

You Have a Choice:
Career Decision-Making

個人職業生涯規劃

GEN B168F

Lecture 1:
*Introduction and Theoretical
 Perspectives of Career Decision Making*

Jimmy Lo



Our lesson plan today

01 Welcome

- Teaching team
- Contact and consultation
- Self-introduction

02 Course introduction

- Learning objectives
- Lectures and tutorials
- Course assessment

03 Career planning process

- Self-assessment
- Exploration
- Taking action

04 Theoretical perspectives

- Person-Environment fit (P-E fit)
- Holland's Six Types
- Super's theory of Career Development

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2

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3

What are your expectations?



A To earn 5 credits and get a decent grade.

B To lead a happier life by securing a good fit between you and a chosen career.

C To develop confidence in responding to the changing job markets and work environments.

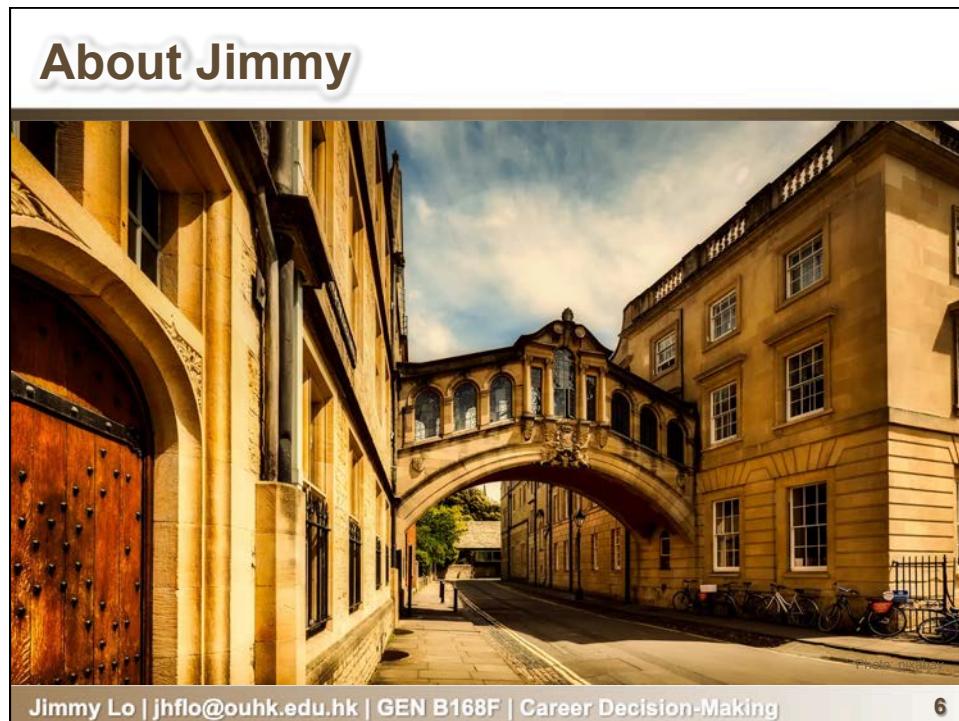
D To prepare for job applications, including writing a CV and cover letter, and attending interviews.

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4

Teaching team			
	Team	Contact info	Consultation
Lecturer	Mr. Jimmy LO	Office: Block C, 4/F Tel: 2768 6578 Email: jhflo@ouhk.edu.hk	Mon 11 a.m. – 1 p.m. Thu 11 a.m. – 1 p.m.
	Dr. Kin LEE	Office: Block A, 8/F Tel: 2768 6994 Email: kinlee@ouhk.edu.hk	Mon 11 a.m. – 1 p.m. Fri 11 a.m. – 1 p.m.
Tutors	Ms. Amy CHAN	Office: Block C, 4/F Tel: 2768 6192 Email: cychan@ouhk.edu.hk	Mon 2 p.m. – 4 p.m. Tue 4 p.m. – 6 p.m.
	Mr. Jimmy LO	Office: Block C, 4/F Tel: 2768 6578 Email: jhflo@ouhk.edu.hk	Mon 11 a.m. – 1 p.m. Thu 11 a.m. – 1 p.m.

