



Career Development Theories Matrix

Elements of Each Career Development Theory

Theory	Holland's Theory of Vocational Types	Bandura's Social Cognitive Theory	Super's Developmental Self-Concept Theory	Krumboltz' Social Learning Theory of Career Decision Making	Linda Gottfredson's Circumscription Compromise
Overview	Based on the theory that people can be categorized into six personality types (Realistic, Investigative, Artistic, Social, Enterprising, Conventional), which correspond to career interests	Focuses on the role of social influences, observational learning, self-efficacy beliefs, and goal-setting in career development	Proposes that career development is influenced by self-concept, life stages, life roles, and career adaptability	Highlights the importance of learning experiences, social influences, personal attributes, and environmental factors.	Focuses on the influence of social values and individual self-concept in career decision-making
Summary	Individuals are guided by their personality types and preferences when making career choices. Career satisfaction and success are achieved when youth pursue occupations that align with their personality type.	Career choices are influenced by social factors, role models, and youth beliefs in their ability to succeed. Setting and achieving career goals are essential for career development	Individuals self-concept and career aspirations evolve over time through various life stages and roles. Career adaptability and flexibility are crucial for navigating career transitions	Career choices are shaped by past experiences, social influences, personal attributes, and environmental factors. Learning from experiences and adapting to changing circumstance are key for career success	Individuals career choices are influenced by societal norms, personal values, and compromises made to accommodate external constraints. Career decisions are shaped by both external and internal factors.



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Impact on Career Connected Learning	C2L-PHL programs can utilize Holland’s RIASEC model to help youth explore and identify career paths that align with their personality types. By incorporating activities and experiences tailored to each personality type, learners can gain a deeper understanding of their interests and strengths, ultimately guiding their career exploration and decision-making process.	C2L-PHL programs can foster social interactions, mentorship opportunities, and goal-setting activities to enhance learners’ self-efficacy beliefs and career aspirations. By providing supportive environments and exposure to diverse role models, learners can develop confidence in their abilities and aspirations, empowering them to pursue their career goals with determination.	C2L-PHL programs can facilitate self-reflection, exploration of life roles, and exposure to various career options to support learners’ career development. By offering experiential learning opportunities and guidance on navigating career transitions, learners can develop a clearer sense of self-concept and adaptability, enabling them to make informed career decisions and transitions.	C2L-PHL programs can provide hands-on experiences, exposure to diverse career pathways, and opportunities for mentorship and networking to enhance learners’ career readiness. By incorporating real-world experiences and interactions, learners can develop valuable skills, expand their professional networks, and gain insights into the dynamic nature of the workforce, preparing them for successful careers.	C2L-PHL programs can promote self-awareness, critical thinking, and exploration of personal values to support learners’ career decision-making process. By encouraging reflection on societal norms, personal values, and career aspirations, learners can make informed choices that align with their values and aspirations, ultimately leading to greater satisfaction and fulfillment in their careers.
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Tip - When putting each theory into practice in youth workforce programs, providers should be wary of oversimplifying career choices or pigeonholing youth into rigid categories based on the theories. Create an inclusive, flexible, and personalized learning experience that will empower youth to explore diverse career pathways, make informed decisions, and authentically pursue their goals.