TOWARD CAREER SALVATION'S MODEL, A PRIMARY STUDY: 
CASE STUDY

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Abstract
This article discussed career salvation that is a new concept in career counseling. It was created by combine three concepts include career maturity, vocational identity and Covington's' model of need achievement. The article investigates career salvation via a client. Actually career salvation is a new concept and validity of this concept must be examined in future researches.

Keywords: Career Maturity, Vocational Identity, Model Of Need Achievement

Introduction

In career construction theory (Savickas, 2005), students should approach career choice tasks with concern for their futures, a sense of personal control over their careers, the curiosity to experiment with possible selves and explore social opportunities, and the confidence to engage in designing their occupational futures and executing plans to make them real.

Career concern essentially means a future orientation, a sense that it is important to prepare for tomorrow. It disposes individuals to become aware of vocational development
tasks and occupational transitions to be faced and choices to be made in the near and distant future. Different models of vocational development have referred to concern as planfulness, anticipation, awareness, involvement, and orientation. A lack of concern is called career indifference and it reflects planlessness and pessimism about the future (Savickas, 2000).

Career control means that an individual feels a responsibility for constructing a career through decisive, assertive, and conscientious actions. Rather than relying on chance or luck, it means choosing by taking a disciplined, deliberate, goal-oriented, and organized approach in performing vocational development tasks. A lack of career control may be called indecisiveness and enacted as confusion, procrastination or perfectionism (Savickas, 2000).

Career curiosity refers to initiative in learning about the world of work that leads to information-seeking behaviors. It includes openness to new experiences, inquisitive exploration, and reflection about the fit between self and the work world. A lack of curiosity is called career unrealism and may be seen as naïveté about the work world and inaccurate images of the self (Savickas, 2011).

Career confidence denotes the anticipation of success in solving the complex problems involved in career decision making and occupational choice. It includes the sense of self-efficacy that one can successfully execute the behaviors needs to cope with challenges and overcome obstacles in making and implementing choices. Individuals need confidence to act on their interests and aspirations. Lack of confidence is called career inhibition (Savickas, 2000).

For measurement of career maturity used from CMI that give a profile of five scores provides a good view of an individual’s attitudes toward career decision making and readiness to make occupational choices. Based on the scores, counselors or career educators may design interventions that fit the specific needs of different clients and students (Porfeli et al., 2011).
According to findings of Savickas and Porfeli (2011) career maturity is related to statuses of vocational identity. The vocational identity (Porfeli et al., 2011) is composed of three dimensions indicated by six subscales assessing vocational processes known to be indicative of progress toward an identity (Crocetti et al., 2008; Luyckx, Goosens, Soenens, Beyers, & Vansteenkiste, 2005).

The career commitment dimension is indicated by the career commitment making and career commitment identification subscales. Making commitments means a sense of certainty about a choice that has been made while identification means investing one’s self into that choice. The career exploration dimension is indicated by the in-depth and in-breadth career exploration subscales. In-breadth exploration involves activities that lead to crystallizing preferences for occupational fields and ability levels while in-depth exploration involves activities that lead to specifying an occupational choice. (Savickas, & Porfeli, 2011)

The career reconsideration dimension is indicated by the commitment flexibility and commitment self-doubt subscales. Commitment flexibility means sensitivity and openness to changes in occupation interests and jobs while commitment self-doubt means feeling anxious and uncertainty regard career planning (Savickas, & Porfeli, 2011).

Marcia’s foundational work that articulated four statuses produced by different combinations of exploration and commitment. The statuses are achieved (commitment based on exploration), foreclosed (commitment without exploration), moratorium (exploration without commitment), and diffused (little exploration or commitment). The VISA scores provide differentiation of exploration (in-depth versus in-breadth) and commitment (making and identifying). Using these differentiations uncovers a fifth status that has been repeatedly found in identity status research. The fifth status is typically labeled “searching moratorium,” yet it could just as easily be labeled “tentative commitment” because it falls between the achieved and moratorium statuses (Savickas, & Porfeli, 2011).
While there are differences among the statuses in the two exploration dimensions, there is substantial difference in the commitment dimensions. A continuum begins with the achieved status having high commitment making and low flexibility. Next comes the searching status with high commitment and very high flexibility. Finally comes the moratorium status with low commitment making and medium flexibility. The foreclosed status is characterized by low in-breath exploration, while the diffused status is characterized by low exploration and commitment. About 20% of individuals cannot be classified into one of these five statuses by VISA scores; they are called undifferentiated.

It is seems that this two model is related to Covington's model of need achievement. The two-dimension of this model has been considered from a self-worth motivation perspective which focused on individuals' need to protect their self-worth. According to the self-worth theory of motivation, the need to protect self-worth arises primarily from a fear of failure and the implications this failure may have for one's private and public sense of ability and subsequent self-worth. Individuals who see failure as reflecting poorly on their ability are inclined to self-protect because ability is typically equated with self-worth. According to Covington and Omelich (1979) people divided to four groups: failure avoider, overstriver, failure accepter and optimist.

With combined the three concepts we can have a new model as career salvation. Of course in this research added to Covington's model two new groups. Actually people with forced identity divided to two groups. The first one are persons are satisfied from their position and have no oriented to success and the second one are persons how are not satisfied from their position and have orientation to success. You can see it in figure.

For examined this concept investigated this concepts via a case that his name was Aria. Measurement of these concepts was conducted via interview with Aria. According to
the Arias' comments he is failure avoidance in Covington's' model, and rarely have any clear identity and he is located in moratorium identity and he have no career maturity.

You can see Arias' profile in figure 2

Figure: The model of career salvation
Discussion

According to the researches can be asserted that vocational identity and career maturity are related together and a person how has career maturity have a adaptive and adaptable vocational identity style. As be predicted that according to case study results can be concluded that need achievement model also related to both vocational identity and both career maturity. With attention to the figure 1 can be claimed that a person how is diffused must be have no career maturity and be failure accepter because he/she has no concern about any things and isn't success oriented. It is true that he/she can't receive to career maturity or a good vocational style because in action don't performing any effort.

If a person be moratorium can't have career maturity because he/she have no clear plan for follow her/his life. He/she fear from failure thus don’t perform action for achieve reality or cognition of himself/herself and her/his life style. Some people are success oriented and fears from failure. These are overstriver and have low exploration in their life and high commitment because of fear from failure. They are tentative commitment.

The person how are success oriented and have no fear from failure are optimistic/they can exploration enough and because of select the more suitable choice have commitment to perform and follow it. They received to achieved identity style that is both adaptive and both adaptable. They have career maturity.

Some people are not much success oriented and not much failure avoidance. These are usually when received to first good choice select it but always the first choice is not better choice thus because of soon fall their selections their vocational identity be force closed. They have career maturity because it is closed but it is liar because it isn't true. They are F in Covington's' model. Some people have no failure avoidance but are not as well as diffused styles unwilling to success. They are unsatisfied identity style and their career is being mature. The present study has done based on subjective id end need to more investigations.
Reference


