



GRAND CANYON
UNIVERSITY™

CNL-525 | Career Counseling Topics & Objectives

COURSE DESCRIPTION

This course provides a broad understanding of career development and related life factors including psychotherapy, career counseling techniques and processes, career development theories, decision-making models, issues of diversity, and interrelationships between work and family.

CREDITS

3

PREREQUISITES

None

CO-REQUISITES

None

Topic 1: Introduction to Career Counseling

Objectives:

- 1.1: Identify the principles, issues, and legal concerns related to career development and career counseling.
- 1.2: Discuss the various reasons people work. [CACREP 2.F.4.e]
- 1.3: Evaluate the role of career counseling in conjunction with clinical mental health counselors. [CACREP 2.F.4.b]
- 1.4: Analyze Holland's six personality and work environment types. [CACREP 2.F.4.b]

1.5:

Identify sources of occupational information available to clinicians and the public. [CACREP 2.F.4.c]

Topic 2: Job Satisfaction and the Influence of Race and Ethnicity on Career Choice

Objectives:

- 2.1: Analyze the components of the Minnesota theory of work adjustment (TWA). [CACREP 2.F.4.a, 2.F.4.d]
- 2.2: Examine how work satisfaction and work performance impact each other. [CACREP 2.F.4.d, 2.F.4.e]
- 2.3: Evaluate the influence of race and ethnicity on career choice and attainment. [CACREP 2.F.4.g, 2.F.4.j]

Topic 3: Super's Life-span Life-space Career Theory and the Influence of Social Class and Poverty on Career Choice

Objectives:

- 3.1: Analyze the components of Super's life-span, life-space theory of career development. [CACREP 2.F.4.a]
- 3.2: Apply the use of a life-career rainbow showing career development in multiple life roles. [CACREP 2.F.4.e]
- 3.3: Evaluate the influence of social class and poverty on career choice and attainment. [CACREP 2.F.4.g, 2.F.4.j]

Topic 4: Social Cognitive Career Theory and the Influence of Gender and Sexual Orientation on Career Choice

Objectives:

- 4.1: Analyze the components of social cognitive career theory.
- 4.2:

Apply the interest, choice, and satisfaction models when evaluating an individual's career development. [CACREP 2.F.4.a, 2.F.4.e]

- 4.3: Evaluate the influence of gender and sexual orientation on career choice and attainment. [CACREP 2.F.4.g, 2.F.4.j]

Topic 5: Career Construction Theory and the Influence of Disability on Career Choice

Objectives:

- 5.1: Explain the components of career construction theory. [CACREP 2.F.4.a]
- 5.2: Construct a variety of questions to help a client develop their career narrative. [CACREP 2.F.4.h]
- 5.3: Evaluate the influence of disability on career choice and attainment. [CACREP 2.F.4.g, 2.F.4.j]

Topic 6: Helping Clients Obtain Work

Objectives:

- 6.1: Prepare multiple interventions to be used to motivate clients in their career development. [CACREP 2.F.4.h]
- 6.2: Compare different job search methods clients may utilize. [CACREP 2.F.4.c]
- 6.3: Determine the barriers and opportunities adults may face when making career transitions. [CACREP 2.F.4.h]

Topic 7: The Influence of Personality and Relationships on Career Development

Objectives:

- 7.1: Summarize the impact that personality structures have on career development. [CACREP 2.F.4.e]

- 7.2: Analyze the influence of personal relationships on career development. [CACREP 2.F.4.b]

Topic 8: The Use of Assessment Instruments in Career Counseling

Objectives:

- 8.1: Evaluate how people develop interests and abilities. [CACREP 2.F.4.b]
- 8.2: Assess the importance of needs and values in career development. [CACREP 2.F.4.b]
- 8.3: Compare ability and aptitude assessments used in career counseling. [CACREP 2.F.4.i]

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