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## THEORIES OF THE PROFESSIONAL AND CAREER DEVELOPMENT<sup>16</sup>

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***Abstract:** This scientific material explores the variety of theories, exploring the PCD. The structural theories of professional and career development, which focus on the individual characteristics of the person and its professional responsibilities. This category includes theories developed by Frank Parson, John Holland, as well as socioeconomic theories. The second category of theories refers to individual human development. Theories about professional and career development are oriented towards the biological, psychological, sociological and cultural aspects of the choice of the career by the individual. Among them are the interrelationships between the stages of development ( childhood, adolescence, maturity) and the professional dynamics of man.*

***Keywords:** Theories of Professional and Career Development, Personal Development, Leadership, Social Development, Social Roles.*

### INTRODUCTION

Historically, several groups of theories are divided, exploring the process of professional and career development, which can be distinguished according to the factors influencing the choice of profession. They contribute to reaching a higher level of professional purpose, to developing skills for the retrieval and aggregation of information based on individual professional needs and experience.

### EXPOSITION

#### Structural theories

They focus on the individual characteristics of the person and its professional responsibilities. This category includes theories developed by Frank Parson, John Holland, as well as socioeconomic theories.

A theory of characteristic personality traits and factors, developed by Frank Parson, starts with the idea of the most optimal grouping of people according to professional activities.

The theory is based on three assumptions:

- a certain type of professional activity is most suitable for each person due to specific mental characteristics;
- people in different professions have different mental characteristics;
- professional validation varies according to the degree of conformity between the characteristics of the pursuer and the requirements of the profession.

Career guidance professionals should assist clients in recognising their strengths and weaknesses in the process of seeking job vacancies in the labour market and ultimately in implementing a rational strategy for making the right decisions.

According to this theory, successful career choices bring together three main factors: deep knowledge of one's own personality – abilities, interests, desires, ambitions, opportunities, resources, boundaries of personality traits; accurate knowledge of the environment, i.e. good awareness of the labour market with its requirements and trends, validation requirements and

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criteria, advantages and disadvantages, development opportunities and chances for income in different fields of activities (factors); interactions between these two mentioned areas." <sup>17</sup>

Four types of difficulties may arise when choosing a profession:

1. Clients shall not be able to make a decision /"no decision"/.
2. Have chosen a specific profession, but nevertheless doubt their decisions /"uncertain choice"/.
3. There shall be inconsistencies between the abilities and interests of the clients and the professional requirements of the profession concerned /"thoughtless decision"/
4. There shall be a differentiation between the interests and the client's stakes.

The theory of career choice belongs to John Holland. It looks at the factors that influence the choice of profession. "John Holland contributed to the understanding of career indecision. His theory has the potential to serve as a theoretical framework for making instruments to measure career indecision.

„For problems with career choices is the receipt of low balls on all scales of the model, which means that the interests of the individual have not crystallized to the extent that he can engage with a single con-secret career area. Conversely, if a person has high scores on all the rocks, they will probably be interested in so many things that a career decision will again be difficult.” (Karabelyova, S., D. Doreva, 2011)

Holland differentiates 6 types of personalities, according to their methods of action in society, reflecting their main orientation: realist, research, artistic, social, enterprising and conventional. According to him, people strive for such an environment that suits their personality and enables them to express their interests, attitudes and abilities to the fullest. (Gyoshev, B., L. Borisova, 2015).

The artistic type of personalities is creative, open, inventive, original, insightful, sensitive, independent and emotional. They rebel against "structure and rules", but enjoy tasks involving people or physical skills. They tend to be more emotional.

Social types of personalities prefer to work with people who need support. They tend to have close or friendly relationships with people with whom they work and avoid physical or intellectual activity.

Enterprising types of personalities prefer data work. They tend to be good speakers and use this skill to convince others of their right. They value reputation, power, money and status highly.

The conventional type of personalities prefers to work with data, rules and regulations and emphasize self-control ... like structure and order and do not like unstructured interpersonal relationships and workflow. They also value reputation, power or status. <sup>18</sup>

Realistic personality types tend to be stubborn and competitive and get carried away by activities requiring motor coordination, skill and strength. They approach problem solving through movement, doing certain things. They also prefer specific approaches to problem solving rather than abstract theory. Their interests are focused on scientific or mechanical, not cultural and aesthetic areas.

The research type of personalities prefers to work with data. They prefer to think and observe rather than act, organize and understand information rather than persuade. They prefer individual oriented activities.

