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