

Bridging the Gap: Career Counseling Theory to Practice

A Free Video Resource from NCD A

www.ncda.org

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The [NCD A Counselor Educator Academy](#) 2018 cohort developed a career counseling video series to help career development practitioners bridge the gap between career development theory and practice.

Goal: Help instructors, practitioners, and graduate students understand how theoretical frameworks can be applied in real- world counseling. Inspired by the renowned "[Gloria Films](#)" of 1965, which showcased multiple psychotherapy approaches with the same client, this project follows a similar structure.

Client: In line with NCD A's commitment to diversity and inclusion, the coordinators sought a client with a genuine career concern, who also represented multiple historically marginalized identities. The client you will meet in the video series identifies as an African American transgender man.

There are six videos in this series. Each demonstration is organized into three parts:

- theoretical introduction with the counselor,
- counseling session demonstration,
- reflections with the counselor and/or client.

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Career Construction Theory with [Mark Savickas](#)

Theory Introduction: <https://youtu.be/FiwpBe98cu8>

Counseling Demonstration: https://youtu.be/w7aNX_U4UF0

Counselor Reflections: <https://youtu.be/0BiU9qSD128>

Client Reflections: <https://youtu.be/cGiF3BxOCSc>

Hope Action Theory with Dr. Spencer Niles

Theory Introduction: <https://youtu.be/qEA0sO5LFuk>

Counseling Demonstration: <https://youtu.be/ZxfLouIRCn0>

Counselor Reflections: <https://youtu.be/yNMdNixrj0g>

Client Reflections: <https://youtu.be/6Usjkh7FRRQ>

Super's Life-Span, Life-Space Theory with Dr. Kathy Evans

Theory Introduction: <https://youtu.be/-VLaDRtCUh4>

Counseling Demonstration: <https://youtu.be/1qoMxzGISFA>

Counselor Reflections: <https://youtu.be/l-UThmGTPgY>

Client Reflections: <https://youtu.be/-8tSTNJli9E>

Social Cognitive Career Theory with Dr. Mei Tang

Theory Introduction: <https://youtu.be/bSdFMQFcpqU>

Counseling Demonstration: https://youtu.be/R_KfVCAEb7k

Counselor Reflections: <https://youtu.be/sFYfwvJOQ8A>

Client Reflections: This series does not include a client reflection video.

Chaos Theory of Careers with Dr. Lauren Pasquarella Daley

Theory Introduction: https://youtu.be/j-6l0_57skc

Counseling Demonstration: <https://youtu.be/hMyxhb-BjwU>

Counselor Reflections: <https://youtu.be/5UIQ1m3fOK8>

Client Reflections: This series does not include a client reflection video.

Schlossberg's Transition Theory with Dr. Jane Goodman

Theory Introduction: <https://youtu.be/Lcg7MWIMPNo>

Counseling Demonstration: <https://youtu.be/-NiLWwn-qRM>

Counselor Reflections: <https://youtu.be/GPRN3z4b3uU>

Client Reflections: <https://youtu.be/UUOA9uUTIZw>

Instructor Guide

Use the activities described below to engage your students in the exploration of career development theory application through the videos.

Activity	Method	Objective
Theory Application in Role Plays	Assign students or practitioners to watch a specific theory-based counseling session, and engage them in role-play exercises during which they apply that same theory with a peer or mock client.	This allows them to practice tailoring their counseling approach based on theoretical principles, deepening their understanding of how each theory can guide a session.

Comparative Analysis of Theories	Have students or practitioners watch multiple sessions that use different career theories with the same client, then ask them to compare and contrast how each theory influences the counselor's approach and intervention strategies.	This exercise promotes critical thinking about the strengths and limitations of different career counseling theories in addressing the client's needs.
Client-Centered Reflection	After viewing a session, students can write or discuss how the client's identities (e.g., race, gender, cultural background) influenced the counseling process and how the theory used addressed or missed critical aspects of the client's lived experience.	This helps students develop a more nuanced understanding of how to apply theory with clients across diverse identities, fostering increased cultural competence and awareness.
Counselor Self-Reflection and Debrief	Use the debrief segments (both counselor and client perspectives) to prompt students to reflect on their own potential counseling approaches, biases, and areas for development.	This encourages self-awareness and reflective practice, enhancing students' ability to adjust their counseling style based on both theory and the specific needs of the client.
Skill Building Through Observation	Before conducting live or mock sessions, ask students to observe the skills and techniques employed by each counselor in the video series. They can note how the counselor builds rapport, interprets career concerns, and integrates theoretical concepts.	This observation provides practical examples of counseling techniques, helping students build specific skills such as active listening, probing questions, and summarizing for understanding.
Developing a Personalized Counseling Approach	After watching the series, students are tasked with identifying which career counseling theories resonate most with them and explain why. Then, they can integrate elements from different theories into their own unique counseling style.	This approach encourages students to develop a personalized, adaptable framework for counseling, helping them refine their professional identity.
Case Conceptualization Practice	Ask students to watch one session and then develop a written or verbal case conceptualization, outlining	This reinforces students' ability to use theoretical models in case formulation,

