**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, metal 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