

# Krumboltz: The Learning Theory of Career Counseling

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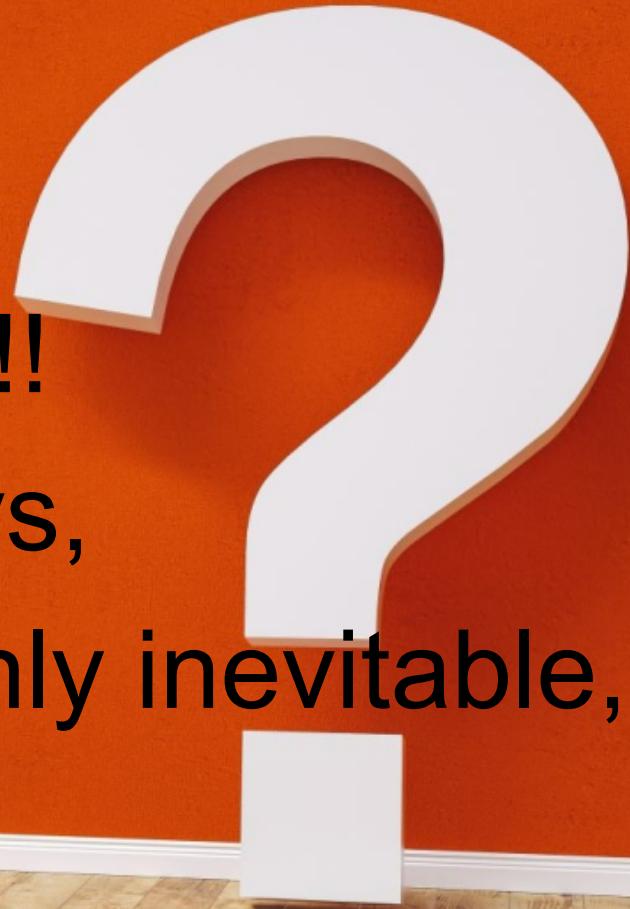
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**So, you're choosing a career.....**

**Of COURSE**  
you're undecided!!

But Krumboltz says,  
"Unplanned events are not only inevitable,  
they are  
**DESIRABLE".**



# **Krumboltz's Learning Theory:** **Four Influential Factors in Career Decision-Making**

## **Genetic Endowment and Special Abilities:**

Sex, race, physical appearance

Intelligence, abilities, and talents



## **Environmental Conditions and Events:**

Cultural and social

Political and economic

Forces beyond our control

# Krumboltz's Learning Theory: Four Influential Factors in Career Decision-Making

## Learning Experiences:

- **Instrumental**
  - Antecedents - Behaviors - Consequences
- **Associative**
  - Neutral stimulus paired with positive/negative stimulus

## Task Approach Skills

# Associative Learning

## (How do you associate the factors?)

Behaviors have consequences  
(consequences can be positive,  
negative, or neutral)



Consequences influence behavior



# Learning Experiences about Ourselves and the World

## Self-observation Generalizations:

- Conclusions about self, including abilities, interests, and values

## Task Approach Skills:

- Cognitive/performance abilities & predisposed emotions
- Cope & interpret environment, predict future events

## Worldview generalizations:

- Conclusions about the world

## Actions:

- Entering a career: Apply for a job, training programs, college, advancement

## Reasons Why People Prefer a Particular Occupation



- They excel at tasks they perceive as similar to those carried out in that occupation.
- They have witnessed a respected role model being rewarded for engaging in activities closely aligned with those carried out by professionals in that field.
- A close friend or family member emphasized the benefits to them; they noticed positive words and images associated with it.

# Learning Theory of Career Counseling (LTCC)

People are exposed to limited ranges of learning experiences.

Self-observation generalizations and task approach skills form from this narrow set of potential opportunities.