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Teaching background



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Teaching background

English

IELTS | EAP | ESP | Business English



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Teaching background

Business

Career planning | Selling | Presentation



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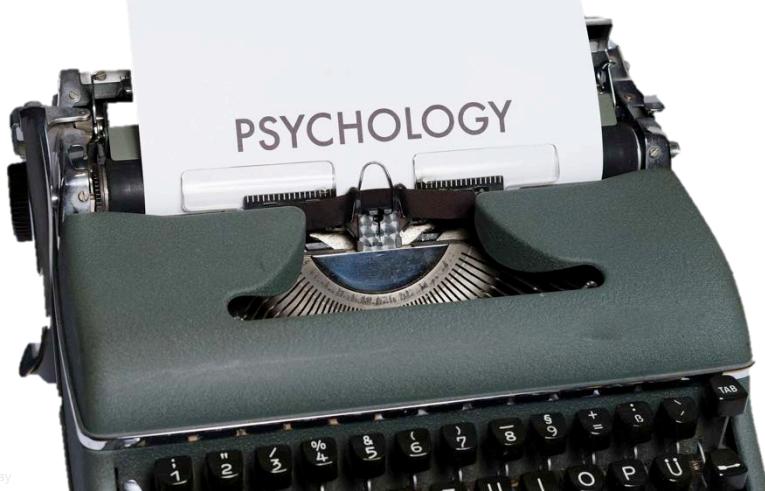


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11

Teaching background

Psychology

Applied Psychology | Psychometrics



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12

My resume



Photo: unsplash

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13

My resume

Education

Oxford | HKUST Business School | Edinburgh | HKU | Cambridge CELTA
 Applied linguistics | English | Information systems | Management | Psychology

Teaching experience

OU (E&L) | HKBU | HKU SPACE | International institutes | Chinese universities
 ESP | EAP | IELTS | Management information systems | Applied psychology

Professional experience

Wealth management | Commercial banking | International business | NGO
 Hong Kong | UK | Singapore | Malaysia | Shanghai | Shenzhen

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14

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15

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To earn 5 credits and get a decent grade.

B

To lead a happier life by securing a good fit between you and a chosen career.

C

To develop confidence in responding to the changing job markets and work environments.

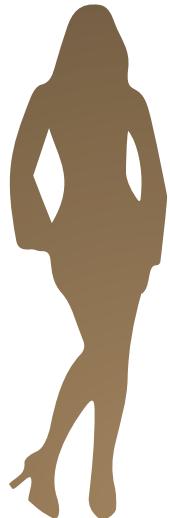
D

To prepare for job applications, including writing a CV and cover letter, and attending interviews.

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16

Learning outcomes



1. Familiarise yourself with:

- the key concepts of career planning
- the process of making career choice

1. **Define and explain the key concepts in the process of making career choice.**

Learning outcomes



2. Understand yourself:

- your own values
- your personalities
- your skills
- relate these individual characteristics to your career choice

2. **Understand their own values, personalities, and skills and relate these individual characteristics to career choice.**

Learning outcomes

3. Develop knowledge of:

- the recent trends in the job market
- the job search process



3. **Explore** the recent trends in the job market and examine job search process.

Learning outcomes

4. Seizing opportunities:

- by analysing the impact of ‘fit’ to career choice
- by developing a set of effective job search tools



4. **Analyze** the impact of ‘fit’ to career choice and develop a set of effective job search tools.

Course aims



Photo: ScholarBridge

Help you to develop a thorough understanding of yourself in terms of your own **values, skills, and career interests.**

You will be able to make a better choice in **choosing a career and a job.**

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21

Lecture timetable



Photo: unsplash

Mondays
18:00-20:00
13 lectures

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22

Teaching schedule

Teaching schedule

Lectures	Topics	Notes
1 (28/9)	Theoretical Perspectives of Career Decision Making	
2 (5/10) 3 (12/10) 4 (19/10)	Individual Characteristics: Personalities, Values, Skills and Development	
5 (2/11)	Individual Characteristics and Career Choice	Public holiday 26/10
6 (9/11) 7 (16/11)	The Changing Job Market and Job Search Process	Assignment 1 due on 13/11
8 (23/11) 9 (30/11) 10 (7/12)	Making Career Decision: Person – Job Fit / Person – Organization Fit	Make-up class during study break on 16/11
11 (14/12) 12 (21/12)	Job Search Tools and Techniques	Assignment 2 due on 18/12
13 (28/12)	Conclusion: Develop a Roadmap for Career Choice	

