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