

**Krumboltz:
The Learning Theory
of Career Counseling**

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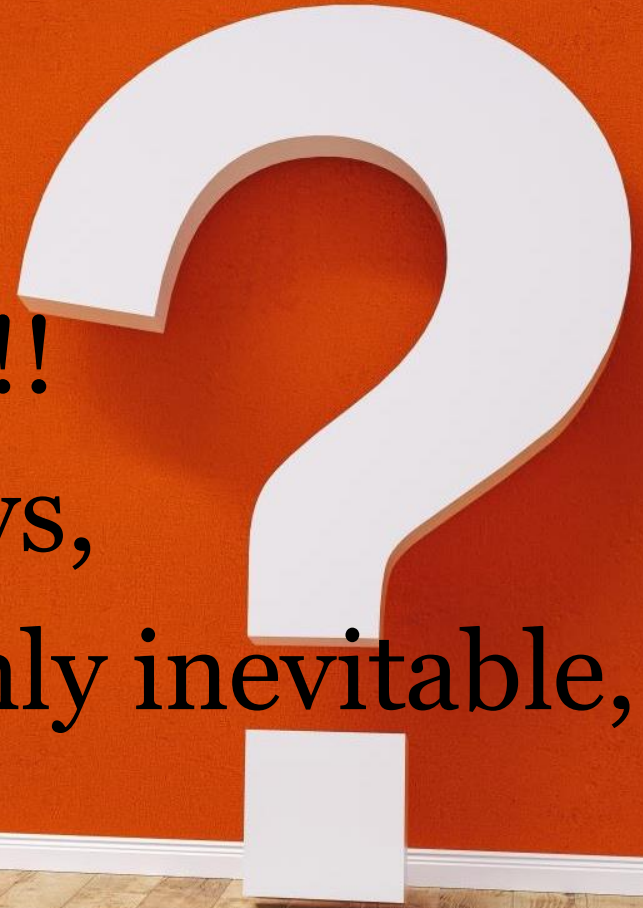
So, you're choosing a career.....

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



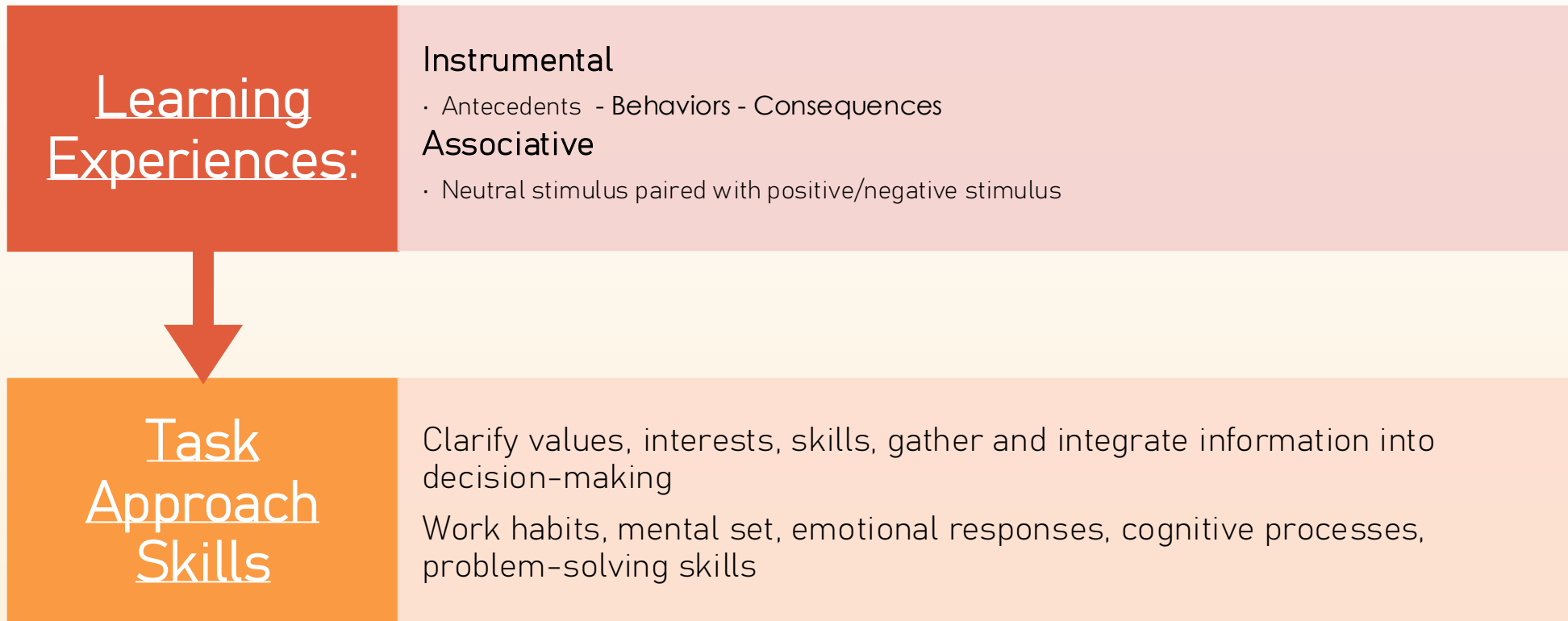
Environmental Conditions and Events:

Cultural and social

Political and
economic

Forces beyond our
control

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



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

Worldview generalizations:

- Conclusions about the world

Task Approach Skills:

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

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

Planned Happenstance

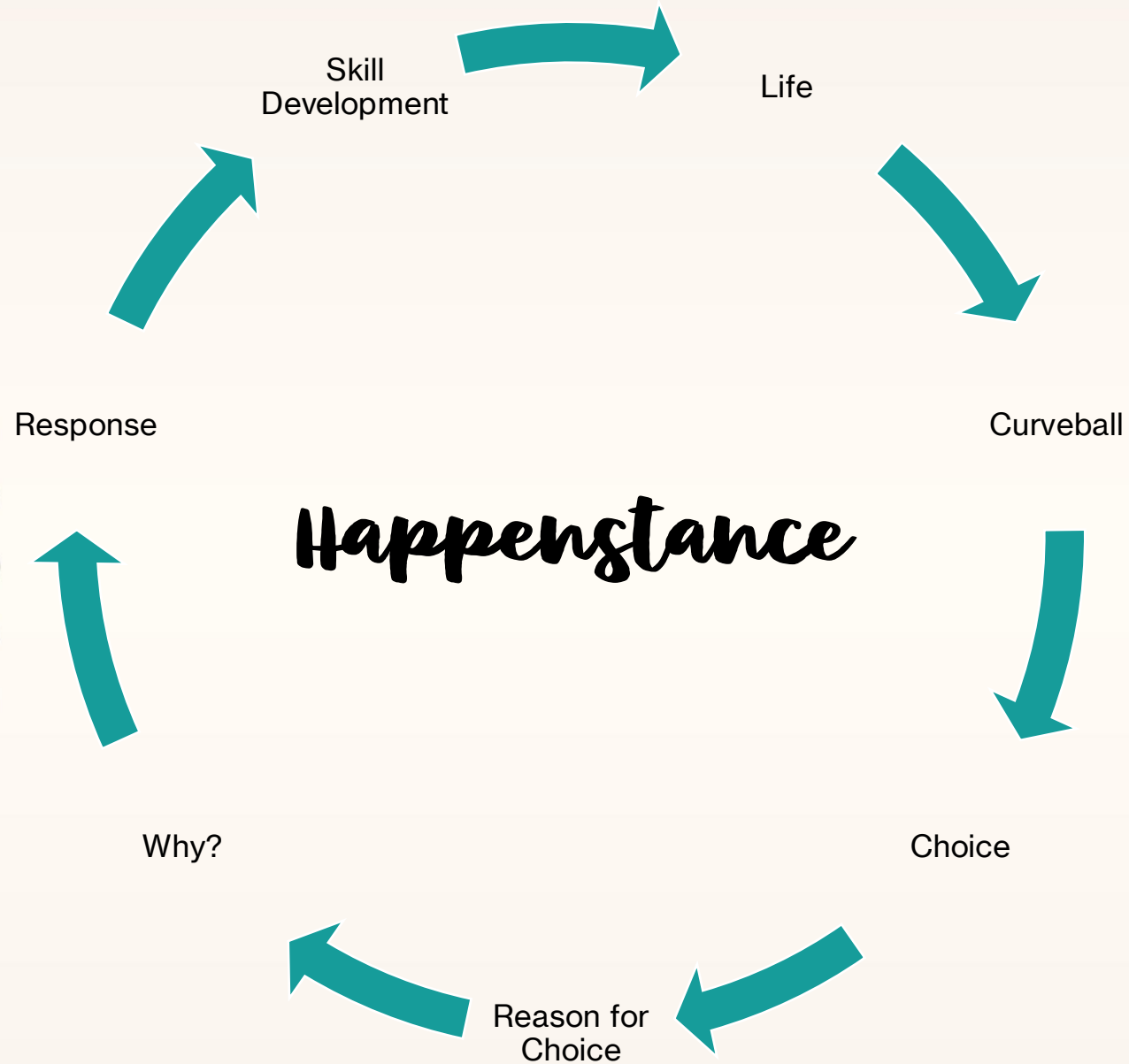
(Mitchell, Levin, & Krumboltz)

A photograph of a white baseball with red stitching resting on a brown dirt field. The text "When Life Throws You A Curveball" is overlaid in white, with "Life" in italics.

When
Life
Throws
You
A
Curveball

- 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

Happenstance



A silhouette of a person jumping or falling against a bright blue sky with scattered white clouds. The person's arms are outstretched, and their legs are bent, suggesting a dynamic pose. The sun is visible in the upper right, creating a lens flare effect.

Thank you for your participation!

Stay hopeful and optimistic!

Any Questions?