Tutorials	
Tutors	Tutorials
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Tutorials	
Tutors	Tutorials
Dr. Kin LEE	<ul style="list-style-type: none"> • T02: Fri 6:00PM - 8:00PM
Ms. Amy CHAN	<ul style="list-style-type: none"> • T03: Tue 6:00PM - 8:00PM • T04: Fri 6:00PM - 8:00PM • T05: Sat 9:00AM - 11:00AM • T06: Sat 11:00AM - 1:00PM
Mr. Jimmy LO	<ul style="list-style-type: none"> • T01: Tue 6:00PM - 8:00PM
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Course assessment?

Exams Quizzes Assignments

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Only 2 assignments!

Exams Quizzes Assignments

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Course assessment

Assignment 1

- Individual assignment
- Self-reflective report (personalities, values and skills → 1 career cluster)
- Due date: 13 Nov 2020
- Weighting: 40%
- Word limit: 800 – 1,000 words

Assignment 2

- Individual assignment
- Career planning report (career options → decision & justifications → action plan)
- Due date: 18 Dec 2020
- Weighting: 60%
- Word limit: 1,000 – 1,200 words



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29

Assignment submission

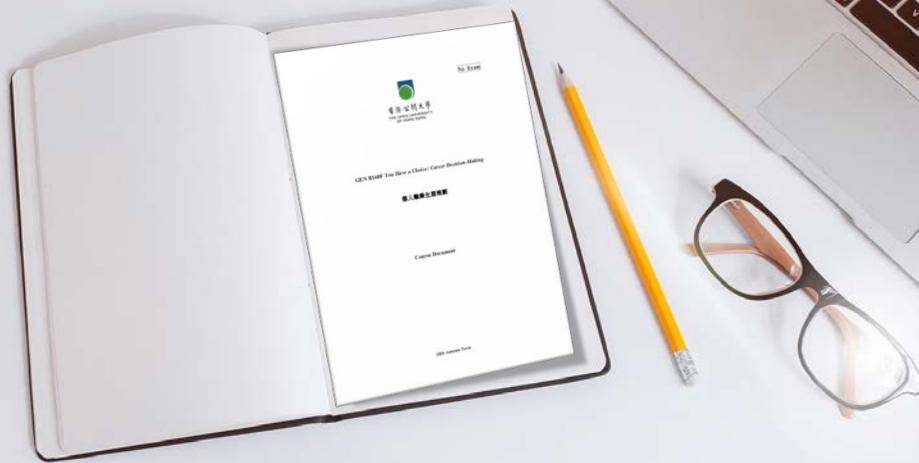
Please submit soft copies only

- ✓ OLE (5:00pm on the due dates) + Turnitin
- ✗ Submission of hard copies is NOT necessary

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30

For details: course document



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31

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Career planning?



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33

Career perspectives

Objective
A sequence of positions, jobs held and titles earned
occupied by a person during the course of a lifetime



Subjective

“A sense of where a person is going in her / his
work life” (Sims and Sims, 2007)



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34

Road map



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35

Road map

Inner World
Self-Understanding
(Values, Personalities,
Skills)

Outer World
Awareness of Environment
(Job Market Changes and
Opportunities)

Development of Job Search and Matching Skills

Exploration of Career Options

Development of Action Plans Toward Career Goals

Periodically Reassess Goals and Review Progress

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36

Framework of career planning

The diagram illustrates a cyclical process of career planning. It consists of three main stages represented by circles: 1. Self-assess (top), 2. Explore (bottom right), and 3. Act (bottom left). Each stage has a corresponding icon: a profile of a person for self-assessment, a lightbulb for exploration, and a play button for action. Arrows indicate a clockwise flow between the stages. To the right of the diagram is a photograph of a young woman in a professional suit holding a laptop.

