

## Developmental Career Assessment and Counseling: The C-DAC Model

Donald E. Super, W. Larry Chobine, Donna J. Walsh, Steve D. Brown, and Spencer G. Niles

The C-DAC model seeks to implement career development theory and career developmental assessment together with improved counseling methods to improve vocational and life career counseling. At this stage, the project pays more attention to vocational paths because there is no research with career maturity in mind, and must understand the developmental nature of the individual. In career counseling, paths as well as feelings are important. Therefore, in this article the emphasis will be on the assessment of career development in adult, increasing demands (measured by the Strengths and Enriched Preferences for adult paths) to be viewed in the light of career maturity, the salience of life roles, and the values sought in life as moderator variables. The instruments are described and their use shown in a sample profile for assessment and checking in the reader or another readily available published source.

The Career-Development, Assessment, and Counseling model (C-DAC) recognizes that, in an age of increasingly rapid cultural and economic change (McDaniels, 1989), no simple process of matching people and jobs can adequately meet the needs of individuals and society. It is built on the need to take into account the possibility and the likelihood of changes in individual needs, values, interests, and circumstances, and the changing nature of work, as people go through life. It cannot, of course, predict which changes will take place, nor just when, but it can take into account the probabilities as ascertained in test research, in studies of occupations and of careers, and of the organization of work in industry and business (e.g., Arthur, Hall, & Lawrence, 1989; Bloom, 1964; McDaniels, 1989; Moveström & Shunkman, 1992). The manuals for the C-DAC tests are also helpful, as is Bloom, on individual change.

The model, like most, has a varied history spread out over many years, although its immediate parentage is clear and direct. Frank Parsons (1909) first wrote about matching people with jobs on the basis of concern for and work with youth making the transition from school to work. Donald Patterson, at the University of Minnesota, who provided the model made nationally and internationally useful by Beatrice O'Farrell of the United States Department of Labor before, during, and after World War II, directed the pioneer scientific and technical work that established the matching process. A well-documented compilation, critique, and manual for the use of instruments for vocational assessment became a standard work in the training of vocational counselors. The matching method was put into a simple, easily used, well-validated form by Holland in 1959 and was updated in 1985 (Holland, 1985).

The second set of ancestors was also spread out over more than one generation. The developmental model was foreshadowed by the life span study carried out in Australia by Bechler (1973), by a survey of adults men in California by Davidson and Anderson (1971), by another survey of adult men by Miller and Poole (1951), and by books and articles by Super (1943, 1957, 1963, 1990).

### THEORETICAL MODELS UNDERPINNING THE MODEL OF PRACTICE

The Life Career Rainbow (Super, 1990; Super in Moveström & Shunkman, 1992) portrays the development, or unfolding, of the life career of a person from birth until death. The two-outside-arc of the Rainbow shows, once, the same of the life stage and, twice, the approximate ages of transition from one stage to another. It cannot be overemphasized that these ages are not precise endings and beginnings of stages; they are ages at which these transitions are often made, but for some they come earlier and for others later, and many recycle through several stages as they make transitions, change jobs or occupations, become disabled, leave, or reenter the labor market and the labor force. Thus, these two Rainbows have breaks in the worker roles at times of educational or job transition, and in some versions have darker or lighter shading, or coloring to depict great or lesser commitment to a role.

The width of the shading of an arc depicts the time devoted to participation in it, and the depth (darkness or lightness) of the shading shows the amount of effort invested in and the commitment to the job. No distinction is attempted in this model between position, job, occupation, company, or career in the sense of an idealized sequence of increasingly self-fulfilling jobs and occupations. A diagnosis can portray only so much, or in some gets distorted and confusing.

Then, the Rainbows depict the person's career in terms of a life span, life space, formed by nine major roles played first only as a child with the other roles of pupil-student, leisure, citizen, worker, spouse, householder, parent, and (at the end of the worker role) or segments of an adult personhood or adulthood. When these people died, their roles were still being played (after a maximum of eight at the peak of the career): leisure, citizen, pensioner, and parent. It is notable that the child role was played, with differing specifications, at different life stages, until the age of about 60 years and that the student role was played from about 5 years of age until about 62 years, but with interruptions and with

