Chapter 1
Taking Stock

“Genius is one percent inspiration and ninety-nine percent perspiration.”
- Thomas Edison

Learning Objectives

- Differentiate between a job and a career
- Identify life stages as they relate to career planning
- Discuss why personal assessment is the key factor leading to career satisfaction
“Yesterday is the past, tomorrow is the future, but today is a gift. That’s why they call it the present.”
- Bill Keane

Personal Assessment

- Examine personal experiences
- Current stage of career and life development
- Assess your ability to deal with new information
- Self-awareness provides insights
Super’s Self-Concept Theory

- We differ in abilities, interests, and personalities
- Every occupation has a characteristic pattern
- Each person is qualified for several occupations
- Vocational preferences and skills change over time

Super’s Theory

Stages in selecting a career:
- Growth
- Exploration
- Establishment
- Maintenance
- Disengagement
Super’s Theory

- Nature of any career pattern influenced by parental socioeconomic level, mental ability, personality characteristics, and opportunities
- Process of career development is that of self-concept development and implementation
- Work satisfaction and life satisfaction is dependent upon outlets provided for our abilities, interests, and values

Life Stages

- Ages 16–22: Late adolescence
- Ages 22–28: Provisional adulthood
- Ages 28–32: Thirties transition
- Ages 32–39: Time of rooting
- Ages 39–43: Turning-point years
- Ages 43–50: Restabilization/bearing fruit
- Ages 50–60: Renewal
- Ages 60 and up: Transition toward retirement
- Traditional Retirement
Differences Between Job and Career

<table>
<thead>
<tr>
<th>Job</th>
<th>Career</th>
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<tbody>
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<td>Series of tasks or activities that are performed within the scope of what we call work</td>
<td>Series of jobs that relate to each other and that relate to and express our unique personality</td>
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Career Satisfaction

- Quality of life enhanced by job/career, relationship with family, and money
- Gallup Poll indicates that 55% of employees have no enthusiasm for their work
- Reevaluate yourself and your career path continually
- Look for a series of alternatives and career options that fit your life stages
Choosing and Changing Careers

- Think about career goals as short- and long-term goals
- Know who you are and what your preferences and talents are
- Self-knowledge helps decision making