

Donald Super's LIFE-SPAN, LIFE-SPACE APPROACH

- Self-Concept:
 - Career development is a continuous, life-long process
 - Vocational self-concept develops through physical and mental growth, observations of work, identification with working adults, general environment, and general experiences
 - Individuals implement their self concepts into careers as a means of self-expression
 - Self-concept developmental process is multidimensional
 - Internal and external situational conditions are major determinants of self-concept development
- Developmental Stages and Tasks:
 - Core elements to theory
 - A person can (and will) recycle through these stages throughout their life
 - Growth (birth to 15)
 - Development of capacity, attitudes, interests, and needs associated with self-concepts
 - Exploratory (15-24)
 - Choices are narrowed but not finalized
 - Establishment (25-44)
 - Trial and stabilization through work experiences
 - Maintenance (45-64)
 - Continual adjustment process to improve working position and situation
 - Decline (65+)
 - Preretirement considerations, reduced work output, and eventual retirement
- Career Maturity
 - Completion of the appropriate tasks at each level was an indication of what was termed vocational maturity, now referred to as career maturity
 - Related more to intelligence than to age
- Life-Stage Model
 - People experience these roles in the following theaters: home, community, school, and workplace
 - Because people are involved in several roles simultaneously within several theaters, success in one role facilitates success in another
 - All roles affect one another in the various theaters
- Role of Counselor
 - Help clients understand their unique situation and how their individual development can influence their various life roles, including career