



## **Career Counselling : Some Essential Features**

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### **Abstract:**

*Career counselling enables an individual to identify the strengths and weaknesses associated with him and to select suitable career option for his/ her better future. It's a systematic approach for an individual's self understanding. It involves at least two persons, the counsellor and the counselee. The counsellor is an expert and well-equipped person, having knowledge of psychological tests and current position of career opportunities as well. On the other hand a counselee is seeking for career selection, matching with his/ her capacity. Career counselling thus assists an individual logically to decide about a particular career. It also enhances motivation, self confidence and career readiness. It helps to prevent inappropriate choice of career. It also reduces job dissatisfaction and drop out from profession. It ensures individual's healthy adjustment in the environment and mental well being.*

**Keywords:** Career Counselling, Assessment of Skill, Frustration.

### **Introduction:**

Career counselling is a process designed to help people to select the right career option, suitable for their future. It's a popular term today and the student community has an interest for it. It is a service that helps people to select a career. Also it helps people to begin, to change, or to forward their career. Career counselling may simply be defined as a set of blue print of a student's success. It is a reasonable way to go about choosing one's course of higher studies. It begins with undertaking a psychometric test that will reveal the intrinsic abilities, aptitude and motivation and also personality disposition. With these parameters one can find out the most suitable career and higher studies.

Students often seem to be confused about their career as they have to meet the expectations of their parents, teachers, relatives and of the students themselves.

Career counseling is a method that aims to assist a person in gaining insight into both themselves and current trends in the workplace. One may use this information to make a well-informed choice on their future actions. Conversely, career counseling is useful for handling a wide variety of challenges, such as difficulties focusing, poor time management, family trust problems, and disagreements between parents and children on future occupations.

Thus it can be an individualistic approach where the career counsellor meets a student and discuss about prospective careers. This service may include providing information, psychological assessment of students identifying strengths of students and finally selecting an effective career for him or her.

### **Review of the Literature:**

In order to better prepare themselves for the needs and expectations of the job market in the future, people may benefit from career counseling, which guides them in making informed decisions about their education and work. Career counseling is a consultation on one's livelihood, as we've already covered extensively in our discussion of counseling and consultation. A number of dictionaries and individuals have offered definitions of the term "career counseling," including the following: According to the Cambridge Business English Dictionary "Assistance and information on what type of career someone would be able to do or how they might advance to a better job" (Cambridge Business English Dictionary) According to Oxford Learners Dictionary "Counsel someone to listen to and provide assistance or professional guidance to someone who requires assistance." ([https://www.oxfordlearnersdictionaries.com/definition/english/counsel\\_2?q=counselling](https://www.oxfordlearnersdictionaries.com/definition/english/counsel_2?q=counselling)) According to Merriam-Webster "Individual professional advice through the use of psychological procedures, particularly in the collection of case history data, the use of specific methodologies of the individual interviews, and the assessment of interests and abilities" (<https://www.merriam-webster.com/dictionary/counselling>) In order to help individuals overcome challenges that are specific to their careers, career counselors engage in a broad range of professional activities. Career counselors help a wide range of people, including teens who are thinking about their future jobs, adults who are already in the workforce but are thinking about making a change, young parents who want to go back into the workforce, and those who are actively seeking employment. According to Savickas, career counseling encompasses a wide range of services, including but not limited to: assisting with career exploration and decision-making; assisting with transitions between jobs; assisting with ongoing professional development; and addressing other issues linked to one's chosen field (Savickas, 2019). Counseling, according to Shertzer and Stone (1976), "is the process of combining Islamic and western approaches to assist an individual in better understanding himself and his surroundings." This definition combines Islamic and western perspectives on career counseling. As a framework for learning, six-dimensional conceptual coaching comprises taking a stance to aid a person. As a service, it involves organizing procedures and processes to create a helpful relationship and involves giving pupils experiences that help them comprehend them. The practitioner and client in career counseling work together in an ongoing, one-on-one relationship that draws on psychological theory and a toolbox of communication skills. Ultimately, we want to help the client in 605 figure out what they want to do with their careers and how to get it done (Kidd, 2006). In light of these shifts in society, career counseling seems to be transitioning into an interpretive discipline where professionals help clients see the connection between their search for meaning and the community's division of work. In addition, career counselors provide their clients guidance and emotional support as they navigate changes in their professional lives, educational paths, and personal lives. To pick a professional path while considering one's strengths, weaknesses, opportunities, and resources is the goal of career counseling, according to Tahir (2018). According to Sampson et al. (2004), career counseling also includes a variety of media distribution choices and covers a broad range of subjects in an easily accessible style. In career coaching, clients learn to go inside for the answers they need to move on with their goals by analyzing their personal narratives for recurring patterns and significance. The emphasis is on the counselor-client relationship and the counseling process itself in client narratives, which provide a subjective view of both parties involved (Goldman, 1992).

