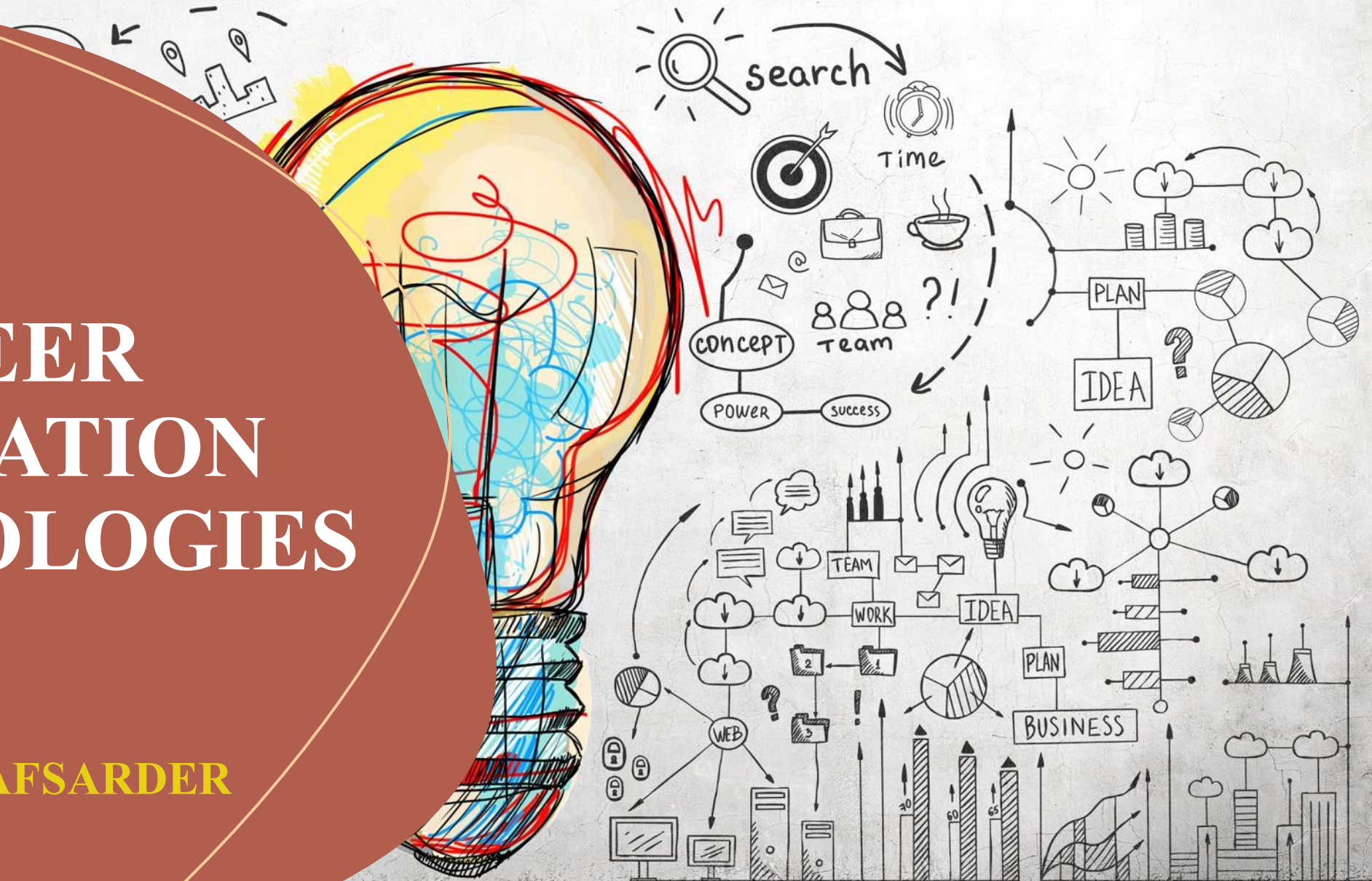


# CAREER ORIENTATION METHODOLOGIES

Presentation by: **AFSARDER**



# CAREER ORIENTATION

Career orientation, can be defined using multiple sentences but briefly, it's one's point of view when it comes to their career. As successful career development requires increased career self-management and contemporary career orientations, it also stresses the importance of being self-directed and flexible.





