



Career Development Paper and Personal Application

General Instructions

Select a theory of career development and write a two-part paper.

- **Part 1** - Provide an extensive summary of the selected theory. Find at least two sources other than the book to support your summary of the theory. In addition to the extensive summary, address strategies for advocating for diverse client's career, educational development (training), and employment opportunities in the global economy.
- **Part 2** - Trace your own personal career development according to the selected theory in order to illustrate the theory from a personal perspective.

The paper must be submitted in Microsoft Word; Times New Roman font; 12 pt. font size; margins 1" on all sides; double-spaced. The assignment should be written on a graduate level and references used should be cited within the discussion and documented in a reference list using APA styling.

Post your paper, as a single document, to the grade book through Turnitin.com. An originality score greater than 25% will result in a severe penalty.

Scoring Guidelines

Points available: 100

Component	Unacceptable	Revisions Required	Target
Theory Discussion History of the theory, the theorist(s) associated with the development of or contribution to the theory, the fundamental principles and uses of the theory for career counseling and development	Information provided is inaccurate, or information for more than one of the required areas is missing; explanations of key ideas are not well supported (0 points)	Information provided is accurate, but information for one of the required areas is missing; explanations of key ideas are vague or incomplete, or not well supported (10 points)	Information provided includes a thorough history, theorist(s) connections, and the fundamental principles and uses of the theory in career counseling and development; key ideas are clearly stated, explained, and well supported (20 points)
Ethical and Legal Considerations Identify any limitations the theory would have regarding working with minority and special	Information is missing or inaccurate, and key ideas are not well supported; does not provide an example of a population the theory	Information provided is accurate, but explanations of key ideas are vague or incomplete, or not well supported; example of	Information provided is comprehensive, accurate and complete; key ideas are clearly stated, explained, and well supported; quality

Component	Unacceptable	Revisions Required	Target
populations, and provide an example of a population that the theory would not be appropriate for in career counseling and development	would not be appropriate for in career counseling and development (0 points)	use of the theory with special populations is provided (10 points)	example is clear and provides additional information on how the theory can be adapted to accommodate special populations (20 points)
Application Address student's personal career experience, provide specific notation as to how the theory applies to them, and a conclusion of alternative theories that could apply	Explanation regarding how the theory applies is missing or illogical; conclusion provides no alternative theories that could apply to their experience (0 points)	Explanation regarding how the theory applies is provided, but lacks sufficient detail; conclusion provides an alternative theory that could apply to their experience, but it is not well supported (15 points)	Well developed explanation with detailed information regarding how the theory applies; conclusion provides alternative theories that could apply to their experience; alternatives are clearly explained and well supported (30 points)
Is correct sentence structure utilized?	Contains multiple and serious errors of sentence structure: i.e. fragments, run-ons; unable to write simple sentences (0 points)	Formulaic sentence patterns or overuse of simple sentences; errors in sentence structure (5 points)	Effective and varied sentences; errors (if present) due to lack of careful proofreading (10 points)
Are proper mechanics utilized?	Numerous errors in spelling and capitalization; intrusive and/or inaccurate punctuation; communication is hindered (0 points)	Contains several punctuation, spelling, and/or capitalization errors (up to 6); errors may or may not interfere with meaning (5 points)	Virtually free of punctuation, spelling, capitalization errors (no more than 3); errors do not interfere with meaning (10 points)
Is APA format followed?	Contains many and/or serious APA format errors (0 points)	Contains several minor APA format errors (up to 3) (5 points)	Both in-text citations and reference list are free from errors (10 points)