Consequences of learning vary greatly for equal performance

Confusion and indecision exhibited by clients are a natural consequence of their learning experiences

Person's existing skills and interests, blocking beliefs, contradictory values, poor work habits, and inhibited personality patterns are the starting point for new learning experiences



# Career counselors help clients...

See themselves  
and the world more  
accurately

Address issues  
between career and  
other roles

Improve coping  
with changing work  
tasks

Learn new skills  
and interests

Create new  
learning  
experiences

Normalize  
indecision

# Interventions

Goal clarification

Cognitive restructuring

Cognitive rehearsal

Narrative analysis

Role playing

Desensitization

Paradoxical intention

Humor

Assessments (CBI)

Beliefs about the self

Decision-making skills

Task approach skills

Study materials

Simulations

Job clubs

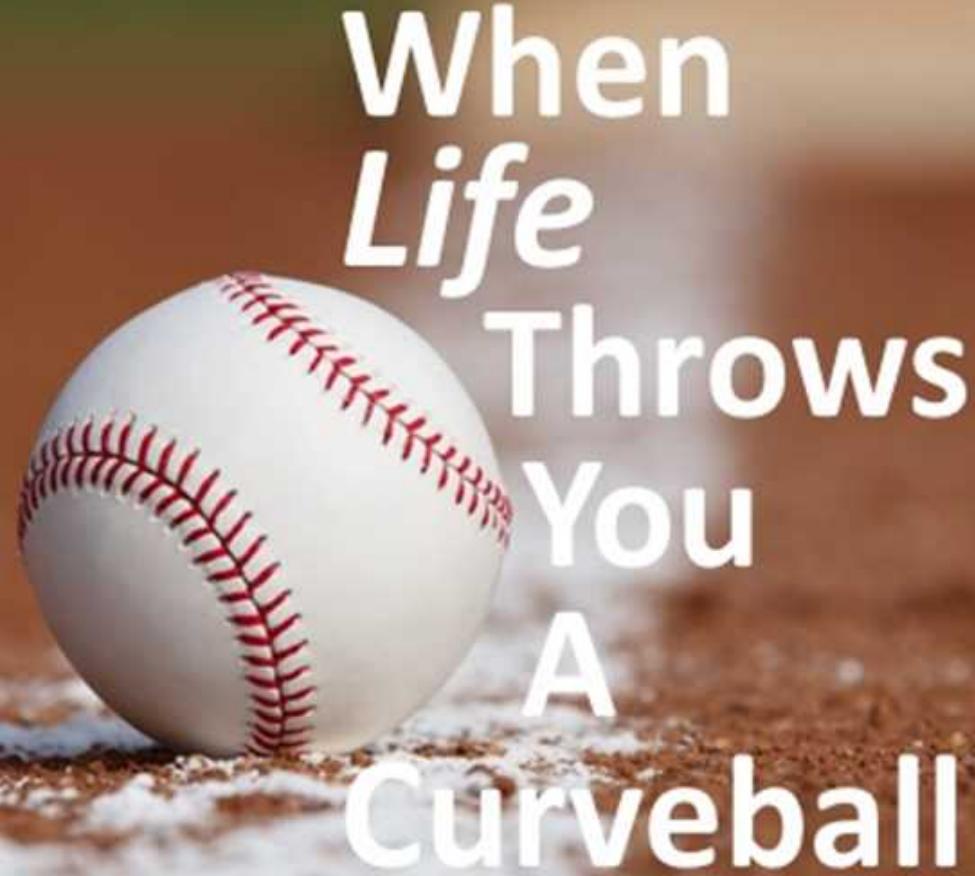
Job shadowing

Mentors

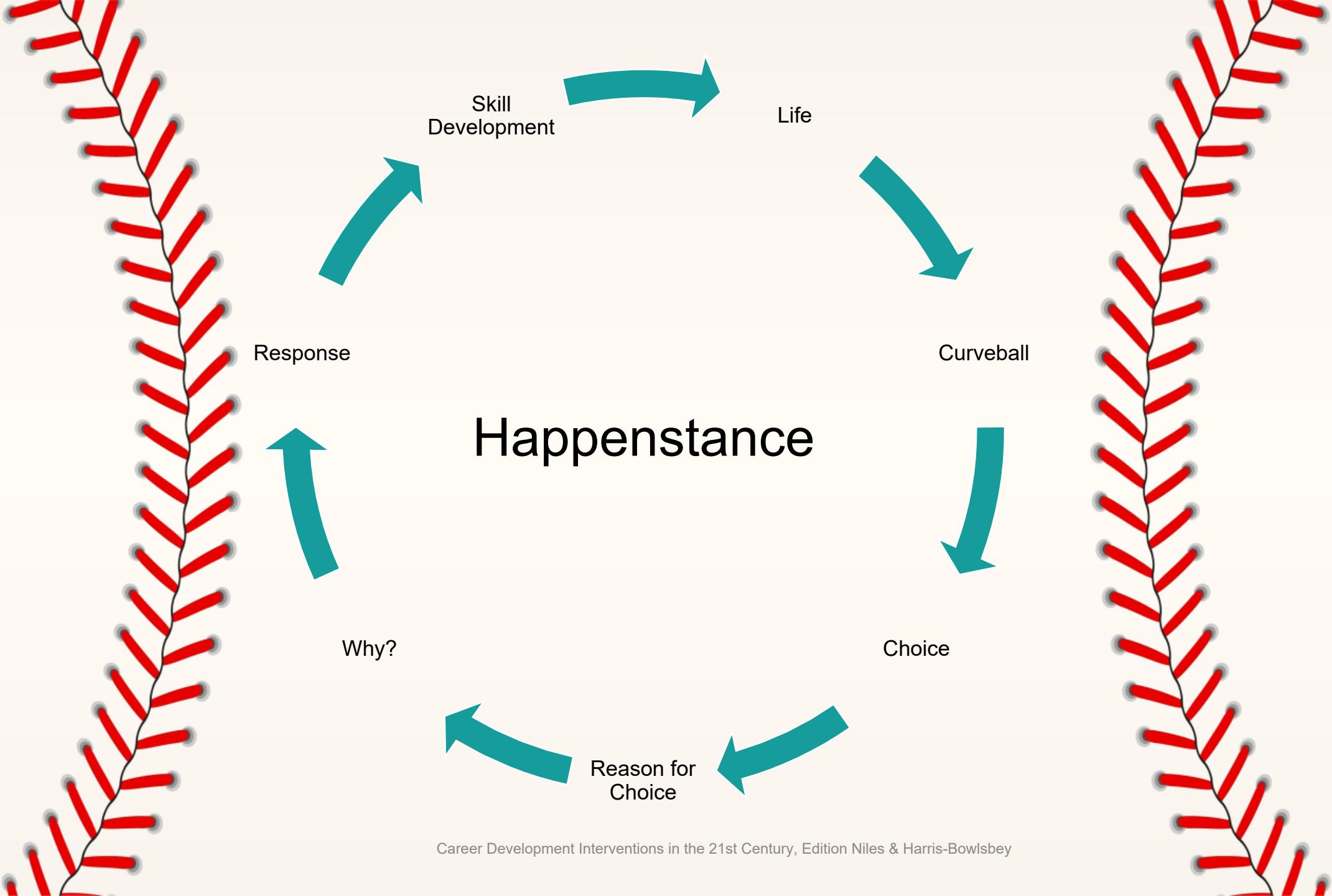
Internships

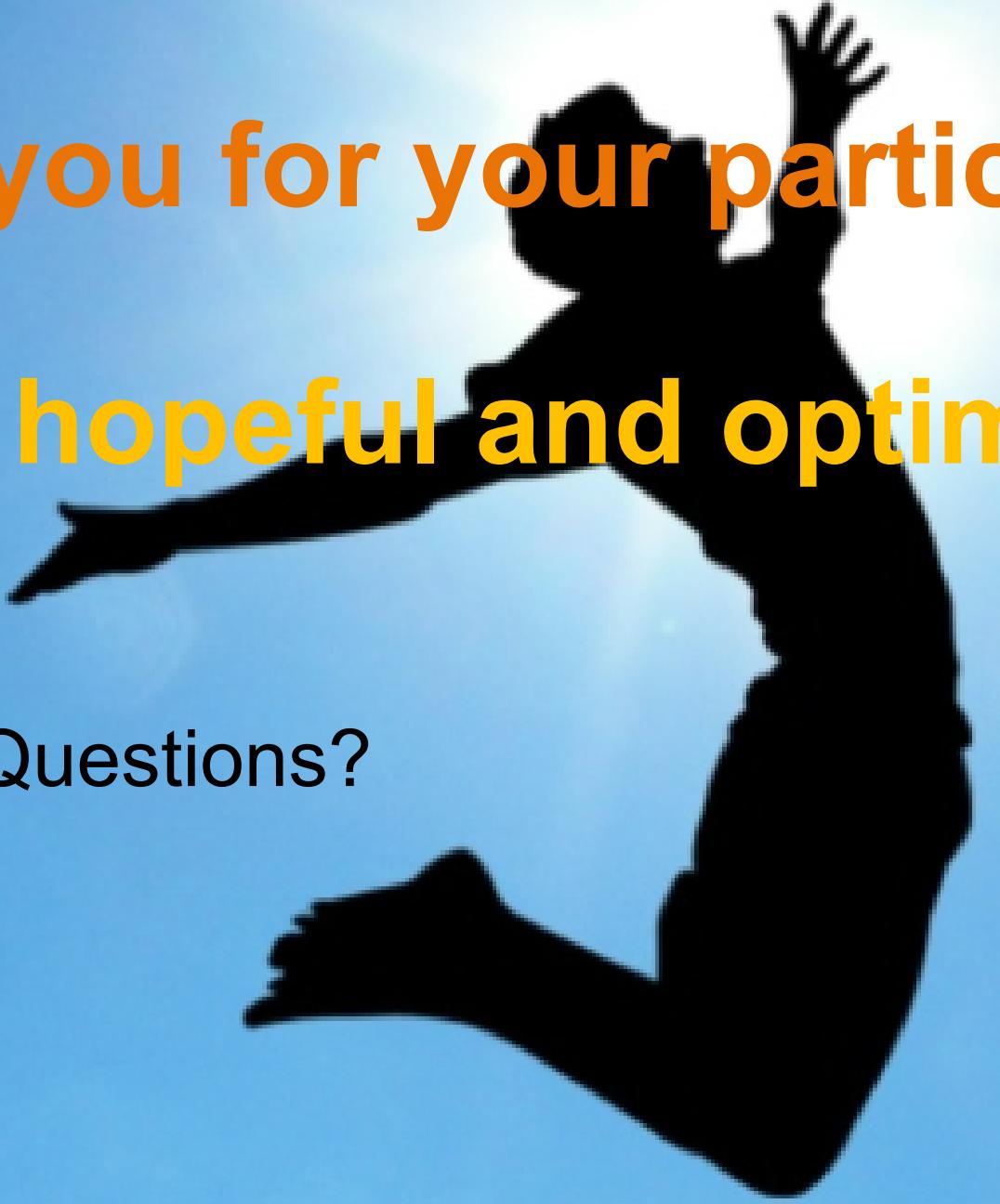
Worksite observations

Volunteering



- ▶ Chance and uncertainty happen
- ▶ Indecision is okay
- ▶ Manage uncertainty through curiosity, persistence, flexibility, optimism, and risk taking
- ▶ Be proactive and open to new experiences
- ▶ Incongruence leads to learning



A black silhouette of a person is jumping in the air against a blue sky with white clouds. The person's arms are raised, and their legs are bent. The background is a gradient from light blue at the top to a darker blue at the bottom.

**Thank you for your participation!**

**Stay hopeful and optimistic!**

Any Questions?