**In today's world either, youths whom are about to graduate or the unemployed part of the society (Mostly built by young adults between the age of 18-24) are in the majority of those who struggle with the career which they will be obliged to pursue for the rest of their lives.**

**As the technological developments keep expanding to this day resulting in jobs and occupations' changing, this phenomenon both eliminates some career paths and opens up the way of others.**



## HOW CAN ONE KEEP UP WITH THIS "DYNAMIC CAREER ENVIRONMENT" WHEN THERE'S NO ROOM FOR ANY MISTAKE?

The best way in order to avoid any kind of regret is trying to know yourself and to choose the path on which you will pursue accordingly and not just because people see it 'proper' for you or that the income it'll come along with is astonishing. Well unfortunately in reality, covering other people's expectations may be prohibited but to face the truth, money 'does' matter more than anything, considering that you will have to stand on your feet as an adult you must have a stable income. (At least for Turkey it's mandatory to look from this perspective.)

# FORMS OF CAREER ORIENTATIONS

Genuinely described, the forms of career divides into two sections, the Traditional Forms of the career and the New Forms of the career, (Gerber, Wittekind, Grote, & Staffelbach, 2009; Grote & Hall, 2013) I intend to share the overall information that I find to be needed;

The traditional career is the organizational hierarchy, in which the employer is responsible for career management and for providing job security for employees. However, the new career is the frequent changes in jobs and/or occupations, in which employees are responsible for their 'own' career management.





Thus, people who prefer job security and hierarchical progress within one organization can be described as having a 'traditional career orientation', while people who prefer frequent changes of organizations and taking charge of their own career can be described as having a 'new career orientation'. Because the modern career is characterized by multiple transitions between jobs, organizations and/or occupations, 'new' career orientations are assumed to be pivotal to career success in the modern career.



# HOW TO DECIDE WHETHER OR NOT TO FOLLOW 'THE' WAY?

Before the decision making step, the decision maker should evaluate every possible situation which the occupation will come bearing.

(The income, office hours, geographical obstacles etc.)

- A person must be aware of some specific details (Such as society, geography etc.) of the community that they live in so that they can find the best way to both contribute to the public, and as for the most important part, themselves.
- Without any doubt one can choose to pursue what is in their mind but what if they are not competent enough to handle the job? Imagine a teacher who cannot teach or a judge who cannot make a decision unbiased. It would not have been fair, right? Unfortunately people are asked to go down a path without getting a chance to experience the environment and the challenges of a certain occupation.
- Hence, people who are unable to perform their job accordingly get employed anyway.

*Interestingly, the highly cited articles on protean career orientations were predominantly published in the JVB, while the articles on boundaryless career orientations were predominately published in other outlets. \**



