

# Career Theorist: Gottfredson

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# Theory



- ▶ Discusses how childhood experiences impact career development and career choice
- ▶ Presents a developmental AND sociological view of career development
- ▶ Focuses on career development process through a "sociological lens"

# Tenets of the Theory

As children are growing, they are making observations and asking the question of "Where do I fit in?"

It introduces a vocational self-concept or vocational identity

# Pulling from the Theory

## Circumscription

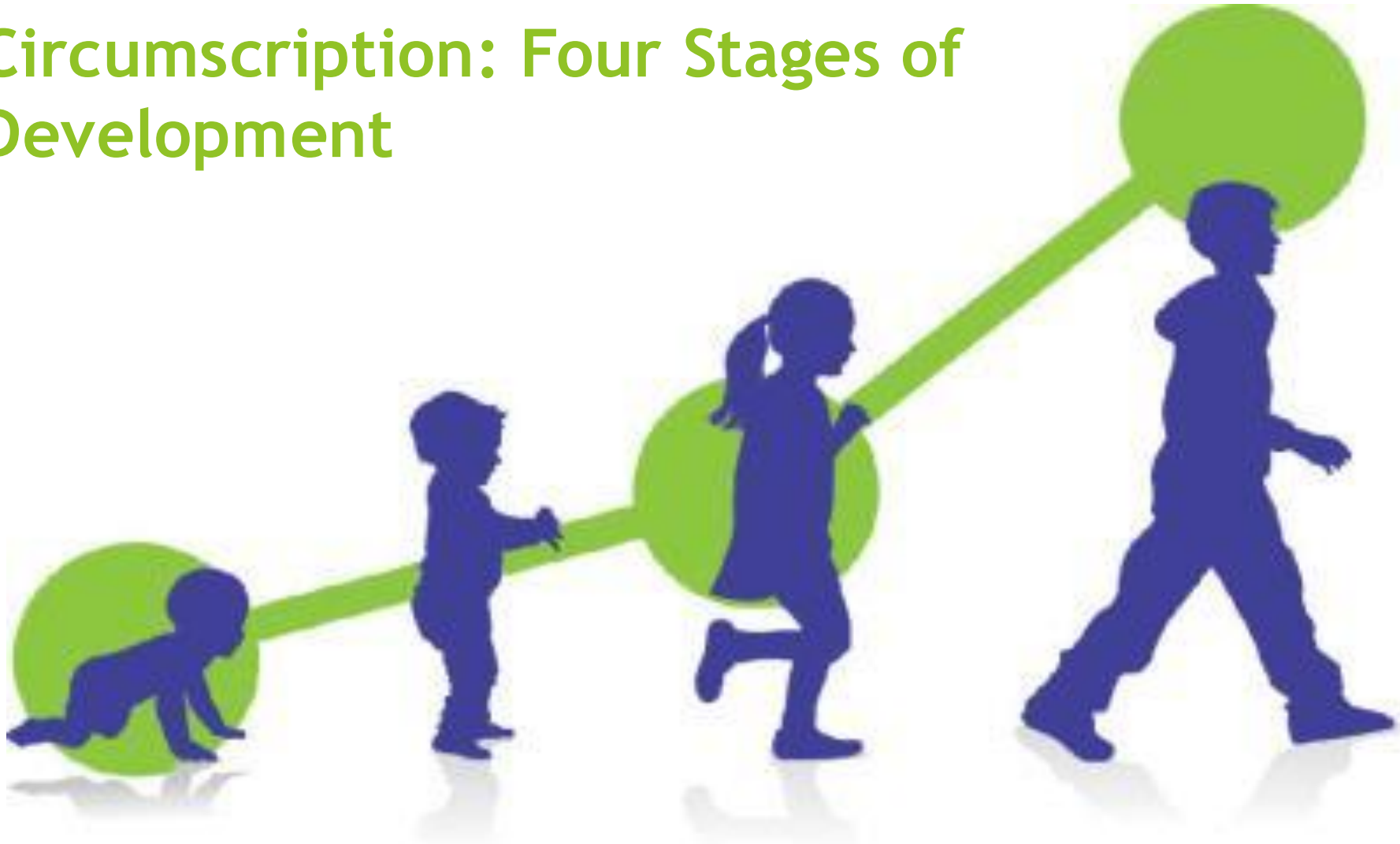
- ▶ The process of rejecting offensive or undesirable occupational choices based on gender and social class

## Compromise

- ▶ The process of altering career choices due to restrictive factors or influences



# Circumscription: Four Stages of Development



# Stage 1

Orientation to size and power  
(Ages 3-5)





## Stage 2

Orientation to sex roles  
(Ages 6-8)

# Stage 3

Orientation to social valuation  
(Ages 9-13)



# Stage 4

Orientation to the internal,  
unique self (Ages 14+)

# Theory Outcomes

Brings awareness & calls action to:

The roles that schools play in the lives of kids who are "blocked in"

How biases affect the career

Foundations for why representation matters

How to reduce circumscription by expanding associations

# Importance of the Theory

## What makes her theory unique and important?

- ▶ Brings awareness to the impact social learning has on career development
  - Addresses social class and wealth
- ▶ Advocates and illustrates the importance of representation
- ▶ Calls for implicit stereotypes to be challenged
- ▶ Encourages proactive measures

# References

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