

Careers as Metaphors

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Careers as Inheritances

- **What is career inheritances?**
 - career success depends on how the career actor inherits

Factors of inheritances:

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



Careers as Fit

- This chapter explains how to fit pegs (characteristics of the Person) into the holes (characteristics of Work Environment).
- Practical tool like "John Holland: Vocational Personality Theory Test" measures the "fit" between people and occupations, which assists people to make wise career-decision choices



Careers as Relationships

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

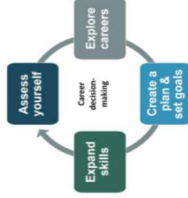
Different ways people can obtain their career through:

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



Careers as Cycles

- People change over time in their career attitudes and aspirations. Age/stage theories of career attempt to explain career behaviour 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



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 climbing frame", which can be changed as it is climbed



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 adapt their behaviour perhaps even identify to accommodate the new role or attempts to enact or alter the role in such a way to accommodate their own identity and motivation
- Stage 4: **Stabilization** - individual is in balance with the organization

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.

TAKE ACTION!
Be able to define what career success means to YOU

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- reputation
- Cultural Capital- characteristics of a profession learned through socialization



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
- (Ibarra & Lineback 2005)

