

Section: Psychological sciences

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CAREER DECISIONS IN BUILDING MEANINGFUL CAREERS

One of the most fundamental components of building a successful career is making career decisions. Career plays a crucial role in an individual's life thereby influencing their mental well-being and life perception. A successful career might provide a person with financial opportunities, new meanings, a mission, and satisfaction of their psychological needs, such as the need for self-realization, respect and self-respect, and success.

Career choice is seen as one of the major tasks in a person's development. In Erikson's life-span stage theory, identity development is the main developmental task (Erikson, 1959). The career exploration process helps an individual make a decision based on career research and consideration of various possibilities. In this process, it is extremely important to engage in self-exploration activities and job market research. Exploration and commitment formation are seen as two crucial dimensions in identity development (Marcia, 1966). Career decisions need to be made voluntarily and not be made under the pressure of society, family members, and other individuals. To make such important decisions, it is crucial to view this issue from different perspectives.

One of the initial steps can be engaging in self-reflection activities. Learning more about self is an important part of a career development. Individual needs to assess their skills, abilities, values, interests, goals, and aptitudes. Some

of the helpful tools could be working with a career counselor and taking career assessments. In choosing a career, it is critical to learn more about a individual’s personality, intentions, motives, and character. Self-exploration might help find a career that will bring a purpose and a mission to the life of an individual.

Job market exploration is another integral part of making career decisions. In the modern world of work, job security and lifetime employment are no longer the norm (e.g., Hall & Heras, 2010). Choosing a career, it is vital to understand the current trends in the job market. The world of occupations and job market are constantly changing, we can witness the establishment of new occupations and radical change or disappearance of existing professions. Traditionally, a person's professional career has been presented as a linear sequence of stages of career growth throughout life. However, in a rapidly changing labor market, a stable career pattern is becoming less and less common. An increasing number of people change their careers throughout their lives. It is necessary to raise the level of awareness about the world of professions and the requirements to secure positions of interest. Informational interviews, online resources, and guidance from a career counselor can help an individual learn more about current job market trends.

The issue of choosing a career path or an occupation arises at a certain stage of the life path of individuals. Occupational choice and further experience can make an impact on future choices for a person and change the direction of a person's further development. If an individual has made the wrong choice of their career path, then they might not be willing to work, might not fulfill their responsibilities, and might not go above and beyond which might lead to mental health issues, lack of mission in life, and harm to the organization this individual works for.

References

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