# Developmental Career Counseling And Assessment

**E. L. Tolbert**

## **Developmental Career Counseling And Assessment:**

**Developmental Career Counseling and Assessment** Linda Seligman,1994-07-27 I found a lot to learn from reading the book After an excellent overview chapter that introduces the main theories of career development and outlines many of the factors that affect career development chapters 2 and 3 focus on the use of assessment in career counseling Chapter 2 in particular provides numerous insights into the contribution psychological tests make to career counseling but not without making it clear that testing has its limitations It is probably the best short introductory chapter on psychological testing that I have read In particular it offers very useful guidelines as to what best practicing in testing involves The book must have been thoroughly revised since the great majority of the references mentioned in the text post date that edition Jennifer M Kidd in British Journal of Guidance and Counselling Providing a comprehensive approach to career counseling this volume integrates the career counseling process into the life span ranging from early childhood through older adulthood For each stage the author explores emotional physical and mental development factors The author also provides suggestions techniques and case studies for counseling clients at each of these stages Two chapters cover the uses and types of various assessment instruments a critique of the instruments applicability to the counseling process is also included Using a life span framework the author also discusses years of identification and differentiation years of growth and searching years of realism and separation years of compromise and commitment to a lifestyle and more The book closes with a case analysis suitable for class work in career development or related course Career counselors guidance counselors and those interested in counseling psychology educational psychology and the human services will find Developmental Career Counseling and Assessment to be an invaluable guide to the field About the first edition Career counselors will appreciate the thoroughness of the book and also the up to date research information which focuses on minorities and women s issues The text directed mainly towards the professional would be an excellent resource for any career library Career Planning Adult Development Newsletter Linda Seligman has written an exceptional book which provides a comprehensive overview of the career counseling process from a developmental perspective Her treatment of assessment in the counseling process adds significantly to the literature of the field It is cogently written and balanced and contains a wealth of information Recognizing that whole books have been written on material Seligman covers in a chapter she makes each sequence count If I were to recommend one book on career counseling for both the beginning as well as the more seasoned professional this would be it

**Career Media      Assessment in Developmental Career Counseling** Linda Seligman,1980-01-01      **Using Assessment Results for Career Development** Vernon G. Zunker,Debra S. Osborn,2012 Reflecting the latest practices from the field USING ASSESSMENT RESULTS FOR CAREER DEVELOPMENT 8e vividly illustrates how to use assessment instruments to increase your clients self awareness and help them make rational career choices Extremely practical this hands on worktext delivers detailed information on using assessment results in a wide variety of counseling situations Case studies charts

bulleted numbered lists dialogues and agency addresses help you effectively apply your knowledge of tests and measurements in clinical settings ensuring you truly master the use of assessment instruments **Career Development, Assessment, and Counseling** W. Larry Osborne, 1997 Career counseling is central to the counseling profession The Career Development Assessment and Counseling C DAC approach to career counseling which facilitates the career development of people throughout their lives has received wide attention an analysis of the theory and research from which this model was derived are examined here The book discusses the test instruments that make up C DAC s assessment battery and presents specific recommendations for applying the C DAC approach to high school university and community agency clientele Chapter 1 provides the history of the C DAC approach and explains its goals and implementation measures Chapter 2 offers a detailed analysis of the instruments used in C DAC with special emphasis on adult career concerns the career development inventory and other measures Chapter 3 emphasizes developmental career counseling with adolescents and includes a careful analysis of theoretical considerations The career development stage of college students is examined in chapter 4 along with C DAC applications for this population Chapter 5 discusses the theory and career development of adults and ways in which C DAC can help adults Numerous case studies with culturally diverse clients from different age groups and settings are used to illustrate the C DAC approach Contains name and subject indexes and approximately 155 references RJM

**Career Development and Counseling** Steven D. Brown, Robert W. Lent, 2012-06-29 This is a must have for any researcher in vocational psychology or career counseling or anyone who wishes to understand the empirical underpinnings of the practice of career counseling Mark Pope EdD College of Education University of Missouri St Louis past president of the American Counseling Association Today s career development professional must choose from a wide array of theories and practices in order to provide services for a diverse range of clients Career Development and Counseling Putting Theory and Research to Work focuses on scientifically based career theories and practices including those derived from research in other disciplines Driven by the latest empirical and practical evidence this text offers the most in depth far reaching and comprehensive career development and counseling resource available Career Development and Counseling includes coverage of Major theories of career development choice and adjustment Informatiive research on occupational aspirations job search success job satisfaction work performance career development with people of color and women s career development Assessment of interests needs and values ability and other important constructs Occupational classification and sources of occupational information Counseling for school aged youth diverse populations choice making choice implementation work adjustment and retirement Special needs and applications including those for at risk intellectually talented and work bound youth people with disabilities and individuals dealing with job loss reentry and career transitions Edited by two of the leading figures in career development and featuring contributions by many of the most well regarded specialists in the field Career Development and Counseling Putting Theory and Research to Work is the one book that every