Photo: freepik

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37

1. Self-assessment

- interests
- personality
- skills and strengths
- lifestyle
- work values

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38

2. Exploration



Photo: freepik



- information interviews
- workshops / conferences
- job search resources
- sign up for jobs emailing list
- internships
- volunteering

3. Taking action



Photo: freepik



- decision-making
- job search
- resume and cover letter
- networking
- interviewing
- salary negotiation

Career planning process

Self-assessment	Exploration	Taking action
<ul style="list-style-type: none"> • interests • personality • skills and strengths • lifestyle • work values 	<ul style="list-style-type: none"> • information interviews • workshops / conferences • job search resources • sign up for jobs emailing list • internships • volunteering 	<ul style="list-style-type: none"> • decision-making • job search • resume and cover letter • networking • interviewing • salary negotiation

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Short break

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Questions and Answers

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Questions about career decision making

Should everyone conform to the social expectation of pursuing “lofty” jobs that represent the “pillars of society”?



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44

Aspiring to be the “pillar of society”?

<https://www.youtube.com/watch?v=1nVGB2KZd94>



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Questions about career decision making

Photo: freepik

What combination of characteristics of persons and environments could lead to positive/negative career outcomes?

Examples:

- job satisfaction
- recognition
- frequency of job hopping



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Questions about career decision making

What combination of characteristics of persons and environments could lead to career stability or change over time?



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Questions about career decision making

How can we apply these theories and concepts to assist our career decision makings?



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Holland's Theory of Vocational Personalities

According to Holland (1997):

1. Individual personalities and environments can be described into **six types** respectively
2. A person of a given type is attracted by **environments** of the same or similar type
3. Matching between individual and environment will lead to **higher satisfaction and contribution** to the environment



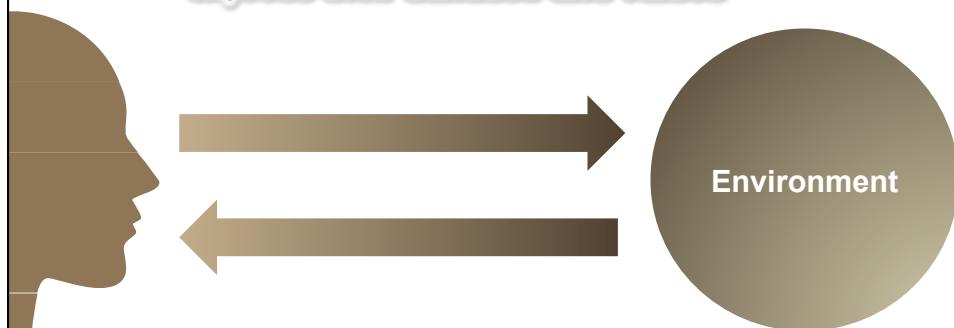
<https://pages.jh.edu/~gazette/2008/15dec08/15holland.html>

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49

Person-Environment fit (P-E fit)

