Personal Career Development Journey
This is a sample of my own personal career development.

My Career Development According to Super and Krumboltz:

Prior to enrolling in this course, I rarely ever gave much thought as to how I ended up in the position I find myself in today in regards to my educational and career development. Since learning about the various theories that have been introduced in the course thus far, I have been given the opportunity to thoroughly analyze my personal career development and how particular events in my past have influenced my current career path. That said, in this paper I have decided to examine my development with my framework being Donald Super’s Life Career Rainbow theory along with Krumboltz Theory of Planned Happenstance. I have chosen to use these two theories for a number of reasons, one being that from my point of view, I saw these theories to have the most obvious practical application to my life. Specifically, I decided to apply Super’s theory because I believe that it accurately describes the stages and roles that I identified with as I chose to experiment with various professions. Additionally, I decided to make use of Krumboltz theory because I can remember certain events and situations in my past that were quite difficult for me to cope with, but now I can see that the absence of such circumstances would have probably resulted in a different outcome i.e., not pursuing a graduate degree in counseling.

Before investigating my career development, I deem it appropriate to briefly discuss the two theories. In short, Super’s theory operated under the premise that individuals progress through six stages and have approximately nine roles throughout the course of their life. These two concepts are referred to as the life span and the life space, respectively (Bingham, 2001). The six stages include: growth (birth-14 years), exploration (15-24), establishment (25-44), maintenance (45-64), and decline and disengagement (65+) and the lifetime roles include, but are not limited to: child, student, leisurite, citizen, parent, spouse, homemaker, worker, and pensioner (Bingham, 2001). Additionally, Super believed that each of these roles and stages are played out in various “theatres” such as the home, school building, workplace, and community (Okacha, 2001). Furthermore, there are number of lifestyle factors that impact an individual’s progression through the life career rainbow such as environmental, situational, and personal determinants. Examples of a couple of environmental factors may include the labor market and the employment practices of a particular time period (Okacha, 2001). Likewise, situational determinants could include historical and socioeconomic factors while personal determinants could be the psychological and biological traits of an individual (Okacha, 2001). With these different stages and roles, Super argued that a person’s career preferences and competencies as well as their life situations and circumstances change with both time and experience. Furthermore, one of Super’s major contributions was his idea of career maturity, in which he believed that people find themselves in each of the stages when they experience a career transition (Bingham, 2001), meaning that the stages he presents in his theory do not have to be cycled through in a chronological order, which is another reason I decided to apply this theory to my life.

When I consider the fact that my first career interest was to be a movie star, I can be confident that I was very much in the fantasy stage of my career development. According to the stories that I’ve been told, my desire to become a movie star was a result of my interest in playing dress-up and wearing my mother’s makeup. Naturally, once I saw that the women in the movies were also wearing costumes and makeup, I decided that acting was the career for me! Independent of the astronomical salaries that these individuals made, I was interested in becoming a movie star because I figured that...
was one way that I could wear make-up and nice clothes for the rest of my life. In terms of Super’s theory, I was surely in the growth stage as I believe that I made this decision as a result of my developing self-concept (Okacha, 2001) and how that cognitive maturity caused me to be more concerned about others would perceive me, although that self-concept may not have been the most realistic.

Shortly thereafter, I decided that I wanted to pursue a career in singing. Now, do not be mistaken, my singing talent is questionable. However, I can remember my mother signing me up for the youth choir at church and because I enjoyed it so much I decided to audition for the choral group at my school. Thinking back, I think I may have wanted to be a singer in a group because of the social activities that I was able to participate in as a result of my group membership. However, I still consider this decision to be a result of my progression through Super’s growth stage since that stage is generally characterized by a development of self-concept, attitudes, and needs (Bingham, 2001).

As a result, I believe that my interest in being a part of a famous singing group was a result of my need to be around others as well as my increasing social interests. Thankfully, once I entered middle school I was able to not only develop a more realistic self-concept, but also become more aware of my strengths and weaknesses in addition to learn about various careers and opportunities through my involvement in various extracurricular activities. Hence, my decision to pursue a career as a pediatrician was the product of my enrollment in a number of summer medical programs and math and science enrichment programs. In contrast to my motivation for wanting to be a movie star (so I could wear nice clothes and make-up all day!), my intentions for becoming a pediatrician were tied to my interests (working with and helping children, assisting the sick) and also the fact that I was learning that people would have certain perceptions of me due to my occupation.