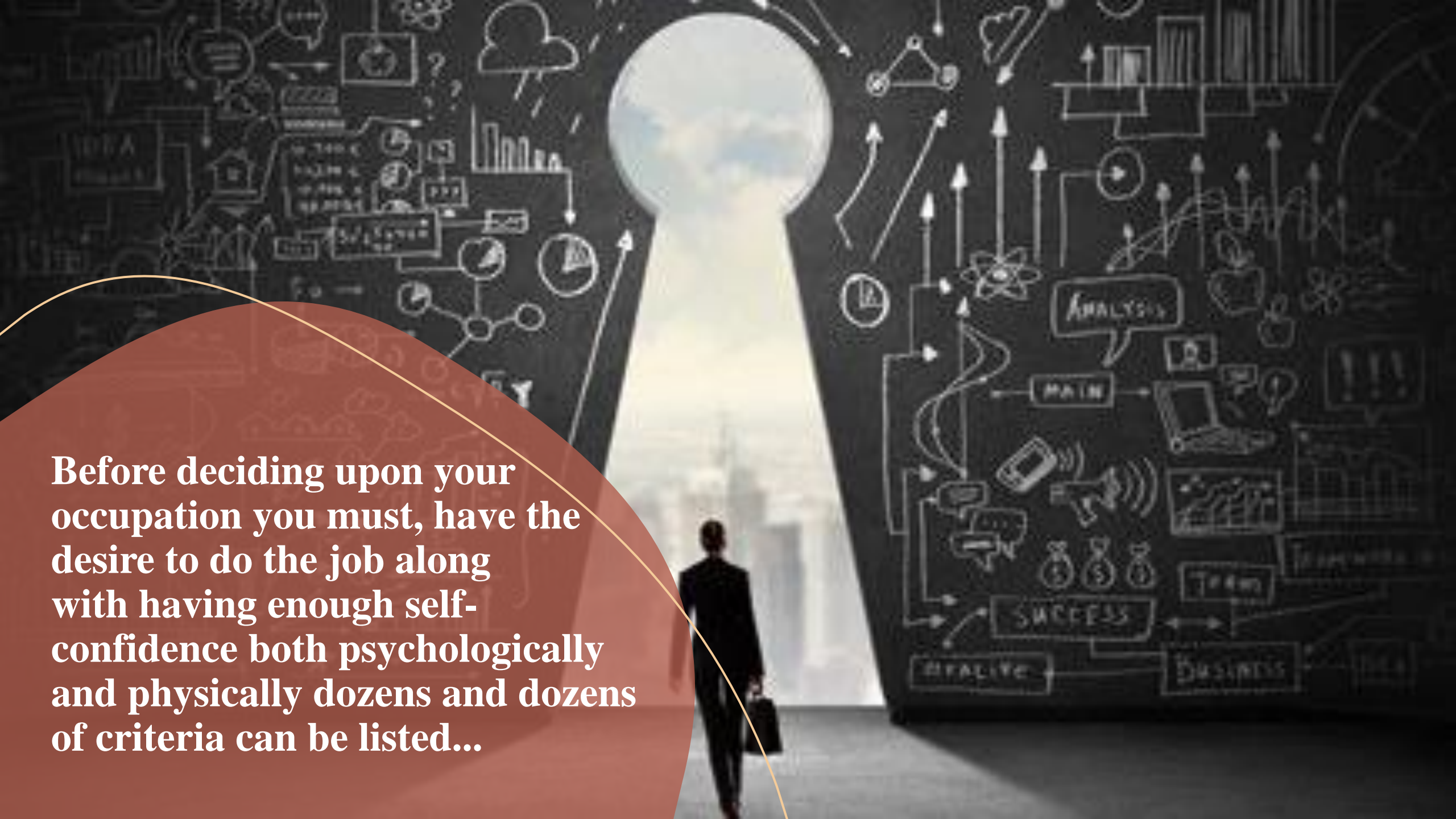
# MOST INFLUENTIAL ARTICLES

Among the 33 highly cited articles on career orientations, 10 were published in the JVB (the Journal of Vocational Behavior). Thus, the JVB and the Journal of Organizational Behavior are among the most influential outlets for research on career orientations.

