

Ginsberg's Theory of Career Development (Zunker, 2002)

Careers become reality in stages. Not everyone passes through these stages in the same order. The stage that you find yourself has nothing to do with your age. Sometimes people skip stages and sometimes they can be in more than one stage at the same time.

This *process* of career development will be repeated at other times in your life, no matter how old you are.

Fantasy Stage: People think about careers without a realistic frame of reference. They dream about careers without taking into consideration all the factors that should enter into the decision-making process. For example, they may want to be a doctor or famous writer, but they don't think about whether they have any talent or the ability to accomplish the educational level.

- Identify interests
- Identify Career Pathways
- Identify Employability Skills
- Complete Career inventories and searches
- Identify Work Values
- Identify and explore career preferences
- Create a personal job list

Tentative Stage: Consider job choices based on self awareness such as interests, capabilities and values. Activities are exploratory in nature, but you begin being realistic about your future. You will think about choices in terms of your potential for achieving a particular job idea.

- Compare work values with jobs
- Understand college choices
- Research your job ideas
- Narrow job preferences and cross job titles off your Personal Job List

Realistic Stage: Considering the realistic chances you have of achieving your goals. For example, learn about the requirements for different jobs. Begin to broaden and then to narrow down your choices. And at the very end of this stage, arrive at a decision about the direction in which you are heading. The major activity during this stage is merging self-awareness with knowledge about work choices. People study options in terms of personal needs, and realistic chances of achieving goals.

- Make job choices
- Search colleges and training choices
- Financial aid search
- Find ways to gain experience such as volunteering
- Schedule an Informational Interview or Job Shadow

Implementation Stage: You begin to act on your decisions. Action here can mean a variety of different activities like taking required courses in school, entering a particular training program, and looking for a job.

- Write goals and create an action plan
- Apply to a college
- Prepare portfolio
- Create a resume
- Search for jobs
- Prepare for an interview