



DEPARTMENT OF EDUCATIONAL FOUNDATIONS AND MANAGEMENT

MAIN EXAMINATION NOVEMBER 2021

**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 ARE COMPULSORY

QUESTION 1

A. Using the knowledge, you gained from the course, justify the relevance of “career development and counselling over the life span” in schools in Eswatini. Support your answer with relevant counselling examples **(20 Marks)**.

B. “When most countries are under lockdown due to the COVID-19 pandemic, online counselling would be the ideal process to alleviate the global challenges and trauma among people in most countries”. Discuss the statement with reference to your country Eswatini. **(20 Marks)**.

QUESTION 2

Read carefully the case study of Xolise and then answer the questions below

At the age of 48 I suddenly became weighed down with the woes of the world and personal dissatisfaction, which left me listless and at times anxious. I am a full-time professor who achieved some success but my spirit, which animated my career and home life, was flickering out. My energy was low and my attitude was negative with a “why bother?” disposition. I was increasing my time learning computer programs for online teaching and decreasing my time with students. I frequently spoke of the students as undisciplined and bothersome; another generation that expected a lot and gave too little. Co-workers heard me say that I felt tired, dull and emotionally empty. My free time was spent watching videos alone. I was divorced, my children were grown, and I spoke of myself as just another pebble in the universe. I was struggling to find new meaning in my work after having achieved, in my opinion, moderate success as an academic. I had set aside any aspiration of becoming a renowned scholar and after having failed to receive support from the university administration, I stopped applying for university-wide administrative roles. I questioned my life and work as a university professor and saw retirement and empty house looming on the horizon.

I decided to speak to a trusted career counsellor about my emotional experiences. Knowing that I had unconsciously accepted a deflated sense of meaning in my life, the counsellor began to help me in my search for meaning. In our conversations, I confirmed that I had acquired extensive computer skills. The counsellor asked me a question: "How might you use these computer skills to serve yourself and others?". In addition, the counsellor helped me to adopt a different outlook on and attitude towards my current circumstances. We both looked at the opportunities of the present and identified alternatives to boredom. The counsellor prompted me with questions such as: "Have you considered the needs of the less computer-literate people, the importance of supporting students who need to become excited by their education, or the ways you can help your own family because of your love for the?" Since I had considered the students a serious burden at the beginning of my meetings with the counsellor, a request to teach one less class relieved some frustration and provided a space for the productive development of computer-aided teaching tools, something which the department needed, and which came to be a new source of meaning in my work.

I also decided to join a fitness club to feel better and walk in the neighbourhood on regular basis to meet new people. In addition, I decided to design an online course, join the university in raising up and celebrating old and new courses and publications, work with students via distance learning, mentor new faculty members and share my talents with any grown children and or grandchildren.

Answer the following questions:

1. How did Xolise's particular career life stage influence his emotional experience of life? **(2 Marks)**
2. Basing on what you read in the case study, what was the role of the counsellor to Xolani? **(2 Marks)**
3. Which sentence/phrases tells you that Xoliso no longer wanted his job? **(4 Marks for any 2 correct answers)**
4. How did Xoliso spend most of his time? **(8 Marks- for any 4 correct answers)**

5. Which question was asked by the counsellor in line with Xolise's interest (2 Marks)
6. Other than requesting to teach 1 class, how else did Xolise revive his emotional instability? (6 Marks-for any 3 correct answers)
7. Do you think the holistic approach used by the career counsellor was effective? Give 2 reasons for your answer (4 Marks)

(30 Marks).

QUESTION 3

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

Question 4

Holland's (2013) theory posits four basic theoretical constructs that are useful in the career counselling process when examining an individual's typology in interaction with the occupational environment. Write short notes on each of the following demonstrating their relevance in career development and counselling:

- a) Congruence
- b) Consistency
- c) Differentiation
- d) Identity

(30 Marks)

Question 5

With reference to Amundson's (2005) acronym "PLEASE", justify how provision of emotional support to clients in career counselling essentially helps clients to feel as though they "matter" **(30 Marks).**