career counselor vocational psychologist and serious student of career development must have **Using Assessment Results for Career Development + Career Counseling** Vernon Zunker,2007-07-01 **Career Development and Counseling** Mei Tang,2018-08-29 Career Development and Counseling Theory and Practice in a Multicultural World by Mei Tang provides a comprehensive overview of career development theories with a unique multicultural framework Aligned with the latest standards set forth by the Council for Accreditation of Counseling and Related Educational Programs CACREP the text focuses on applications across a variety of settings and populations Each chapter contains numerous case illustrations and learning activities designed to help readers understand the complexities of multicultural aspects of individual career development Counseling students in training in addition to working counseling professionals will find this book as a useful resource for today s diverse world **Career Development** Charles C. Healy,1982 **Career Counseling Across the Lifespan** Grafton T. Eliason,Trisha Eliason,Jeff L. Samide,John Patrick,2014-03-06 Career Counseling Across the Lifespan explores career development for community school and higher education counseling This volume emphasizes career history and theories to prepare students for counseling environments and national exams for certification and licensure It covers key theories current challenges and contemporary topics **Assessment in Developmental Career Counseling** Linda Seligman,1980 **Counseling for Career Development** E. L. Tolbert,1974 Textbook on vocational guidance counselling for career development in the USA covers theories of career development the school guidance programme individual and group counselling etc Bibliography pp 299 to 326 **Career Development Interventions with Mycounselinglab with Pearson Etext -- Access Card Package** Spencer G. Niles,Joann E. Harris-Bowlsbey,2016-01-04 Earlier editions published as Career development interventions in the 21st century **Assessment in Development Career Counseling** Linda Seligman,1980 **Career Counseling in Schools** Roger D. Herring,1998 This handbook is a resource for counselor educators school counselors and other helping professionals who have not discovered an appropriate multicultural approach to career development It is designed to enhance the school counselor s knowledge about cultural diversity and to provide appropriate career development interventions with special population students This book combines the themes of the relation of changing demographics to sociocultural and psychocultural imperatives in schools the balance between universalism and cultural pluralism the resilience and adaptation of ethnic and cultural student groups and the ethnic and cultural status as stressors on the normal development of school age youths It presents explicit interventions assessment techniques and information services for successful career counseling with diverse school aged populations It addresses the unique career concerns of immigrant students gay lesbian and bisexual students and students with physical mental or medial challenges Each chapter contains experiential activities that can be adapted to various ages grade level and learning styles Contains an extensive reference list and an index MKA **The Role of Values in Careers** Mark Pope,Lisa Y. Flores,Patrick J. Rottinghaus,2014-05-06 This book provides a foundational tool for vocational psychology and career counseling focusing on

