



**QUESTION 1**

The guidance and counselling programme in the Swaziland Primary Schools has areas that need improvement. One of the areas is in the characteristics of effective guidance programme. Outline major external evaluative characteristics and internal evaluative characteristics of a guidance programme.

[25 marks]

**QUESTION 2**

Holland's theory describes the interaction between vocational personalities and work environments.

2.1 Outline the assumptions of the theory. (5)

2.2 Holland assumes that people can be categorized by personalities. Describe each of the six vocational personalities (20)

[25 marks]

**QUESTION 3**

"Career counselling deals with problems concerned with the client's work, career and life roles."

3.1 Describe an effective counselling and guidance (5)

3.2 Discuss characteristics of the career counselling and guidance climate under five basic emotional needs. (20)

[25 marks]

**QUESTION 4**

Outline major characteristics of careers in the traditional workplace and twenty-first century workplace.

[25 marks]