

Core Concepts of a Cognitive Information Processing Approach to Career Development

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Goals

Defining Terms

Nature of Career Problems

Conceptual Framework

Self-knowledge

Occupational Knowledge

Decision-Making Skills

Executive Processing Domain

CASVE Cycle



Definitions

Problem – a gap between the existing and the ideal

Problem solving – choosing how to remove the gap

Decision making – transform the choice into action



Nature of Career Problems

- Complex and ambiguous cues
- Interdependent courses of action
- Uncertainty of the outcome
- Solutions present new problems



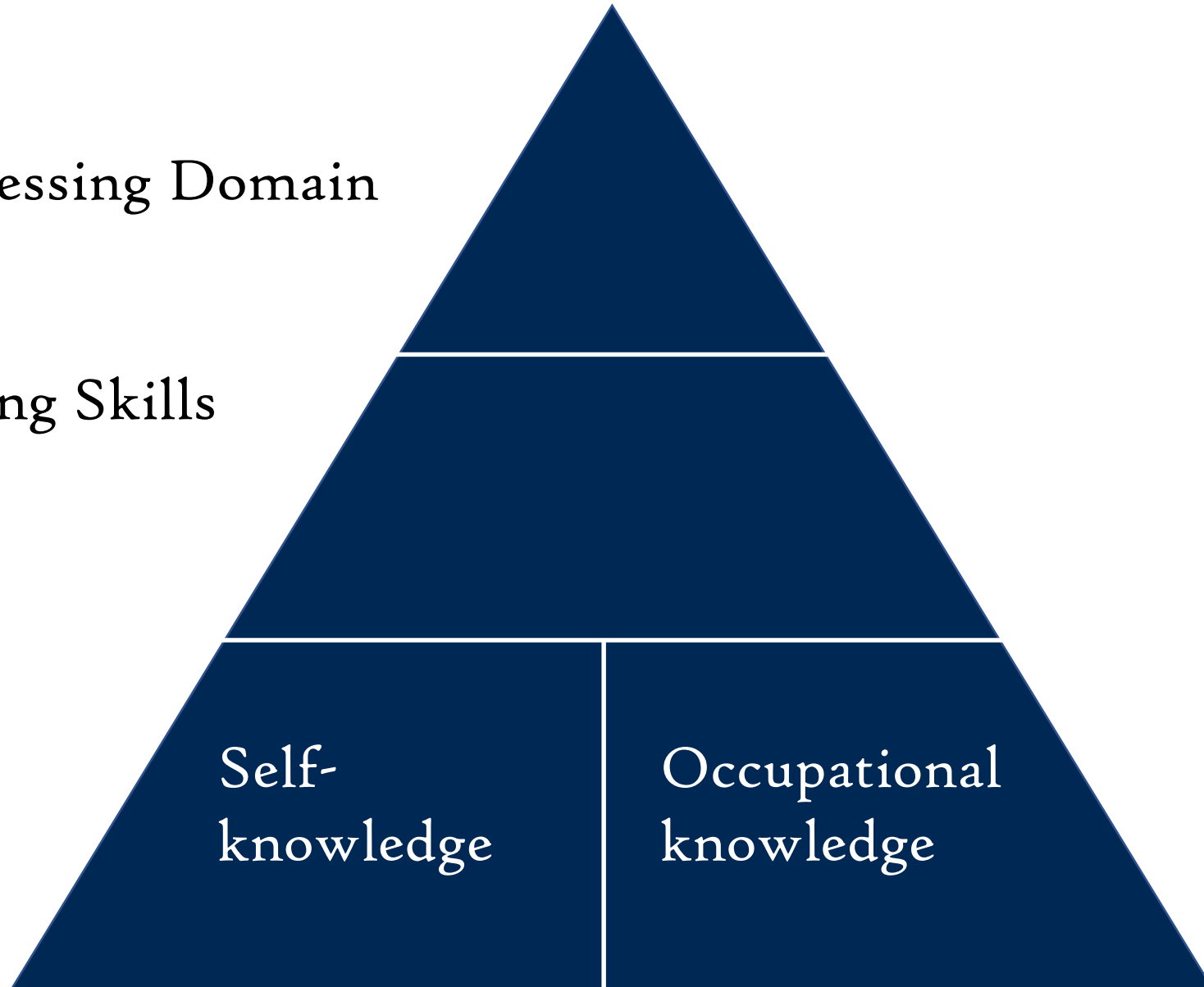
Executive Processing Domain

Decision-Making Skills
Domain

Knowledge
Domains

Self-
knowledge

Occupational
knowledge



Self-knowledge

- Values, interests, skills, and employment preferences are influenced by personal characteristics and life experience
- Values, interests, skills, and employment preferences may be influenced by religious or spiritual beliefs and the rigor with which an individual has considered their experiences
- Stored in episodic memory
- Perceptions rather than facts
- Influenced by interpretation of past events
- Influenced by present emotions



Occupational knowledge

- Also known as “options knowledge”
- Knowledge of specific options thru direct experience or observing others and expands over time
- Schema for organizing the world of work
- Stored in semantic memory
- Verifiable facts rather than perceptions
- Not influenced by interpretations of past events
- Not influenced by present emotions



Decision-making Skills Domain

- Generic information processing skills that individuals use to solve important problems and make decisions
- The CASVE Cycle © is one model; other models exist
- Answers the question: “How do I usually make important decisions?”



Executive Processing Domain

- Metacognitions
 - Self-talk
 - Self-awareness
 - Monitoring and control
- Influence of self-talk on:
 - Decision-making skills
 - Occupational knowledge
 - Self-knowledge



CASVE Cycle

- Communication (Identifying the problem or gap)
- Analysis (Thinking about alternatives)
- Synthesis (Generating likely alternatives)
- Valuing (Prioritizing alternatives)
- Execution (Taking action to narrow the gap)



Communication (Identifying the problem or gap)

- Becoming aware of the gap
- Discomfort becomes greater than fear of change
- Assistance sought when resources are inadequate
- External cues:
 - Positive or negative events
 - Input from significant others
- Internal cues:
 - Negative emotions
 - Avoidance behaviors
 - Physiological cues



Analysis (Thinking about alternatives)

- Clarify self-knowledge
- Enhance options knowledge
- Understand how important decisions are typically made
- Understand how thinking influences choices
- A recurring process of learning, reflection, and developing a more complex view of themselves and their options



Synthesis (Generating likely alternatives)

- Avoid missing alternatives, while not becoming overwhelmed with options
- Elaboration: (1) expand possible options & (2) provided by career assessments, narrative counseling, and computer-assisted career guidance systems
- Crystallization: (1) use information to narrow potential options by eliminating inappropriate options (2) 3-5 options are best for proceeding on to Valuing



Valuing (Prioritizing alternatives)

- Judge the costs and benefits of each option to:
 - Oneself
 - Significant others (friends and/or family)
 - Cultural group
 - Community and/or society at large
- Prioritize alternatives
- Make tentative primary and secondary choices



Execution (Taking action to narrow the gap)

- Establish and commit to a plan of action for implementing a tentative choice
- Selecting a preparation program
 - Planning a program of study
 - Exploring financial aid options
 - Complete education or training
 - If training or education is not needed, job search begins
- Create a plan for reality testing



Communication (Returning to the problem or gap)

- Review external demands and internal states
 - Has the gap been closed?
 - Have the negative emotions and physiological states improved?
 - Am I taking action to achieve my goal?

