

# **Practice Principles:**

## **Career Theories and Models at Work**

Nancy Arthur, Roberta Borgen, Mary McMahon

# Table of Contents

<b>Preface</b>	<b>xiv</b>
<b>Acknowledgement</b>	<b>xvi</b>
<b>Dedication</b>	<b>x</b>
<b>Chapter 1:</b>	
<b>Strengthening Career Theory–Practice Connections</b>	<b>1</b>
Background	1
What Is Theory and How Does It Inform Career Practice?	2
Theory as a Core Competency in Professional	
Standards and Guidelines	3
Theory-Informed Practice Principles	4
How We Developed the Practice Principles	4
Making the Most of This Book: A Vignette for Reflection	5
Conclusion	7
<b>Chapter 2:</b>	
<b>Career Development Practice Integrates Practitioner Reflection</b>	<b>9</b>
Reflective Practice Is a Foundation for Career Practice	9
Reflection on Self and Career: Start Here!	10
Reflection on Practice	12
Reflection Models and Tools to Support You	15
Conclusion	16
Reflection Questions	17
<b>Chapter 3:</b>	
<b>Career Development Practice Is Built on Relationships</b>	<b>19</b>
Building Quality Career Development Practitioner–	
Client Relationships	19
Creating a Safe Space	21
Assessment Practices	22
Goal Setting and Decision Making	24
Evaluating Progress	25
Conclusion	26
Reflection Questions	27

<b>Chapter 4:</b>	
<b>Career Development Practice Involves Collaboration With Clients</b>	<b>29</b>
Focus on Clients	29
Personal Characteristics	30
Competencies and Transferable Skills	31
Motivation	33
Readiness for Change	36
Conclusion	37
Reflection Questions	38
<b>Chapter 5:</b>	
<b>Career Development Practice Requires Customization</b>	<b>41</b>
An Era of Customization and Accommodation	41
Customization Practices	42
Client-Centred Customization and Accommodation	47
Process Considerations in Customization and Accommodation	50
Conclusion	54
Reflection Questions	55
<b>Chapter 6:</b>	
<b>Career Development Practice Is Based on Theory</b>	<b>57</b>
Theory Provides a Foundation for Career Development Practice	57
Evidence-Based Practice	59
Consider a Range of Interventions	59
Career Practices Can Be Conducted in Different Formats	60
Take a Holistic Perspective to Practice	61
Consider Integrative Practices	62
Contextualize Practice from a Systemic Perspective	63
Conclusion	64
Reflection Questions	65
<b>Chapter 7:</b>	
<b>Career Development Practice Occurs in Cultural Contexts</b>	<b>67</b>
Cultural Context Matters	67
Clients and Their Worldviews	68
Multiple Pathways	70
Methods, Tools, and Assessment Practices	71
Organizational Contexts	73
Conclusion	74
Reflection Questions	75

## **Chapter 8:**

### **Career Development Practice Incorporates Social Justice Advocacy 77**

From History to Heres in Contemporary Career Development Practice	77
Views of Work and the Value of Employment	78
Navigating Sociopolitical Contexts	80
Addressing Inequities	82
Using Our Professional Voices	83
Conclusion	85
Reflection Questions	86

## **Chapter 9:**

### **Career Development Practice Involves Collaboration**

#### **With Other Professionals 89**

Collaboration as an Essential Skill for Contemporary Practice: It Takes a Village	89
Career Practitioners and Professional Networks	90
Multidisciplinary Networks	92
Professional Development: A Lifelong Commitment	93
Conclusion	94
Reflection Questions	95

## **Chapter 10:**

### **Implications for Career Theories and Models in Practice 97**

Five Core Practices for Career Practitioners	98
1. Reflect	98
Figure: Five Core Career Practices	99
2. Connect	100
3. Contextualize	100
4. Customize	101
5. Collaborate	101
Where to From Here?	102

### **Career Practice Reflection Guide 104**

### **References 108**