Exercises their skills and abilities,
express their attitudes and values



Search for suitable people through
various activities and interactions

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50

The 6 Holland Types

HOLLAND'S SIX PERSONALITY TYPES

R I A S E C

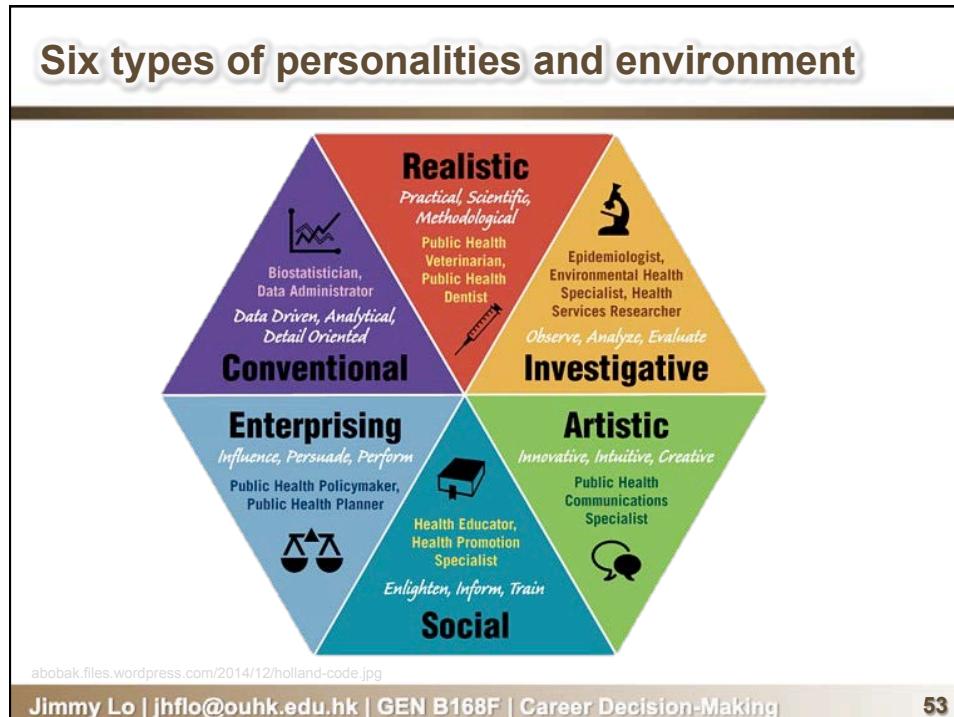
<https://www.youtube.com/watch?v=Nl9tVEKXQdQ>

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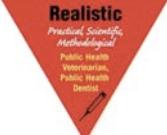
Six types of personalities and environment

abobak.files.wordpress.com/2014/12/hollar.d-code.jpg

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Realistic

Personalities	Environment
<ul style="list-style-type: none"> Prefers to work alone Values predictability, order Work with hands 	<ul style="list-style-type: none"> Explicit, systematic manipulation of objects, tools, machines, or animals Requires mechanical ability, see the world in simple and tangible terms Rewards people for displaying conventional values 
Occupation: craftswoman/man, engineer	

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54

Investigative

Personalities

- Interested in ideas, not people; abstract thinker
- Creative (external focus)
- Tends to be cold, distant



Occupation:

scientist, physician

Environment

- The symbolic, systematic, and creative investigation of physical, biological or cultural phenomena
- Requires scientific competencies and achievements, see the world in complex and unconventional ways
- Rewards people for displaying scientific values



55

Artistic

Personalities

- Work with ideas and materials to express self
- Creative (internal focus)



Occupation:

designer, artist

Environment

- Ambiguous, free, and systematized activities to create art forms or products
- Requires artistic abilities, see themselves as expressive, nonconforming, independent and intuitive
- Rewards people for displaying artistic values



56

Social

Personalities

- Work with and through others
- Provide nurturance and support
- Not abstract thinkers



Occupation: social worker, teacher

Environment

- People-oriented activities
- Requires people to help and be understandable to others...
- and seeing the world in flexible ways
- Rewards people for displaying social values



Enterprising

Personalities

- Control, dominate people
- Interpersonally distant
- Prefers well-defined, clear goals



Occupation: entrepreneur

Environment

- Manipulate others to attain organizational and self-interest goals
- Requires aggressiveness, self-confident, see the world in terms of power and status
- Rewards people for displaying enterprising values



Conventional

Personalities

- Focus on details (verbal, numeric), not people
- Looks for structured setting



Occupation:
accountant

Environment

- Explicit, ordered, or systematic manipulation of data
- Requires people to be conforming, ordered, non-artistic, and clerical competencies
- Rewards people for viewing the world in stereotyped and conventional ways



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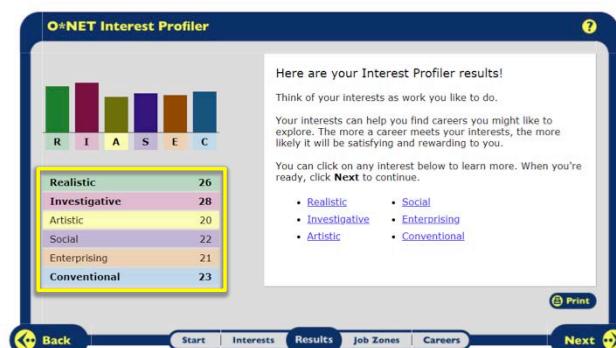
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Career Interest Profiler

