



**DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT**

**MAIN EXAMINATION PAPER- AUGUST 2020**

**TITLE OF PAPER: CAREER DEVELOPMENT AND COUNSELLING OVER THE LIFE  
SPAN**

**COURSE CODE: EFM 638**

**TIME ALLOWED: THREE (3) HOURS**

**TOTAL MARKS: 100**

**INSTRUCTIONS: ANSWER QUESTION 1 AND 2 THEN ANY OTHER 1 QUESTION OF YOUR  
CHOICE.**

**DO NOT OPEN THIS QUESTION PAPER UNTIL YOU ARE TOLD TO DO SO BY THE CHIEF  
INVIGILATOR**

## **QUESTION 1 AND 2: COMPULSORY**

A). Using the knowledge you gained from the course “career development and counselling over the life span”, justify the significance of the three support systems during counselling students in a high school or university in Eswatini **(20 Marks)**.

B). According to Super's (1957) life span development theory, one's self-concept is one's own views of one's personal characteristics. Discuss **(20 Marks)**

## **QUESTION 2**

**Read carefully the case study of Johan (white man; 26 years) and then answer the questions below**

I always believed that to work meant to fulfil your destiny and enhance yourself through innovative and exciting practices. Ever since I was a little boy I had been programmed to go to university and graduate with particular degree. I would then use this degree to develop and improve the standards of living for myself and by supplying an excellent by supplying an excellent service to, or improve the standards or optimise the productivity of, my particular organisation. I saw work as a mere formality and was more focused on my actual work performance than the type of work I would be doing.

Although my mind-set hasn't changed completely it has been altered in a way. I am working now and what I expected work to be like and what I am experiencing now is not entirely the same thing. For me now work means getting up in the morning and pursuing a pre-planned career. By supplying a product or service I challenge myself in a variety of different tasks and perform different functions. I now see work as a starting point for my career. By performing at my best, I wish to improve and better my current professional and financial situation.

To work is an honour. With the rising unemployment rate and the increasing pressure on organisations to adhere to legislation regarding affirmative action means that I being a white South African male, have to work extra hard, be smart and do more than is expected of me. For me this pressure to perform is not seen as negative but merely a phase of conditioning myself for a better future.

I see work as a buying transaction between an employer and an employee, the product being a particular skill an employee possesses and the price being monthly salary. In the South African context, there a lot of different products to choose from, but for employers to buy my particular product should differ from others in terms of

quality, advantages, superior performance and reliability. With this mind-set towards work, pursue a life of wealth and prosperity.

1. How would you describe Johan's emotional intelligence, career resiliency and behavioural adaptability? **(6 Marks)**.
2. Which psychological career resources seem to be quite well developed by Johan? **(4 Marks)**.
3. How does Johan's life orientation improve his career resiliency and behavioural adaptability in the Swazi context of employment equity, which potentially limits the career opportunities of white men? **(4 Marks)**.
4. Review the career life stage challenges and tasks. How does Johan handle his particular career -life challenges? **(5 Marks)**.
5. How do Johan's apparent emotional intelligence and career resiliency help to enhance his employability in the context of an uncertain workplace?**(6 Marks)**.
6. Reflect on the concept of flourishing. Would you see Johan as flourishing? Give 5 reasons for your answer **(5 Marks)**.

### QUESTION 3

"Models of racial identity help an individual to understand that the status of racial identity can influence the career development intervention process at several levels" **(30 Marks)**.

### QUESTION 4

"Career development and counselling over life span should address five basic emotional needs to create the counselling condition that foster effective decision-making" Discuss the state in relation to characteristics of career counselling and guidance climate **(30 Marks)**.