



FACULTY	HEALTH SCIENCES AND VETERINARY MEDICINE		
SCHOOL	SCHOOL OF ALLIED HEALTH SCIENCES		
DEPARTMENT	PSYCHOLOGY AND SOCIAL WORK		
SUBJECT	CAREER PSYCHOLOGY		
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DURATION	3 HOURS	MARKS	100

First Opportunity Examination Question Paper

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This question paper consists of 5 pages including this front page.

Instructions

- 1. You must answer all the questions**
- 2. Number your questions correctly**
- 3. Write neatly and legibly**
- 4. Please be reminded that cheating in the examination will result in a failing Grade**
- 5. This examination consists out of FOUR (4) sections.**

ANSWER ALL THE QUESTIONS

Multiple Choice Questions

- 1.1 What is the definition of a career? (2)
- a) A short-term job role
 - b) A one-time employment position
 - c) An evolving sequence of employment-related experiences over time
 - d) A contract with a single organization
- 1.2 What is a key characteristic of a boundary-less career? (2)
- a) The individual remains within a single organization
 - b) The individual moves between different organizations if they have transferable knowledge, skills, and abilities
 - c) It emphasizes stability and job security
 - d) Success is defined by salary and position
- 1.3 In Work Adjustment Theory (WAT), what is the term used for factors in the environment that meet individual needs? (2)
- a) Reinforcers
 - b) Capacities
 - c) Goals
 - d) Expectations
- 1.4 Which of the following describes Extraversion? (2)
- a) Focus on internal concepts and ideas
 - b) Perceptual mode mediated by unconscious
 - c) Focus on external environment, people, and things
 - d) Rejection of objective data
- 1.5 Which attitude involves focusing psychic energy on subjective factors within oneself? (2)
- a) Extraversion
 - b) Sensing
 - c) Thinking
 - d) Introversion

1.6 According to John Holland's career choice theory, career choice is an expression of which of the following? (2)

- a) Environment
- b) Personality
- c) Interest questionnaires
- d) Career stereotypes

1.7 What does "congruence" refer to in Holland's secondary assumptions? (2)

- a) Degree of correspondence between personality and environment
- b) The clarity of an individual's goals and interests
- c) The extent to which different environments have similarities
- d) The degree of consistency within a person's vocational profile

1.8 What is central to Super's career development process? (2)

- a) Career interests
- b) Self-concept
- c) Work-life balance
- d) Career maturity

1.9 In Super's career model, the developmental life stages span from ages: (2)

- a) 5 to 80 years
- b) 10 to 65 years
- c) 4 to 75 years
- d) 14 to 65 years

1.10 The Systems Theory Framework considers career development to be: (2)

- a) A static process
- b) A linear sequence of stages
- c) A complex interplay of influences
- d) Solely dependent on individual choice

True or False Questions

2.1 In a traditional career, success is typically measured by salary and position within the organization. (2)

2.2 A composite career involves holding only one form of employment throughout a person's career. (2)

- 2.3 In Work Adjustment Theory (WAT), needs are only biological and do not include psychological aspects. (2)
- 2.4 The Circumscription and Compromise Theory emphasizes the idea that career choice is a process of eliminating certain work options. (2)
- 2.5 Intuition is based on perception through the senses and concrete experience. (2)
- 2.6 Psychological Type theory suggests that individuals have varying combinations of psychological processes that shape their orientation to life. (2)
- 2.7 The Self-Directed Search (SDS) is a self-administered test to find the occupations that best suit interests and abilities (2)
- 2.8 According to Holland, people with similar personality types are attracted to the same careers. (2)
- 2.9 Super's Life Career Rainbow includes life roles such as student, worker, and citizen. (2)
- 2.10 System Theory Framework views the individual as a system in its own right and not part of a subsystem of broader contextual systems. (2)

Short Form Questions

- 3.1 Explain the key feature of a protean career. (2)
- 3.2 Identify two factors that give meaning to work. (2)
- 3.3 Name THREE (3) factors that influence career development according to Krumboltz's Social Learning Theory (SLT)? (3)
- 3.4 List the two (2) attitudes and four (4) functions as per Jungian psychology (6)

3.5 What does the term "congruence" mean in the context of Holland's theory? (4)

3.6 Describe the two core dimensions of the Life Career Rainbow according to the Systems Theory. (6)

Long Form Questions

4.1 Provide a geometric representation of Holland's personality and environment types (8)

4.2 What are the five life stages (include the age ranges) in Super's Life Career Rainbow? (10)

4.3 Explain the advantages of using the Systems Theory Framework in career development theory and practice. (10)

4.4 Explain the stages of career development in adolescence. How do these stages prepare individuals for the workforce? (9)

TOTAL: (100)