— MY NEXT MOVE —

onet[®]
in-it

HOME SEARCH INDUSTRIES INTERESTS



Back Start Interests Results Job Zones Careers Next

Print



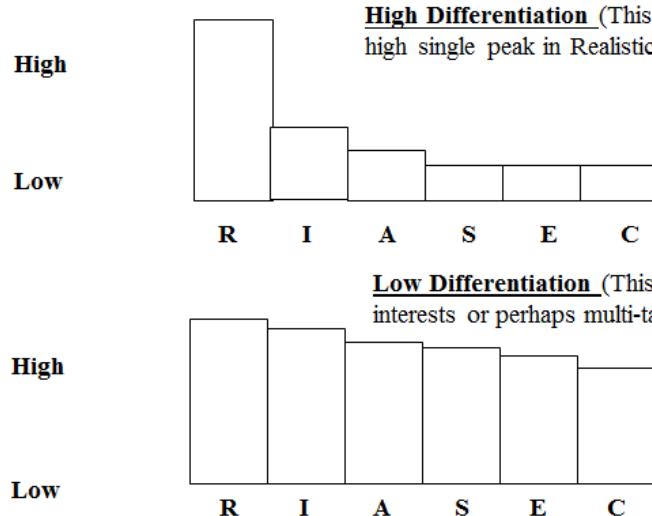
O*NET Interest Profiler is sponsored by the U.S.
Department of Labor,
Employment & Training Administration,
and developed by the National Center for O*NET Development.

<https://www.mynextmove.org/explore/ip>

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60

Differentiation

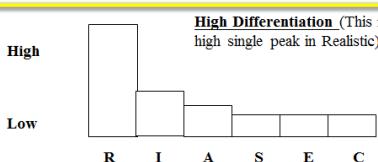


High Differentiation (This individual has a high single peak in Realistic)

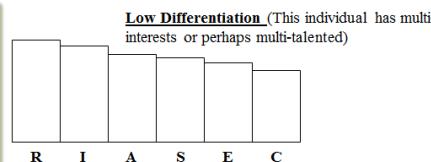
Low Differentiation (This individual has multi-interests or perhaps multi-talented)

Differentiation

- The degree of difference between a person's resemblance to one type and to other types
- Highly differentiated profiles
→ more predictable in their interests

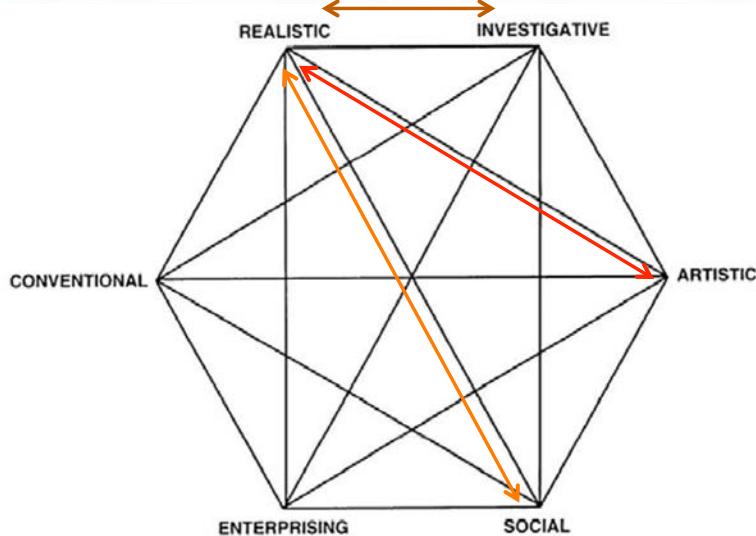


High Differentiation (This individual has a high single peak in Realistic)



Low Differentiation (This individual has multi-interests or perhaps multi-talented)