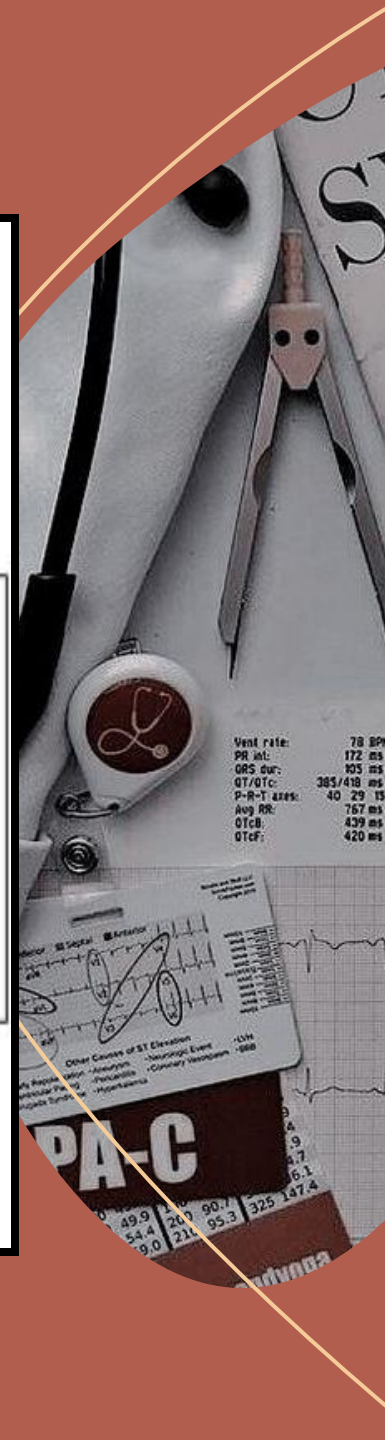
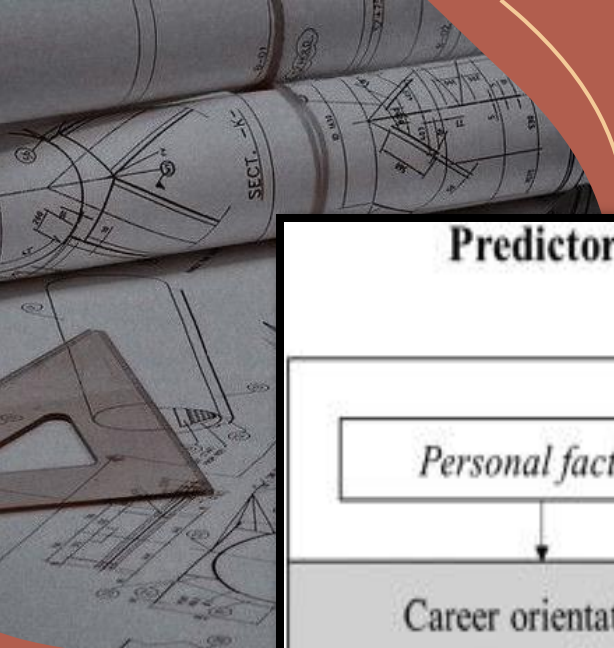
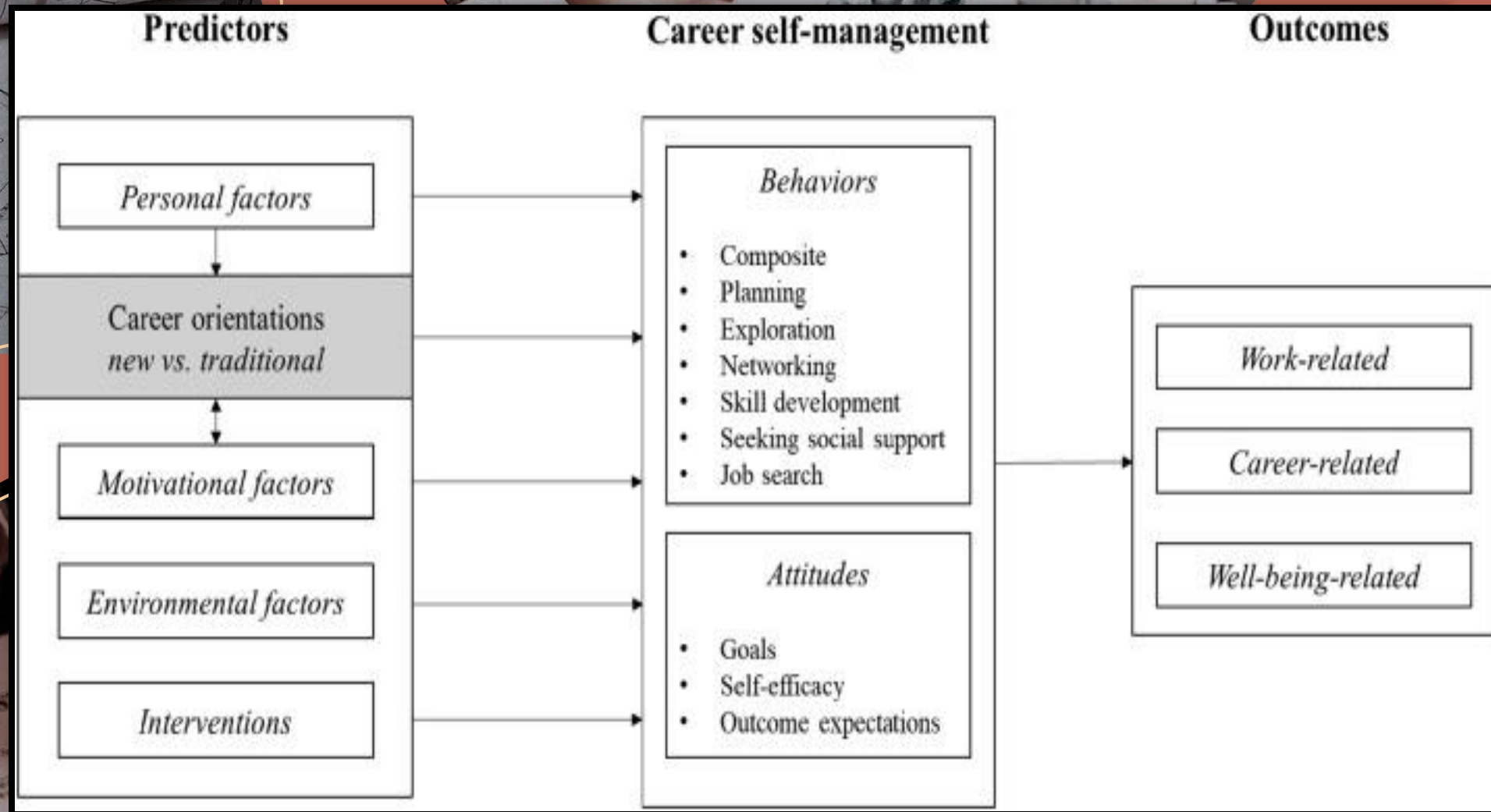
The focus point of the highly cited articles was their theoretical focus. These articles mainly focused on the operational refinement of protean and boundaryless career orientations.

All quantitative papers focused exclusively on protean and/or boundaryless career orientations, with the exception of Gerber et al.'s (2009) article in which the authors focused on independent and traditional career orientations.



A person in a dark suit and carrying a briefcase is walking away from the viewer through a large, glowing keyhole in a dark wall. The wall is covered in white chalk-like drawings of various business and technical diagrams, including flowcharts, graphs, and icons. The keyhole is the brightest part of the image, with a bright light shining through it. The overall scene is dark and atmospheric, suggesting a journey or a path through a complex world of business and technology.

**Before deciding upon your occupation you must, have the desire to do the job along with having enough self-confidence both psychologically and physically dozens and dozens of criteria can be listed...**





A low-angle shot of a graduation ceremony against a clear blue sky. Several black graduation caps with blue tassels are seen in mid-air, having just been tossed. In the foreground, a person's hands are visible, holding a rolled-up white diploma. The person is wearing a blue graduation gown with a white geometric pattern on the sleeve.

# CAREER ORIENTATION METHODOLOGIES

## **CREDITS:**

**Andreas Hirschi:** Conceptualization, Methodology, Formal analysis, Writing - original draft, Writing - review & editing, Supervision, Funding acquisition.

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