

## CAREER ORIENTATION. AREAS OF CAREER DEVELOPMENT

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**Abstract:** *This study presents the results of a survey with adolescents and adults about the areas of career development they are excited about. We identified the career aspirations of the interviewees by dividing a group of three to six questions into five sections. Regarding the directions, we summarized the following topics: career development and management; entrepreneurial behavior; getting and keeping a job; learning and working skills; nature of work.*

**Key words:** *career orientation, areas of career development, entrepreneurial behavior, learning and work skills.*

### 1. Introduction

Career guidance consists of services that help people successfully manage their career development. Elite athletes are representatives of a category of people who need quality career consulting in infancy and support in the process of developing a dual career longitude. This is because their profession is one of those professions where they have to leave the profession of athlete too early and be able to re-develop and develop in other fields in a timely manner. Exploring career opportunities and early career orientation is a serious step in this direction. Career development, an aspect of human development, is the process through which an individual's work identity emerges.

### 2. Job Search

Career guidance also consists of providing job search. How we look for work has changed significantly over the last decades, and it continues to change. Career guidance professionals keep up-to-date on the best methods to use when job searching [3, 4].

### 3. Mid-Career Advice

In addition to getting help with matters that involve beginning the career, such as choosing a vocation or securing the first job, it can also get direction about things that occur later. For example, career guidance services also include helping individuals advance their careers and deal with workplace issues [5].

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Job loss is devastating, both financially and emotionally. When you lose your job, a piece of your identity is also taken away. The most tangible result, however, is the loss of income. Assisting those who are dealing with this devastating life change is a component of career guidance.

A career counselor or other advisor can assist newly unemployed clients to cope with practical issues like applying for unemployment benefits and continuing health insurance.

#### 4. Advice about Making a Career Change

Since most people do not stay in the same occupation for their entire working lives—some individuals even switch careers multiple times—there will probably come a time when they will want to make a change. A career guidance professional can give the advice for taking on this kind of transition [1].

#### 5. Results

Career Development and Management - 620 people participated in the survey. The questions that define the respondents' desire to gain career knowledge in the following areas: Career development and management are: What types of training and work might you like based on your skills? How do you start planning the training and work that best suits you? Where to find information about your training and opportunities? Where to find information about your training and work to help you make important decisions and plans?

Figure 1 shows results about career development and management. From all investigated (n=596) 18% are not

interested at career development management; 22% are particularly interested; 17% are interested and 43% are strongly interested.

#### 5.1. Career Development and Management

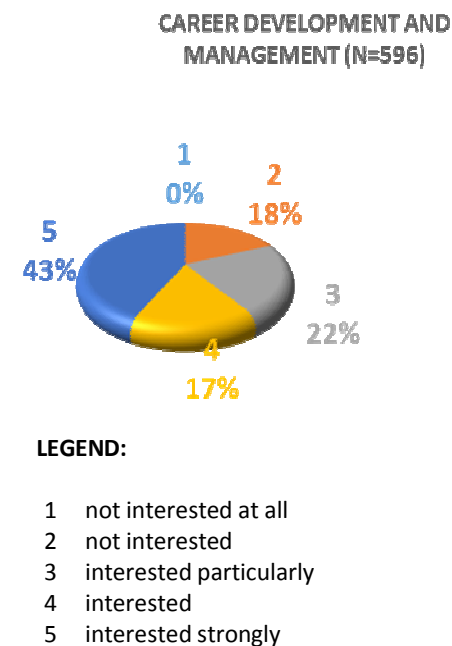


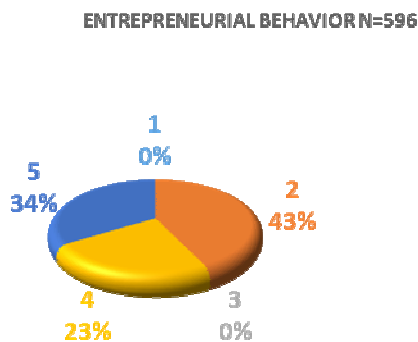
Fig. 1. *Career development and management*

#### 5.2. Entrepreneurial Behavior

The questions that define the respondents' desire to gain career knowledge in the direction of: entrepreneurial behavior are the following:

- How can finding the opportunities to create or improve your knowledge help you find an interesting job?; How to solve problems in training or work?;
- How do you practice, identify, understand and solve a challenge?

