

**GORDON CONWELL THEOLOGICAL SEMINARY - CHARLOTTE  
CO 770: CAREER AND LIFESTYLE DEVELOPMENT**

**Fall 2008**

**September 26,27; October 24,25; November 21,22**

**Professor: Maria L. Boccia, Ph.D., D.Min.**

**PURPOSE:**

This course is designed to provide students with an overview of the process of evaluating and choosing a career path. Topics include the process of career counseling as distinct from therapeutic counseling, inventories and instruments available, systemic view of the changing workplace, balancing roles of work, family, and personal needs, and ethical standards in career counseling. The student will explore career development theories, occupational and educational information sources and systems, career and leisure counseling, educational guidance, and lifestyle and career decision-making.

**COURSE OBJECTIVES:**

1. Students will develop a biblical and theological understanding of vocation and calling, career, and work as foundational to career counseling.
2. Students will become acquainted with the major theoretical approaches to career counseling and development, and will be able conceptualize and articulate these theories.
3. Students will evaluate their own career development and career choices in light of the major theories of the field.
4. Students will be provided with the opportunity to acquire career counseling skills.
5. Students will be exposed to tools utilized in career counseling, including assessment inventories and other helpful techniques.

**TEXTBOOKS:**

Brown, S.D. and Lent, R.W. (Editors). (2004). *Career Development and Counseling: Putting Theory and Research to Work*. Hoboken NJ: John Wiley & Sons. Inc.

Schuurman, D. (2003). *Vocation: Discerning our Calling in Life* Grand Rapids MI: Wm. B. Eerdmans Publishing Co.

**REQUIRED ASSESSMENT INSTRUMENTS:**

Your **\$50 course fee** includes one Strong Interest Inventory (SII) and one Myers Briggs Type Indicator (MBTI) . You will administer these instruments to your non-relative as a part of your career counseling project.

**COURSE REQUIREMENTS:**

**1. CAREER ASSESSMENT PAPER OF NON-RELATIVE**

The career assessment is a 10-15 page double-spaced typewritten paper describing and summarizing a career and lifestyle development assessment of an individual in relationship to specific theoretical orientations presented in class. The paper will include:(1) personal history; (2) career assessment; (3) current and future career orientation. See attached suggested outline.

To accomplish this assessment, each student will counsel with the individual for whom they are providing the career assessment for at least three 1-hour sessions. The counseling will focus on relevant career decisions or career planning. During the counseling sessions, you will also generate a career genogram. You will also administer the SII and the MBTI via [www.SkillsOne.com](http://www.SkillsOne.com) (Instructions will be provided in the first class).

This paper should be submitted electronically, and is due **December 19, 2008**.

## **2. READING:**

To develop an adequate foundation in career counseling, students are expected to read from a variety of sources and topics. In addition to the required texts, other relevant texts may be chosen from the bibliography or may be chosen by the student. Research articles from professional counseling journals are excellent sources of current information.

Annotated bibliography: Following each reference using APA style, indicate the number of pages read. If the resource was a videotape, indicate a page number equivalency (1 hour = 33 pages; 6 hour maximum). Annotations should comprise a brief summary of the material (one page for a book, one paragraph for a chapter in a book or a journal article). Include a tally of the total number of pages read.

Due **December 19, 2008** (Delivered to the seminary or postmarked)

Grading criteria: To receive full credit, the student must submit thorough and adequate annotations along with the correct utilization of APA style. Annotations should demonstrate thoughtful reflection regarding the reading.

A = 2000+ pages read

B = 1600-1999 pages read

C = 1200-1599 pages read

D = 800-1199 pages read

## **3. EXAMS:**

There will be **three** exams. At the start Friday's class on the second and third weekends, students will complete an exam on the material covered the previous weekend. The third exam will be taken at home with a proctor, and returned to the professor with a post-mark no later than December 19<sup>th</sup>, 2008. These exams will be based on materials in the textbooks, handouts, and class presentations. The licensing exams you will take in order to secure your LPC or LMFT license are all multiple choice tests. I am committed to helping you prepare for these exams by ensuring that you have the opportunity to practice this format in your classes here at GCTS. Therefore these three exams will be multiple choice tests.

