

My Philosophy of Career Development Theories

I think if bring the theories together; they can well describe individual's CD process. Some of the CD theories are simple and easy to understand, but not very comprehensive. Different theories describe CD process from different perspectives, for example, the Self-concept theories mentioned that the adequacy of career decisions is based on the similarity between self-concept and career roles. However, career decision making also influences by education level, family-related experience, economic and market conditions, family roles, mental and physical conditions, and other factors. In my opinion, a well-formed theory should include all the possible significant factors in career development, but that could be too complex to describe CD process.

I think personal experiences and self-knowledge are two key factors that can influence an individual's career decision. And I found three theories which are related to these factors and can well describe them in making a career choice.

In the trait-factor theory, there are only two main factors to determine a career decision. But from my perspective, using these two factors could be an easy and effective way to make a successful career decision. By matching between personal traits and job factors, the closer the two elements are matched the greater possibility for successful career and job satisfaction.

On the other hand, Super's life span theory is more humanity and complex. Super's theory believes that career maturity involves success in tasks and associated with age and stage development across the life span, which from my understanding is that

personal changes are continuous and individuals make career decisions through different life roles and stages in which they can express themselves and develop their self-potential.

Except of self-growth, Krumboltz's theory states that career decision making strategies are based on social learning. This theory mentions a very interesting point is that genetic factors and personal beliefs, which are very difficult to change, can influence individuals' career decision making.

I believe that work-life balance, burnout, and economic conditions can greatly influence one's career development, but only few theories mentioned these factors. Moreover, most of the theories are focused on individual's CD, which are limited to define the CD processes of group, society and organization levels. Also, as the world has become a global village, organizations hire employees from different countries. Different countries have different culture, language and lifestyles, CD theories should take more consideration of cultural challenges and workforce diversity problems. In addition, each CD theory has its own perspective, and was created by scholars from different background, so every theory has its culture bound, and cannot representative of larger population.