Consistency



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63

Consistency

- Degree of relatedness between personality types

RI: high consistency with the two types adjacent on the hexagon

RA: moderate consistency with the two types one point apart on the hexagon

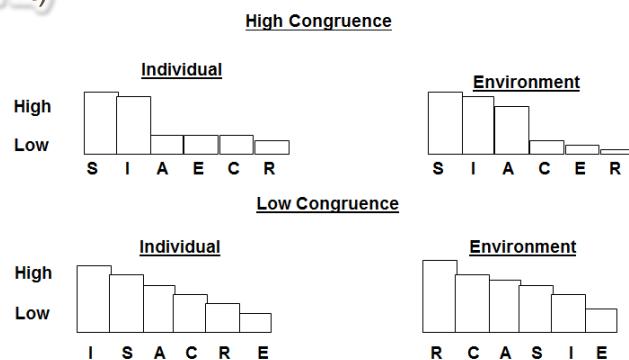
RS: low consistency (high inconsistency) with the two types opposite from each other on the hexagon

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64

Congruence

- The extent of compatibility
- The degree of fit between an individual's personality type and current or prospective work environment (P-E fit)



Career implications

- Understand the level of differentiation, consistency and congruence of individual's personalities
- Matching between types of personalities and environment
→ predicts a range of career outcomes

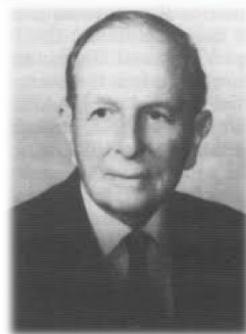
Photo: freepik



Super's theory of Career Development

Donald Super (1969, 1980):

- Career choice and development is fundamentally a life-long process of developing and implementing an individual self-concept.



<https://onlinelibrary.wiley.com/doi/abs/10.1002/j.2161-0045.1994.tb00842.x>

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67

Self-concept (Who am I?)

- A product of complex interactions among a number of factors, including:
 - physical and mental growth
 - personal experiences
 - environmental characteristics and stimulation
- Subjective and objective self-concept
- Translate our self-understanding into career terms
- Continue to develop over time



