

Chapter 5

Post–Modern Paradigm in School Career Counseling: Theoretical Background, Approaches, Models

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ABSTRACT

In career counseling, the 20th century was dominated by traditional and modern theories; and the 21st century by postmodern theories. The new paradigm suggests that school practices should focus more on quantitative and qualitative techniques. In career interviews based on new techniques and models, the relationships between the themes in the stories of the clients are reconstructed, leading to improvements in the structure of life and facilitating decision-making in the current situation.

DOI: 10.4018/979-8-3693-4119-3.ch005

Constructivist approaches, which continue to develop both in terms of literature and practice, are relatively new. In fact, it can be said that it is much newer in terms of both literature and practice in Turkey. In order to contribute to the literature and draw attention to post-modern approaches, this study, which was conducted as literature research, examined the constructivist approach, post-modern model suggestions, chaos theory, and multicultural career counseling approaches within the scope of post-modern approaches in career counseling.

INTRODUCTION

When the literature on career development is analysed in terms of both theory and practice, it can be said that there has been a significant change from the 20th century to the 21st century. This change process has taken place as a transition from traditional approaches based on individual-job matching to modern approaches that give importance to the process, and from there to postmodern approaches that focus on culture, cognition and personal story. Career development is a process that is not limited to the professional life of the individual, but includes decisions that affect his/her whole life. Yeşilyaprak (2012) described the concept of career as a fixed and static situation until the 1970s, and stated that after the 1970s, with the changes brought by the 21st century, constructivist approaches that take into account the needs of different business worlds and individuals are effective. It is seen that this change process has evolved from consultancy processes such as matching the person with the job, providing vocational information, working with young adult age group, providing support in the process of career selection, taking the needs of the local labour market as a basis and career planning; to a structuring process that prioritises the individual and his/her environment, takes into account professional development tasks, is based on helping all age groups, makes career planning in all periods of life, creates a career story and covers all life periods of the individual. Sharf (2006) summarises this process as a transition from the silent acceptance that only organisations or employers can direct individuals' careers to the understanding that individuals can have the competence to manage and structure their own careers. Career structuring interviews, which focus on the life themes of the clients and aim to restructure and make sense of their identities in order to contribute to their life structures, are the basic application technique of the post-modern approach. Parsons' (1909) work published under the title Career Choice, which inspired all subsequent approaches, still contributes to the literature and professional practices. The paradigm shift in theoretical and conceptual terms has also been effective in

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