43% are not interested at entrepreneurial behaviour; 23% are interested and 34% are strongly interested at entrepreneurial behaviour (Figure 2).



**LEGEND:**

- 1 not interested at all
- 2 not interested
- 3 interested particularly
- 4 interested
- 5 interested strongly

Fig. 2. Drawing inserted at entrepreneurial behaviour

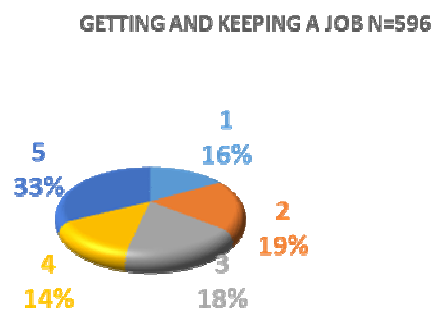
### 5.3. Getting and Keeping a Job

The questions that define the respondents' desire to gain career knowledge in the direction of: Getting and Keeping a Job are the following:

- How to find and apply for a job successfully?;
- How can people with different education and experience work well together?;
- What are your responsibilities as a worker?;
- How to develop your career by getting feedback and performing well online?
- Why is the knowledge of the world especially of Europe important for working in Bulgaria?;

- How can different ways of working deny the influence of your rights and responsibilities as a worker?

19% are not interested at getting and keeping a job; 18% are particularly interested; 14% are interested and 33% are strongly interested at getting and keeping a job (Figure 3).



**LEGEND:**

- 1 not interested at all
- 2 not interested
- 3 interested particularly
- 4 interested
- 5 interested strongly

Fig. 3. Drawing inserted at getting and keeping a job

### 5.4. Learning and work skills

The questions that define respondents' desire to gain career knowledge in the direction: Learning and work skills are the following: How can your experiences and personality affect the way you learn?; Why is it always important that we continue to learn in order to reach our goals and to meet the challenges? What kinds of support can you find to find a job and live well?

37% are not interested at learning and work skills; 24% are interested and 39% are

strongly interested at learning and work skills (Figure 4).

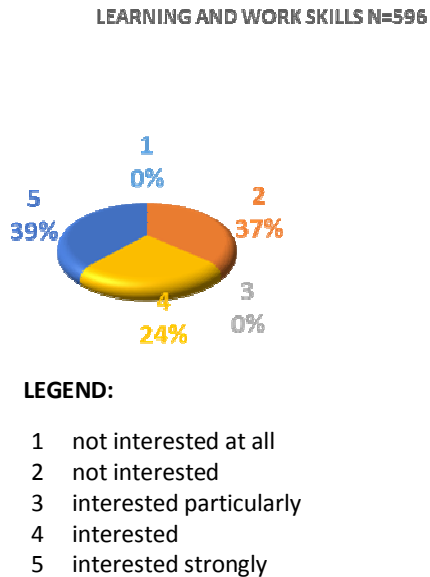


Fig. 4. Drawing inserted at work and study skills

**5.5. Nature of work**

The questions that define the respondents' desire to gain career knowledge in the field of: nature of work are the following:

What types of jobs are common in Bulgaria and what can change in the future?; How do different types of organizations have different ways of working and what can you do to fit in?; How is the way people do their jobs and why is it important to be flexible? What are the different job opportunities and how can they affect your happiness?

37% are not interested at nature of work; 24% are interested and 39% are strongly interested at nature of work (Figure 5).

