

# YOUTH CAREER CHOICES

## INFLUENCES & TIMING

### GINZBERG THEORY

Hypothesizes that vocational identity development is a lifelong process, beginning as early as middle childhood.

#### FANTASY STAGE

2-11 YEARS

What I want to be when I grow up

#### TENTATIVE STAGE

11-17 YEARS

Interests and Influences

#### REALISTIC STAGE

17+ YEARS

Create a career and back-up plan; career begins

### SOCIAL COGNITIVE THEORY

Seeks to address aspects of culture, gender, genetic endowment, social environment and unforeseen life events that affect the consequences of career decisions.

#### SELF-EFFICACY

Belief one can execute a course of action to achieve a specific goal

#### RESULT EXPECTATIONS

Belief that a certain behaviour will lead to an anticipated outcome

#### PERSONAL OBJECTIVES

Beliefs and values that underlie motivation to pursue certain activities over others

### INFLUENCES FOR CAREER MAKING

(Positive and negative)

#### INTERPERSONAL

Family, friends, etc.

#### INTRINSIC

One's own interests

#### EXTRINSIC

Social recognition

#### GEOGRAPHICAL

Remote, rural, urban