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This book explores career development theories and shows how to apply them in a counseling setting. The first three parts of the book cover three major theoretical areas. The four chapters of part one include discussions of trait and factor theory, work adjustment theory, Holland's theory of types, and Myers-Briggs type theory. Part two contains five chapters that cover life-span theory ...

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Applying Career Development Theory. As such, career practitioners need to be aware of each theory's strengths, limitations, and biases. For instance, most theories are limited in that minorities, women, and socio-economic diversity are underrepresented in the research (most studies are based on middle class white males).

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Overview of Career Development Theories Career Development is a "continuous lifelong process of developmental experiences that focuses on seeking, obtaining and processing information about self, occupational and educational alternatives, life styles and role options" (Hansen, 1976). Put another way, career development is the process through which people come to understand them

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