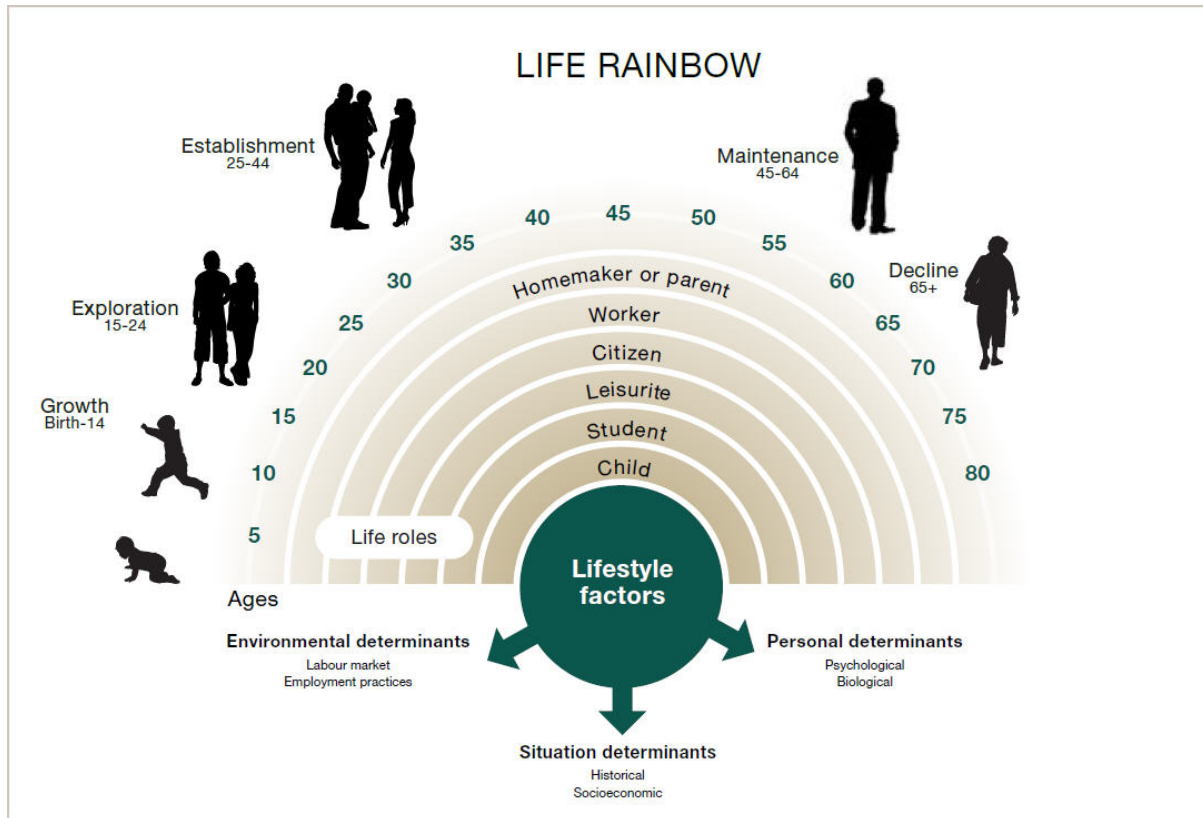


Donald Super

Developmental self-concept

Donald Super's career model is based on the belief that self-concept changes over time and develops as a result of experience.



One of Donald Super's greatest contributions to career development has been his emphasis on the importance of the development of self-concept. According to Super, self-concept changes over time and develops as a result of experience. As such, career development is lifelong.

Super's five life and career development stages

Super developed the theories and work of colleague Eli Ginzberg. Super felt that Ginzberg's work had weaknesses, which he wanted to address. Super extended Ginzberg's work on life and career development stages from three to five, and included different sub-stages.

Stage 1: Growth	Age 0–14	Characteristics: Development of self-concept, attitudes, needs and general world of work
Stage 2: Exploration	Age 15–24	Characteristics: "Trying out" through classes, work experience, hobbies. Tentative choice and skill development
Stage 3: Establishment	Age 25–44	Characteristics: Entry-level skill building and stabilisation through work experience
Stage 4: Maintenance	Age 45-64	Characteristics: Continual adjustment process to improve position
Stage 5: Decline	Age 65+	Characteristics: Reduced output, prepare for retirement

Developmental tasks at the different stages

Super argues that occupational preferences and competencies, along with an individual's life situations all change with time and experience. Super developed the concept of vocational maturity, which may or may not correspond to chronological age: people cycle through each of these stages when they go through career transitions.

Decline

In adolescence:

Giving less time to hobbies

In early adulthood:

Reducing sports participation

In middle adulthood:

Focusing on essentials

In late adulthood:

Reducing working hours

Maintenance

In adolescence:

Verifying current occupational choice

In early adulthood:

Making occupational position secure

In middle adulthood:

Holding one's own against competition

In late adulthood:

Keeping what one enjoys

Establishment

In adolescence:

Getting started in a chosen field

In early adulthood:

Settling down in a suitable position

In middle adulthood:

Developing new skills

In late adulthood:

Doing things one has wanted to do

Exploration

In adolescence:

Learning more about opportunities

In early adulthood:

Finding desired opportunity

In middle adulthood:

Identifying new tasks to work on

In late adulthood:

Finding a good retirement place

Growth

In adolescence:

Developing a realistic self-concept

In early adulthood:

Learning to relate to others

In middle adulthood:

Accepting one's own limitations

In late adulthood:

Developing and valuing non-occupational roles