	the client’s key concerns, how the theory was applied, and suggesting alternative interventions using another theoretical framework.	diagnosis, and intervention planning.
Supervised Discussion and Feedback	Use the video series in supervision or classroom discussions, whereby students share their interpretations of the sessions and receive feedback on their understanding of theory and technique from their supervisors or peers.	This promotes constructive feedback in a collaborative environment, encouraging professional growth and enhancing counseling effectiveness.
Exploring Intersectionality in Counseling	Have students focus on how the client’s multiple historically marginalized identities are addressed within each counseling session and how theories need to be adapted to support clients across diverse backgrounds and challenges.	This helps students gain an understanding of intersectionality in career counseling and develop strategies for working with clients who have complex, intersecting identities.
Professional Development for Practitioners	For experienced career counselors, the video series can be used as a tool for ongoing professional development. They can review the videos to refresh their knowledge of career theories, discover new approaches, or even mentor new counselors by discussing how they might approach a similar client situation.	It provides seasoned practitioners with an opportunity to reflect on their own counseling practices and stay current with evolving theoretical approaches.

Additional Resources

- [Bridging Theories to Life in the Classroom: Career Construction Theory](#) – Lisa Cardello and Jonathan Wiley (2024)
- [The Theory and Practice of Career Construction](#) – Mark Savickas (2005)
- [Career Construction Theory: Tools, Interventions, and Future Trends](#) – Danqi Wang and Yanling, Li (2024)

Continuing Education

Access this video series in [The NCDA Hub](#) if you are interested in receiving two Continuing Education credits (2CEs) for \$35. See flyer:

RESOURCE OUTLINE

Welcome to This Video Series

The NCDA Counselor Educator Academy (CEA) 2018 cohort developed this career counseling video series to help career development practitioners bridge the gap between career development theory and practice. Their goal was to help instructors, practitioners, and graduate students understand how theoretical frameworks can be applied in real-world counseling. Inspired by the renowned "Cloria Films" of 1965, which showcased multiple psychotherapy approaches with the same client, this project follows a similar structure.

In line with NCDA's commitment to diversity and inclusion, the coordinators sought a client with a genuine career concern, who also represented multiple historically marginalized identities. The client you will meet in the video series identifies as an African American transgender man, and the counselors involved in the series reflect a range of privileged and marginalized identities to highlight diverse perspectives and counseling dynamics.

This video series features six key career development theories. Each theory section includes:

- a theoretical introduction with the counselor,
- counseling session demonstration, and
- counselor/client reflections.

Viewers can see the full scope of theoretical application, providing a valuable resource for career development instructors, practitioners, and students alike.

Resource Outline

- Introduction
- Theories in Practice
 - Hope Action Theory with Dr. Spencer Niles
 - Super's Life-Span, Life Space Theory with Dr. Kathy Evans
 - Career Construction Theory with Dr. Mark Savickas
 - Social Cognitive Theory with Dr. Mei Tang
 - Chaos Theory of Careers with Dr. Lauren Pasquarella Daley
 - Schlossberg's Transition Theory with Dr. Jane Goodman
- Additional Resources
 - Instructor Guide
 - Relevant NCDA publications and webpages
- Acknowledgements

Bridging the Gap: Career Counseling Theory to Practice [VIDEOTHRY001]



This resource includes:

- Six series of videos organized by theory.
- Instructor Guide:
 - Links to share video resources with students
 - Recommended class activities using the video series

No Assessment

- This is a resource collection that does not include a learning assessment or quiz.

Course Acknowledgements

Project Team:

- Tiffany Brooks, Ph.D., LPC, NCC
- Yas Hardaway, M.S./Ed.S., NCC, CCC
- Marian Higgins, Ph.D., LPC
- Jade Letourneau, Ph.D., CMHC, LPC, NCC, ACS
- Angela Weingartner, Ph.D., LPC, NCC

Continuing Education Credits

- 2 CEs

Permission to Use

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Cost: Members \$35 / Non-members \$50

Thank you to the following people for their contributions to this project:

- **Client:** Melvin
- **Counselor Educator Academy Project Leads**
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 - Kathy Evans, PhD, LPC, NCC
 - Jane Goodman, PhD
 - Mei Tang, PhD, LPC
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