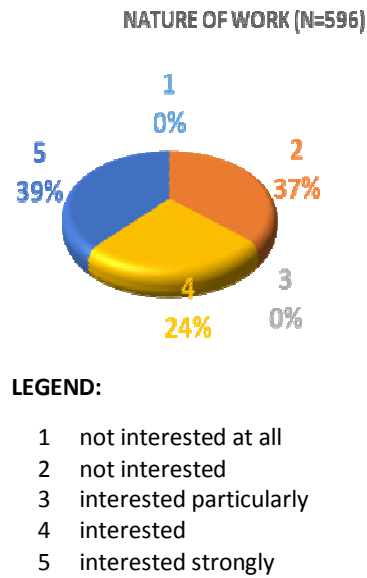


Fig. 5. Drawing inserted at nature of work

**5.6. Distribution of respondents by education**

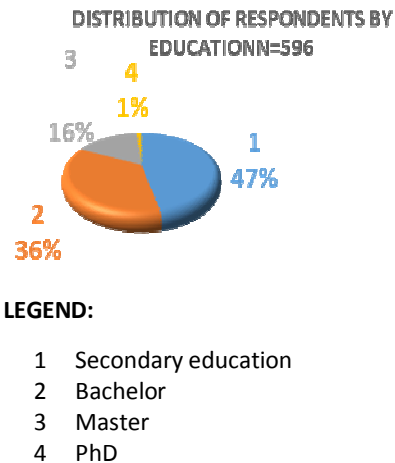


Fig. 6. Drawing Distribution of respondents by education

47% are with secondary education; 36% are Bachelor; 16% are Master and 1% are PhD (Figure 6)

## 6. Discussion

Career orientation is key in the main choices faced by the interviewed adolescents and gives a clear idea of their interests and their knowledge of the matter. One looks for information on topics that he knows and understands. The guidance provided in this survey is useful both for parents on the one hand, who are the key factors in the earliest stage of development for the future of each child, and for pedagogical specialists, representatives, both in formal and non-formal education. Last but not least, this information is invaluable to HRD departments in organizations and institutions.

There are two times in your life when you think about your future career – one when it is still unknown and you need to plan your education, and the second is when it is still unknown and you need to plan your education, and the season is when you do not find satisfaction in your current job and want to change direction and you reorient yourself to another type of career development.

Regardless of which of the two times in your life has come in order to make the right career choice, there are a few important steps to take.

What you have – these are the skills you have, whether you are born or acquired.

You have convinced yourself that some items are much better than others are.

What satisfies you... last but not least, you need to have a clear understanding of how you envision your future career - among people, in the office, outside, and maybe at home... It would be difficult to build an IT career if you wanted to practice a profession, in which he

communicates and is always among people.

It is a matter of time to feel discomfort and frustration.

You can take a career test so that you can then easily answer the question "What profession should I choose?".

What makes you different ... these are your personal qualities that must also be taken into account if you want to have a successful career that brings you money, success and satisfaction.

Can you be a leader or prefer to be part of a team? Do you prefer to implement your plans on your own or seek support?

Are you sociable? Answering these questions can save you a lot of future headaches.

Here are three simple suggestions to help you research, evaluate, and choose a career that may not meet others' expectations:

Learn more about the career that interests you. You can find a whole range of careers here with information on skills and interests that match. Do your skills sound interesting? Does a career sound like something you would do?

Study the people of your career online. You may find someone you know who is doing the job you would like to do. It may be a famous coffer or a female scientist. See if you can read a little more about them. Often, in industries with high sex bias, you will find stories, articles, and interviews with non-traditional workers in the industry. They can help you see if it is right for you by providing you with information about this career.

See if you can find professional experience in the industry, especially with someone of the same gender as you. If you are in high school, your school is probably running a professional

experience program. Ask your advisor to help you find someone to hire you. They may know a teacher at your local elementary school or a car repair shop with a female mechanic.

## 7. Conclusion

From the research it is clear that the interviewees are interested in relatively evenly distributed, as well as in-depth knowledge of the nature of work, as well as knowledge and skills to study and work. It is noteworthy that the interest in entrepreneurship is greater than that of finding and retaining a job as an employee.

Different trends are also not observed in the interviewees, regardless of their different educational qualifications.

The adolescents' interest in career management and development is commensurate with their interest in entrepreneurship.

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