits and abilities.

POINTS: 1

41. Men work in factories and women work primarily as homemakers was a concept reinforced during:

- a. World War I
- b. The rise of industrialism
- c. The Great Depression
- d. World War II

ANSWER: b

POINTS: 1

42. The National Occupational Information Coordinating Committee had four basic functions. Identify one of them from the following:

- a. Establish regulations for certifying counselors
- b. Provide labor market information
- c. Administer interstate trade agreements
- d. Establish counselor training programs

ANSWER: b

POINTS: 1

43. Compare and contrast the ideas of Spokane, Sharf, Rounds and Tracey on the career information process.

ANSWER: **MAJOR POINTS**

- Spokane focused on information-seeking behavior, the cognitive process involved in assimilating career information, and the social restraints that restrict some individuals in the career search process.
- Rounds and Tracey suggest that information-processing skills are essential for making optimal career decisions. They recommended that counselors evaluate client skills in processing information during the career decision process. They also suggest that the timing of intervention strategies is essential to maintain productive and effective information-seeking process.
- Sharf believes that the counselors have the responsibility to know certain types of occupational information and specific sources of information. Counselors are to provide occupational descriptions including salary ranges, outlook, educational requirements, and where more information can be found about an occupation a client selects.

POINTS: 1

44. What does an integrated approach to career counseling mean, and what are the implications of such an approach for career counselors?

ANSWER: MAJOR POINTS

- Clients are complex, and come to counseling with issues that impact various areas of their lives.
- Career counselors need a broad array of skills.
- Career issues are not isolated from other mental health issues.
- Counselors not specializing in career development need to have some career counseling training and knowledge.

POINTS: 1

45. Integrating career and personal concerns is best described as:

- a. Developmental problems from ecological systems
- b. Future major challenges for career counseling
- c. Life events in the future society
- d. Personality integration in the 21st century

ANSWER: b

POINTS: 1

46. What factor contributes greatly toward determining the market force and workplace changes in today's world?

- a. Globalization and the global economy
- b. Industrialization
- c. Taxation
- d. Research

ANSWER: a

POINTS: 1

47. What does Zunker (2008) present as the next challenge in the role of career counseling?

- a. The combination of values and lifestyle preferences
- b. Career and travel
- c. The need to integrate career and personal concerns in the practice of career development
- d. The global economy

ANSWER: c

POINTS: 1

48. Outsourcing usually begins with:

- a. Bottom-level employees
- b. Supervisors
- c. Highly trained specialists
- d. General managers

ANSWER: a

POINTS: 1

49. An effective counselor maintains that:

- a. a client fits into a stereotypical role.
- b. society is culturally homogenous.
- c. it is not necessary to consider the background of the client.
- d. each client is a unique individual.

ANSWER: d

POINTS: 1

50. The rise of _____ in the 1800s led to a dramatically changed work environment, resulting in the need to address working conditions of urban life.

- a. the reformation
- b. deindustrialization
- c. socialism
- d. industrialism

ANSWER: d

POINTS: 1

51. What impact did World War II have on the career counseling movement?

- a. Life transitions were addressed, from military to civilian life
- b. The first national conference on career counseling took place
- c. Ability tests were introduced
- d. The Smith-Hughes Act was passed

ANSWER: a

POINTS: 1

52. Stage 5 of career counseling (1980–1989) encompasses transitions brought about by what factors?

- a. Information technology
- b. The beginning of career counseling private practice and outplacement services
- c. A and B
- d. None of the above

ANSWER: c

POINTS: 1

53. Describe what career coaching means as outlined in the Zunker text.

ANSWER: **MAJOR POINTS**

- Career coaching is often used to describe consultants who assist workers in making optimal career choices in current changing corporate structures.
- Workers who have experienced job insecurity or job loss and are in search of career opportunities have turned to career coaches for assistance.
- Some career coaching may include job search strategies and skill-building opportunities including technological skills, team training, and self-assessment techniques.
- Some career coaches are hired by organizations to mentor promising prospects for managerial positions and assist them in choosing appropriate training opportunities to enhance their career development.

POINTS: 1

54. Identify the basic issues in career counseling that challenge the counseling profession today.

ANSWER: **MAJOR POINT**

- The case for the individual, career life perspective, career choice, working in the 21st century, lifelong learning, counseling in a culturally diverse society, globalization and economic restructuring, effective

use of career information, and integrating career and personal counseling.

POINTS: 1