the critical role of values in careers It addresses values from various perspectives and is aimed at faculty researchers and practitioners in vocational psychology and career counseling     **Career Theory and Practice: Learning Through Case Studies** Jane L. Swanson,Nadya A. Fouad,2010 Career Theory and Practice Learning Through Case Studies Second Edition provides the reader with hands on practical examples of how to apply career development theories to career counseling clients This book serves as that bridge between theory and practice Woven through the chapters is the presentation of Leslie a fictitious client actually the composite portrait of several past clients As each chapter focuses on a different career development theory and presents specific cases the authors enhance the practical slant of their work by applying the theories discussed to Leslie as well as to a second case unique to each chapter The second edition includes a new chapter highlighting the importance of various types of assessment in career counseling and addressing the role of ethics and professional issues In addition new pedagogical features include Counselor Cognitions to guide hypotheses about clients and Personal Reflections to facilitate the application of material to students own career development The second edition also includes added material that highlights the role of the economy and the changing nature of the workforce that influence the career and work decisions individuals make Swanson and Fouad bring their own experiences as practitioners researchers and teachers in their approach to writing this new edition This book is intended for students in graduate level career or vocational psychology or career practicum courses as well as counseling practitioners needing additional resources to strengthen their services or expand their focus     [Career Development Interventions in the 21st Century](#) Spencer G. Niles,JoAnn Harris-Bowlsbey,2012-08-01 ALERT Before you purchase check with your instructor or review your course syllabus to ensure that you select the correct ISBN Several versions of Pearson s MyLab check with the seller before completing your purchase Used or rental books If you rent or purchase a used book with an access code the access code may have been redeemed previously and you may have to purchase a new access code Access codes Access codes that are purchased from sellers other than Pearson carry a higher risk of being either the wrong ISBN or a previously redeemed code Check with the seller prior to purchase Organized around the National Career Development Association s competencies and the American Counseling Association s Code of Ethics and Standards of Practice this top selling text presents theories assessments planning tools resources and technologies relevant to modern career development With four chapters devoted to career development in educational settings this book analyzes the aspects of career development interventions for the elementary middle and high school higher ed and community audiences Also provided are strategies for implementing career counseling techniques and creating and designing career development programs With interviews and sample counseling sessions with preeminent experts in Career Counseling including David Reile Carol Dahir Michael Hall Mark Savickas Barbara Suddarth and Janet Lenz available to readers on MyCounselingLab this book is the most inclusive most accessible and most interactive resource for students developing careers in career counseling     [Applying Career Development Theory](#)

to Counseling Richard S. Sharf, 2002 Book is divided into an introduction and four parts trait and type theories life span theory special focus theories and theoretical integration Trait and type theories emphasize the assessment of interests abilities achievements personality and values along with the acquisition of occupational information Life span theory follows a chronological approach studying people across four broad stages in the life span Special focus theories include the application to career development issues of research in psychology such as constructivist theory and learning theory Part three also includes contributions from sociology and economics Part four deals with how these theories can be combined for effective career counseling The last chapter Chapter 16 also discusses the relevance of career development theories to special issues such as noncounseling interventions group counseling and job placement among other concerns Preface

**Career Counseling** David Capuzzi, Mark Stauffer, Mark D. Stauffer, 2018-09-03 Career Counseling 3rd edition provides a comprehensive holistic overview of the foundations of career counseling information on the most effective skills and techniques and contextual perspectives on career and lifestyle planning all by nationally and internationally recognized experts Updated chapters introduce important material not often addressed in introductory texts such as rehabilitation addictive behaviors counseling couples and families and working with ethnic and gender sexual minority clients Included throughout the text are case studies informational sidebars and experiential activities that enhance the reading and encourage additional contemplation of chapter content Readers can also turn to the book's companion website for chapter test questions PowerPoints and additional resources

**Adult Career Development** National Career Development Association (U.S.), 1992 This book contains 23 chapters organized into seven sections that center around the following themes 1 theories and concepts 2 strategies and methods 3 target populations 4 settings 5 training programs 6 evaluation and accountability and 7 future trends The following papers are included Adult Development Theories Ways to Illuminate the Adult Experience Nancy K Schlossberg Career Development Theories and Models Carole W Minor Career Intervention and Counseling Theory for Adults Toward a Consensus Model Arnold R Spokane Principles of Program Development for Adult Career Development Programs H Daniel Lea Zandy Leibowitz Appraising Adults Career Capabilities Ability Interest and Personality John O Crites Counseling Adults for Career Change Lawrence Brammer Philip Abrego Systematic Career Guidance and Computer Based Systems JoAnn Harris Bowlsbey A Multi Strategy Approach to Career Planning Carol A Blimline David R Schwandt Women's Career Development Theory and Practice from a Feminist Perspective Louise F Fitzgerald Lauren M Weitzman Adult Men's Career Transitions and Gender Role Themes James M O Neil Diane M Fishman A Culturally Relevant Perspective for Understanding the Career Paths of Visible Racial Ethnic Group People Robert T Carter Donelda A Cook Conjoint Career Counseling Counseling Dual Career Couples Lynne Binder Hazard Diane Koslow Counseling Adults in Midlife Career Transitions Philip Abrego Lawrence Brammer Career Counseling for the Mature Worker Geraldine M Horton Dennis W Engels Preretirement Programming Needs and Responses Bruce R Fretz Marilyn W Merikangas Career

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