

Krumboltz's LEARNING THEORY OF CAREER COUNSELING (LTCC) & HAPPENSTANCE

LEARNING THEORY OF CAREER COUNSELING (Krumboltz, Mitchell, & Gelatt)

- Learning takes place through observations as well as through direct experiences
- Simplify the process of career selection; based primarily on life events influential in determining career selection
- 4 factors of career development
 - Genetic endowments and special abilities
 - Inherited qualities that may set limits on individual career opportunities
 - Environmental conditions and events
 - Factors of influence that are often beyond the individual's control
 - Certain events and circumstances influence skills development, activities, and career preferences
 - Learning experiences
 - Instrumental learning experiences and associative learning experiences
 - Negative and positive reactions to pairs of previously neutral situations
 - Task approach skills
 - Sets of skills the individual has developed, such as problem-solving skills, work habits, mental sets, emotional response, and cognitive responses
 - Modified as a result of desirable or undesirable experiences
- Individual learning experiences over the life span develop the primary influences that lead to career choice:
 - Generalization of self derived from experiences and performance in relation to learned standards
 - Sets of developed skills used in coping with the environment
 - Career-entry behavior such as applying for a job or selecting an education or training institution
- Assisting individuals to understand fully the validity of their beliefs is a major component of the social learning model
- Counselors should address the following problems:
 - Failure to recognize that a remediable problem exists
 - Failure to exert effort needed to make decisions or solve problems
 - Eliminated potentially satisfying alternative for inappropriate reasons
 - Choosing poor alternatives for inappropriate reasons
 - Suffering anguish and anxiety over perceived inability to achieve goals

HAPPENSTANCE (Krumboltz, Mitchell, & Levin)

- Chance events over one's life span can have both positive and negative consequences
- Unpredictable social factors, environmental conditions, and chance events over the life span are to be recognized as important influences in clients' lives
- Counselors assist clients respond to conditions and events in a positive manner
- Critical client skills:
 - Curiosity
 - Explore learning opportunities
 - Persistence
 - A way of dealing with obstacles
 - Flexibility
 - Learn to address a variety of circumstances and events
 - Optimism
 - Positive attitude when pursuing new opportunities

- Risk taking
 - May be necessary during unexpected new events
- Counselor can enable the client to transform these past experiences into opportunities for learning exploration
- Clients have developed barriers to actions resulting from chance events- they have difficulty taking positive actions
- Theory suggests clients learn to approach future with a positive attitude and the curiosity and optimism that produces positive result