



PAN AFRICAN CHRSTIAN UNIVERSITY
SCHOOL OF HUMANITIES AND SOCIAL SCIENCES
DEPARTMENT OF PSYCHOLOGY
MCP 601: CAREER COUNSELING

END OF SEMESTER EXAMINATION (JANUARY TO APRIL 2024)

TIME: 3 HOURS

INSTRUCTIONS

Answer question **one** and any **other two** questions

1. a) Stella who is 39 years old feels that she has stabilized in her job and she needs to apply for promotions. She believes that she has been in this organization for some time and she really wants salary increment.
 - i) Explain any two concerns that Stella will bring for career counselling based on her career development stage (4 marks)
 - ii) Explain characteristics of the two career development stages preceding the current career stage of Stella that she may have gone through (6 marks)
- b) Discuss the validity of the statement that the world of work is complex, dynamic and unpredictable (6 marks)
- c) Distinguish between the following pairs of words as used in career counselling
 - i) Career and job (2 marks)
 - iii) Career guidance and counselling (2 marks)

2. Read the following excerpt and answer the questions that follow

Delia is a 58 year old Senior Manager in Healthcare. She came to Ribol counselling center after having been off work on sick leave for three days. She said she was dreading returning to work and believed she was suffering from workplace stress. She had a very demanding job and worked on a shift roster. In the first two sessions she outlined her symptoms and opened up about her feelings. She said she was in a constant state of exhaustion and “hated everything” about her job. She had physical symptoms of an upset stomach and was grinding her teeth at night and had a sore jaw. At work and home she was short tempered and felt overwhelmed about everything. There had been an increase in responsibilities at work, but no

support she said. She felt she had no “friends” at work. Nobody she had a close relationship with.

- a) With illustrations from excerpt, highlight in four signs and symptoms of burnout that Delia is experiencing (4 marks)
- b) As career counselor, how will you assist Delia to deal with signs and symptoms of burnout (6 marks)

3.a) Explain the basic tenets of Frank Parson three thronged approach to career counselling (6 marks)

b) Outline the two advantages and two disadvantages of using in-house work place counselling model (4 marks)

4a) Citing examples, discuss any three possible strategies young career person can pursue in career exploration and experimentation (6 marks)

b) Highlight any four possible ways a person can advance a career (4 marks)