**Exam I: Friday, October 24**

**Exam II: Friday, November 21**

**Exam III: Postmarked by December 19**

## **GRADING:**

The student's final grade in this course is based on writing assignments and exams, distributed as follows:

career counseling project:	35%
3 exams (15% each)	45%
annotated bibliography	20%

## **CONTACT INFORMATION:**

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**CO 740: CAREER AND LIFESTYLE DEVELOPMENT  
COURSE OUTLINE**

**Weekend 1:**

*Friday Evening*                      Biblical and theological perspectives on vocation and calling

*Saturday Morning*                      Biblical and theological perspectives on vocation and calling

*Saturday Afternoon*                      discussion of theories, career theories, developmental  
and historical perspectives  
CC Techniques: interviewing for career counseling

**Weekend 2:**

*Friday Evening*                      **Exam I**  
Theoretical issues and occupational classification systems  
CC Techniques: career genograms

*Saturday Morning*                      Holland's Career typology  
CC Techniques: assessing interests & values

*Saturday Afternoon*                      Developmental theories  
Social Learning approaches  
CC Techniques: assessing personality

**Weekend 3:**

*Friday Evening*                      **Exam II**  
Personality style perspectives  
CC Techniques: setting goals

*Saturday Morning*                      lifespan issues in career counseling, including choice,  
transition and retirement  
CC Techniques: using decision-making aids

*Saturday Afternoon*                      special topics in career counseling, including disabilities,  
minorities, and other disadvantaged groups  
CC Techniques: homework & role-playing

December 19<sup>th</sup>                      **Exam III**

## SUGGESTED OUTLINE FOR CAREER ASSESSMENT REPORT

maximum of 10 single-spaced pages

Use complete sentences and formal narrative style with this report  
develop a product that would be consistent with professional relationship

### 1 identifying information

- 1.1 date of report
- 1.2 name, gender, age
- 1.3 what career-related questions does the client have?

### 2 relevant background

- 2.1 occupational history
- 2.2 educational and academic history (favorite subjects, best grades, SATs, GPA, etc.)
- 2.3 extracurricular activities
- 2.4 family background including parents and siblings educational and occupational history
- 2.5 familial expectations or requirements for client's career trajectory
- 2.6 childhood activities, preoccupations, and childhood occupation.

### 3 subjective assessment

- 3.1 self-reported occupational abilities and skills
- 3.2 interests
- 3.3 values
- 3.4 personality
- 3.5 levels of occupational development based upon Super's theory
- 3.6 limitations such as disabilities or finances that may affect career choice

### 4 objective assessment

- 4.1 statements regarding the validity of the test results
  - 4.1.1 cooperation with the test requirements such as responsible items
  - 4.1.2 apparent test-taking attitude
  - 4.1.3 effects of the testing environment, etc.
- 4.2 describe the test used in this assessment (avoid raw scores due to misunderstanding)
- 4.3 present any data such as the ability, skills, interests, values, or personality measures
- 4.4 share any available data on spiritual gifts, either objective data or subjective perception

### 5 discussion and conclusions

- 5.1 how does the client's subjective assessments compared to the objective appraisal?
- 5.2 does the client agree with the results?
- 5.3 how does the self-assessment compared to the reality of what the client able to do it is interested in pursuing?
- 5.4 from what theoretical orientations did you conceptualize this client?
- 5.5 what are the next steps this client should consider in his or her career development?
- 5.6 what is your prediction of what this client is best suited for?
- 5.7 what barriers do you see that the client is experiencing or will experience?

*Additional Resources:*

The National Career Development Association (American Counseling Association;  
<http://www.ncda.org/about/poles.html>)

The O\*NET Online: Occupational Information Network (<http://online.onetcenter.org/>)

Occupational Outlook Handbook (Bureau of Labor Statistics, [www.bls.gov/oco/](http://www.bls.gov/oco/) )

America's Career Infonet (Department of labor; <http://www.acinet.org/acinet/default.asp> )

Please understand me: character & temperament types David Keirsey, Marilyn Bates.  
or Keirsey Temperament Sorter II <http://www.keirsey.com/>

## COURSE READINGS BIBLIOGRAPHY

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- Bolles, R.N. (2007) *What Color Is Your Parachute?* Ten Speed Press
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- Ford, D.F. (2004). *The Shape of Living, Second Edition*. Grand Rapids MI: Baker
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- Hall, D.T. (2001) *Careers In and Out of Organizations (Foundations for Organizational Science)*. Sage Publications, Inc
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- Stevens, P. (2000). *The Other Six Days: Vocation, Work, and Ministry in Biblical Perspective*. Wm. B. Eerdmans Publishing Co.