**Careers as Inheritances**

- What is career inheritance?
  - Career success depends on how the career actor inherits.

Factors of inheritances:

- Social mobility
- Education
- Race
- Gender
- Values/ideology

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**Careers as Relationships**

- The importance of networking and the role of mentors to help find and advance in career opportunities.

Different ways people can obtain their career through:

- Family relations
- Education and achievements
- Connections and interactions with people, whether unintentional or intentional

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**Careers as Roles**

A career can be considered as a succession of work roles. Individuals have many other roles. These may overlap or conflict with work roles.

Role Transitions:

- **Stage 1: Preparation** - change is expected and the career actor seeks to be ready for it.
- **Stage 2: Encounter** - employers often provide a range of information to assist newcomers.
- **Stage 3: Adjustment** - individual adopt their behavior perhaps even identity to accommodate the new role or attempt to enact or alter the role in such a way as to accommodate identity and motivation.
- **Stage 4: Stabilization** - individual is in balance with the organization.

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**Careers as Resources**

What resources aid a person in career development:

- Human Capital—education and work experience
- Social capital—individual transferable skills and network connections
- Political capital—regulation
- Cultural capital—characteristics of a profession learned through socialization

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**Careers as Journeys**

"Hitting the wall, road block, climax, roller coaster, resolution"

**Destination**
- Is often expected from career travelers
- "The top" is often the preferred destination

**Trajectory and route**
- "Career ladder" replaced by career "frame," which can be changed as it is climbed.

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**Careers as Action**

- An individual should be taking the initiative, attempt to make progress through personal action, apply assertively for new jobs, seeks progression and attempts to take change in their own career.

**Be able to define what career success means to YOU**

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**Careers as Metaphors**

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**Careers as Cycles**

- People change over time in their career attitudes and aspirations. Age/stage theories of career attempt to explain career behaviors as part of a life cycle, sometimes considered akin to predictable seasons.
- People’s careers go through cycles, the nature and timing of the cycles differ for men and women.

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**Careers as Stories**

- Storytelling is not the objective truth but an interpretation based on events, that people can use stories to reinvent themselves which also lets them find continuity and coherence.

- Good career stories contain:
  - A protagonist
  - A background situation requiring action
  - Obstacles
  - A turning point
  - A resolution (Brummer & Lowenhack 2005)