Photo: pixabay

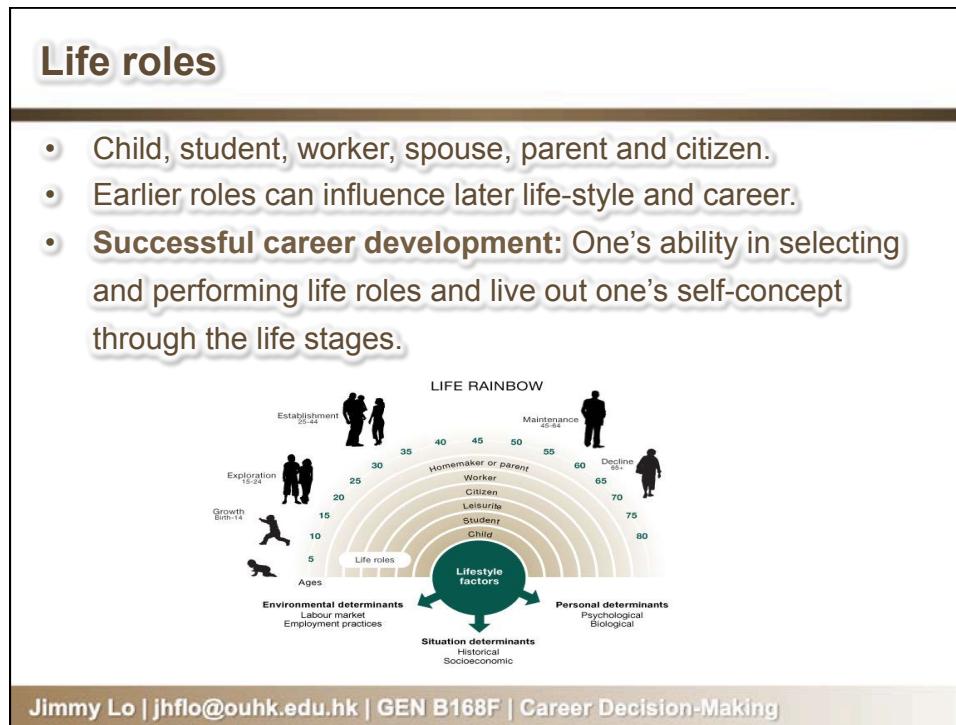
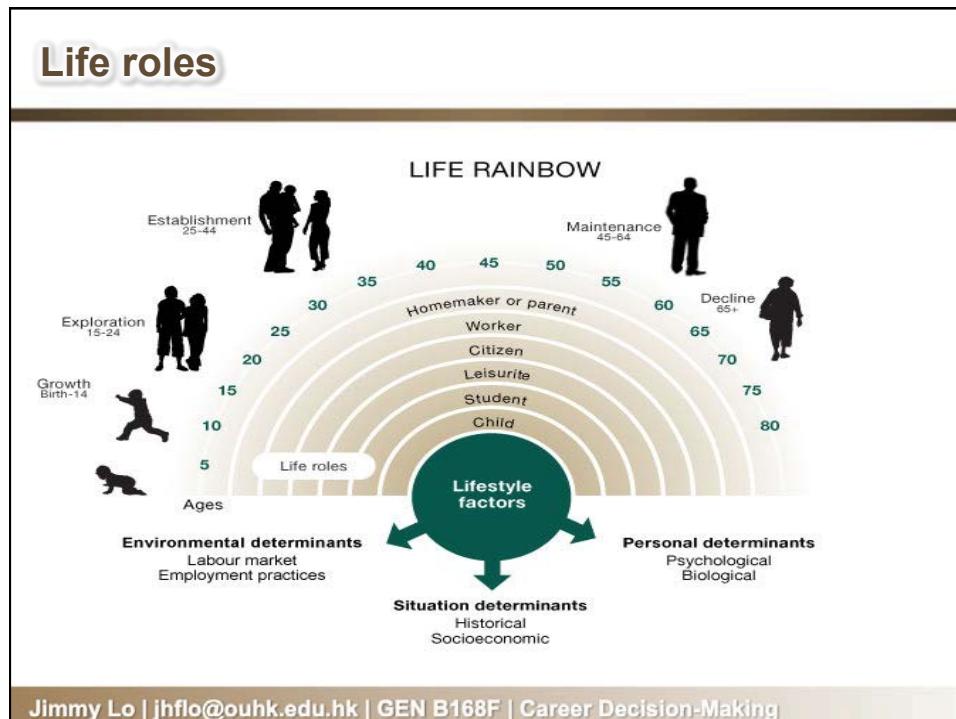
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68

Life stage and age spans

Life stage and age spans

Stages	Age spans	Characteristics
Growth (fantasy, interests, capacities)	Birth-14	Starting to develop self-concept, attitudes, needs and knowledge of the world of work
Exploration (crystallizing, specifying, implementing)	15-24	"Trying out" through different avenues, such as classes, work hobbies; Developing tentative career choice and skill development
Establishment (stabilizing, consolidating, advancing)	25-44	Brushing up skill building and stabilization through hands-on work experience
Maintenance (holding, updating, innovating)	45-64	Continuous adjustment to improve career position
Decline (decelerating, retirement planning, retirement living)	65+	Starting to reduce work output and prepare for retirement



Career implications

- Analyze your self-concept by constructing your own autobiographical story in terms of your changing roles in different stages.
- Examine your life story to look for recurrent themes that make sense of the past, explain the present, and may affect your future career choice.

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Holland's or Super's?

Theories

Holland's

Super's

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Holland's or Super's?		
Theories	Holland's	Super's
Focus	Personality-Environment	Personal Development
Highlights	<ul style="list-style-type: none"> • 6 Personality and Environment Types • Congruence (fit between personality and environment) - • Consistency (types close together on hexagon) • Differentiation (clarity of type) 	<ul style="list-style-type: none"> • People choose occupations that allow them to express their self-concepts through changes of life roles • 5 life-career developmental stages
What is a good career choice?	One that matches with individual personality code	One that allows an individual to express his / her self-concept and satisfy the needs of a given life stage
Weaknesses	People who choose the same occupation are similar in personality and traits. How true is this?	Considering people today are living longer and the change in job market, progression through stages of could become less linear and more iterative in nature.

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What is the course assessment?



A **1 assignment and a quiz**

B **2 exams and an essay**

C **2 assignments**

D **A group presentation**

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76