### **Development theories**

Theories about professional and career development are oriented towards the biological, psychological, sociological and cultural aspects of the choice of the career by the individual. Among them are explored the relationship between the stages of development (childhood, adolescence, maturity) and the professional dynamics of man.

"The Rainbow of Life: A Career" / is a lifelong development theory proposed by Donald Supper in the 1980s. She developed the idea that professional and career development is a

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<sup>17</sup> Confederation of Employers and Industrialists in Bulgaria. Career development. Concepts, Research, Trends and Forecasts., Studios, p. 1. 26, 2015.

<sup>18</sup> <https://www.roguecc.edu/counseling/hollandcodes/about.asp>

continuous process that starts in childhood and ends at the time of death. According to the A.D.A., career development is a lifelong continuous process.

Professional vision is developed through physical and mental growth, observations over work, identification with working adults, general environment and general experiences. Individuals apply their career concepts as a means of self-expression. The process of development of the I-concept is multidimensional. Internal and external situational conditions are major determinants of self-assessment and development. Stages of personality development and priority activities:

Growth stage (from birth to 15). Development of personal capacity, attitudes, interests and self-assessment needs.

Research stage (15-24). Professional and career preferences and choices are narrowed but not finalized.

Establishment stage (25-44). Gaining experience and stabilization through professional activities.

Maintenance stage (45-64). Continuous process of regulation and improvement of the working position and situation.

Withdrawal. (65+). Pre-retirement considerations, reduced professional activity and possible retirement.<sup>19</sup>

H.B. Gelat developed a theory called "positive uncertainty." According to him, we always decide based on the current, not the constant. We can never be sure of what is to come, and this is what enables the expression of the creative, innovative and non-standard in man. His theory brings out a paradoxical approach to a career decision (the moment when the individual knows nothing about the consequences of his decisions). This is a method that combines objective (intellectual techniques) and subjective (imagination-related techniques) into conventional knowledge of future planning and creative decision-making.

According to him, the unknown should not scare us, but stimulate our creativity, flexibility and imagination. He argues that "positive uncertainty" can help a person better manage their life. It is based on two assumptions: 1. the future cannot be predicted; 2. People are naturally not reasonable in their choices.

### **Cognitive theories**

They explore the ways in which an individual process, integrates and responds to information, methods that respond to cognitive structures. The authors Peterson, Simpson and Reardon developed the model that shows that at the moment an individual has to decide regarding their career, a certain process of analyzing and making decisions based on the elements of the information flow takes place.

Five stages have been brought up in the decision-making process: Communication- the person realizes that there is a problem; Analysis – all aspects of the related information are analyzed; Synthesis- the individual offers possible solutions and chooses those that are realistic; Assessment – analysis of the benefits and harms of the decision taken; Implementation – action is taken in accordance with the drawn alternatives.

### **Humanistic and holistic theories**

Humanistic theories are based on the idea that a single person can construct his behaviour and life experience. He is a thinking being who experiences, decides, and freely chooses among the possibilities provided his actions and is responsible for them.

A holistic approach is one in which a person is seen as a holistic, homogeneous person composed of a physical, mental and emotional level. According to this approach, each person should be studied, as a single, unique and organized whole, as a set of differentiated parts. What happens in one of the parts affects the whole organism. Abraham Maslow is one of the brightest representatives of this approach.

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<sup>19</sup> Donald Super's LIFE-SPAN, LIFE-SPACE APPROACH" (PDF). Grinnell College.

## CONCLUSION

"With regard to the skills that employees will be looking for in the future, it is very likely that the following skills will prove to be of particular importance: cognitive skills, process skills, complex problem-solving skills, resource management skills, social and system skills:

Cognitive skills, such as cognitive flexibility and creativity. This means the ability to generate or use a different set of rules to combine or group things in different ways and to come up with unusual or clever ideas on a topic or situation, or to develop creative ways to solve problems.

Process skills such as critical thinking in the use of logic and reasoning: in identifying strengths and weaknesses of alternative solutions, conclusions or approaches to problems.

Skills for solving complex problems – developing the necessary capacity to solve new, poorly defined problems in complexes, real situations.

Resource management skills such as managing people to motivate, develop and target people as they work and identify the most suitable people for a job.

Systematic skills, such as judgment and decision-making, which means considering the relative costs and benefits of potential actions in order to choose the most appropriate."<sup>20</sup>

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