## **Need for Career Counselling:**

### **1. Selection of Right Career:**

Career counsellors are experts at using psychometric tests. They assess aptitude, personality, interests and other aspects of a person. They use their evaluations to suggest best career options from all available and relevant options.

### **2. Providing Expert Resources:**

Career counsellors provide access to the available resources and knowledge which exist. The knowledge of career opportunities, the scope and ways to pursue such opportunities are most important from the viewpoint of parents, teachers and students.

### **3. Providing Confidence and Interest:**

Career counselling helps one to understand the hurdles in his/ her career path. At the same time it provides knowledge about one's strengths and weaknesses. This knowledge develops the confidence within an individual to overcome these hurdles. It is the duty of an expert counsellor to provide insight and confidence among the career counselees.

### **4. Changing Undesirable Behaviour Patterns:**

Common people as well as professionals have few habits that are hard to break, such as, procrastinating, not keeping updated in their chosen career path, neglecting emotional and mental health issues, motivational matters and so on. A career counsellor helps to break such behaviour pattern that lead to unproductive activities.

### **5. Removing Career Related Frustrations:**

Choosing a career can be a demanding task for both students and parents. A lack of valuing out emotions and thoughts may add to existing level of frustrations. Career Counsellor can provide a platform, where such frustrations can be reduced.

### **6. Providing a Role Model:**

Career counsellor may help an individual to connect to experts who have enough life experiences to share. They are role models who have accomplished much and helped people in their life.

### **7. Bringing Stability in Thought:**

Career counselling helps one remain calm when it comes to taking a career decision. Counselling helps one to bring about focus and to sustain that focus throughout the activities.

Career counselling thus helps people to know about the available career options, to understand their own strengths and weaknesses, to reach to a meaningful career decisions for themselves. It also offers a platform for putting their issues of conflicts and confusions. It allows them to make a smooth transition from their student life to professional life. Further it provides a support to adjust to changing careers.

Precisely the career counselling service includes the following:

- ✓ Assessing one's skill, strength, education and experience,

- ✓ Bringing out desires and dreams after ample discussion in real life background,
- ✓ Identifying areas of untapped potentials
- ✓ Considering various career options
- ✓ Exploring industry, strength and hiring procedures
- ✓ Charting down various career plans
- ✓ Listing down career opportunities
- ✓ Preparing for resume and cover letters and other formalities
- ✓ Preparing for interviews
- ✓ Enhancing self confidence and self esteem among the people

#### **Role of career counsellor:**

*Career Educator:* He/ she helps the clients to develop their career management competencies.

*Assessment Expert:* He/ she can assess a person through systematic observation and conduct interview to form an impression about that person. He/ she can also administer psychological tests to find out personality patterns, intelligence level, ability, aptitude, motivation, interest and such other factors within an individual.

*Career counsellor:* He/ she supports the clients to understand work situation, and suggests possible solutions related to issues of work situation.

Early career guidance allows the young students to explore a wide range of career options and understand their compatibility with different fields.

#### **Benefits of career counselling for the young clients:**

One can *discuss the importance of career development and plan for future growth.*

One can *find the most suitable career* based on one's personality type, aptitude, skill, lifestyle etc.

The career guide and the client can analyze the prospective career path(s) so that one can *select an appropriate career*

The client can *get support from an expert* to talk about such career plan

Create a better work plan so that one can *maintain a balance* between life situation and work situation

One can *enjoy more free time* with satisfactory career selection

One can foster financial wellness

The career counsellor can unlock more information and resources to make informed career decisions

The career counsellor can strengthen interview skills and the client can learn to write convincing curriculum vitae, cover letter etc.

One can improve communication skill, prepare self reliant and effective professional in job environment.

In Economic Times, 26<sup>th</sup> April 2023 a survey report by Dream Career was published, which showed that 13.2% students in India receive professional career guidance with the majority relying on family and friends.

Mindler reported (23<sup>rd</sup> September 2021) that a survey revealed 93% students aged 14 to 21 years are aware of career counselling service.

There are some common misconceptions that career counselling may help only academic underperformers

Career counsellors are not therapists. A good career counsellor is a problem solver, a keen observer, has sufficient knowledge of various fields to guide the counselee for taking career decisions.

The process of career counselling involves creating a safe and secured environment where the clients feel at ease. They are able to discuss about career without hesitation. A part of this secure environment is assuring confidentiality.

The relationship between counsellor and the client is based on trust and confidence between the two. In order to help the client the counsellor may talk about the emotional and developmental issues, which can bring stress. When the clients and their parents have sufficient faith upon the counsellor, the career counsellor, the decision making process becomes satisfactory.

Conclusion: Thus it can be stated in conclusion that career counselling is an important support service for all individuals to provide them with effective knowledge about their potentials and to inform them with various opportunities in several fields of work. It also minimizes their chance of getting frustrated with careers and to maintain a healthy life.

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