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## **Career counselling: A way to choose right career life**

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### **Abstract**

These days life is becoming full of challenges and with so much career opportunities students are getting confused and puzzled up in making the right decision and therefore career counsellor with his counselling, advice, analysis, research can play a major role in making the right decision for students. Individual have different innate capacities and abilities and hence aptitudes for different kind of work. A career should be chosen with utmost care, thought, and planning. The purpose of career counselling is to match the individuals and the occupation optimally for mutual benefits. Therefore, the aim of this paper is to know about the needs and importance of career counselling in choosing right career with its proper implementation. Findings show that the career counselling is very much effective to our career achievement and as well as life achievement if it became starting in our institutions. The Career counselling plays an important role in helping students in choosing the right path and to meet their goals.

**Keywords:** career counselling, goals, career, students

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### **Introduction**

Career counselling helps us to reflect on our interests, ambitions, abilities, qualifications, etc. It helps us to understand the product market and education system and relate this to how we know about ourselves. Overall, the career counselling tries to teach us to plan and make decisions about work and learning. Career counselling is given to us information about the product market and about educational opportunities more accessible by organizing it, systematizing it, and making it available when and where we need it. In its contemporary forms, career counselling elicited upon a number of disciplines, like education, sociology, psychology, and labour economics, etc. Today in most countries, career counselling is provided by people with a very wide range for training and academic qualifications. But here some are specialists, some are not and some are very extensive and expensive training. This type of career counselling training programmes is still heavily based upon developing skills with help in one-to-one interviews.

In general, counselling means helping people to know wise choice and solve their educational, personal and vocational problems. It is a process, through individuals are assisted in making adequate adjustments to life's situations. It is an organized service which aims to help the individual understand themselves, it means enabling them to know their needs, aptitudes, abilities, interests, perceptions, purposes and their own limitations. It is a process which also aims to provide the individuals necessary and relevant information about himself/herself and also about the world around him. The counselling is a process of understanding one's self. It is a process to know one's relation to other people and it is a service to understand solving personal problems. Therefore, the counselling is a process to be able to make decisions.

### **Objectives of this study**

1. The major objective of this study is to understand the concept of career counselling.

2. To elicit the Importance of career counselling for the students.
3. How the career counselling solve the students educational and personal problems.

### **Literature Review**

Education prepares people for different career paths. If provided appropriate guidance and direction people can make right choices for their future and can contribute effectively as a member of their society. Having proper career counseling the students can avail better career opportunities of their likings and can have better choices for their careers in future. With multiple choices of subjects and professions, it has become very important to make a choice that best suit a person (Brown, 2000). Career counseling is a nonstop process throughout the life span and making the right career choice is to choose what you want to do in life (Avery, Fairbanks & Zeckhauser, 2008).

Career counseling has always played the most important part in the making of right career choices for adults (Basinger & Smallwood, 2004). The present practices of career counseling are addressing the need of both professionals and students in the developed countries i.e. United States, Canada, Australia and United Kingdom (Kumar, 2007). The focus of this study is to investigate the current practices and their role at different educational levels and institutes. Career Counseling according to (Oxford Dictionary) can be defined as a process by which a counselor, a qualified professional or an experienced person, helps students to learn about and select a program of studies, and prepare for a career.

Rogers, (1999) defined the term "career counseling" as a process of verbal relationship between the counselor (a senior person) and

a counselee (a student or a professional) in which the senior person after assessing and measuring the skills, interest and abilities of a counselee provides direction in the form of information about the opportunities and career options that can be optimal for the counselee. Nevo (2007), states that a key role of a career counselor is to help a person, a student or a professional with the information about the relevance of education/experience to the practices of the world.

Schmidt, (2003) argued that it is very critical for a student to know how his personal goals and the career choices in the world of work are aligned. Students that work in the areas they are passionate about are more productive, have more retention rate and are highly motivated to their professions (Whiston & Sexton, 2008). Most of the students are studying for the pursuit of a right career after the completion of education. The theory of Super claims, that a young student is in the exploration stage for the first time in life while the mature student in the recycling of career exploration. These mature students need to make crucial decisions in their career counselling and provides quality life planning education and proper career service which are classified with our developmental needs of different stages of growth.

Career counselling supported to create good career decisions according to their abilities, interests, orientations, etc. It empowered to make responsible and informatics choices on our education, career goals and other aspects for leading to a meaningful life. It helps us to assist in adapting and managing to the transition of life from school to the workplace. Career Counselling prepared us for the actualization of life potential through the pursuit of our personal and career goals. It assists to understand our own career and academic aspirations. It develops positive attitudes towards learning and works. It helps to properly utilize the acquired knowledge, attitudes and skills whenever necessary.

### Why do we need a counsellor?

Once the famous German-born scientist Albert Einstein said that-Everybody is a genius but if you judge a fish by its ability to climb a tree, people will believe that the fish is quite stupid. The fish's best ability is to swim in the water. The value here is that each person or a child possesses a unique character and to pull out that unique character the concerned person needs a mentor or a counsellor. These days life is becoming full of challenges and with so much career opportunities students are getting confused and puzzled up in making the right decision and therefore career counsellor with his counselling, advice, analysis, research can play a major role in making the right decision for students. As human beings, each and every one need counselling so that he/she can improve performances. Now few points through which career counselling can help in making careers:-

- Career counsellor's expert can analyse your interest personality character through which you can evaluate yourself with the best possible career options which suit you.
- Counsellor not only guides you but they will also be like your best friend you can share everything with them so that they can understand you from the heart as well.
- Deciding time table and career strategy for growth and gaining Right skill.
- Career counselling not only helps in making you a great personality but it will help you to make you a more organized

and a better person by various modern methods.

- Career counselling helps you to gain focus which can truly reflect in our deeds & work.
- Career counselling helps in learning latest technology.
- In this techno-savvy world, career counselling has expanded its length and breadth so that it can reach to a mass audience so that they can also improve the country's future as well.
- Career counsellor can also interact via various means of communications so that student can easily learn and interact with them.

### Various other skills that can be learned via career counselling

- Through different career counselling sessions students can develop a problem-solving attitude which can be helpful in resolving their career queries.
- According to various reports it is said that a student can learn a lot more through Communication skills therefore the student can enhance his communication skills.
- Student can research on himself with the help of a counsellor to explore new opportunities according to the latest trends.
- Career counsellor always helps the concerned student about having patience and also helps them to learn about listening skills.
- For example, a cricketer needs a coach to guide him, a student needs a teacher to teach him similarly a person who is unable to decide about his / her career needs a counsellor for counselling.

### Needs of career counselling

- Career Counselling assists us to know self-understanding and self-direction. It helps in understanding one's strengths and limitations. And helps individual to developed own ability to solve problems and to take decisions.
- It needed for knowing the optimum development of individuals and solve different problems. For reserve and proper utilizing of human resources, it helps in national development.
- To understand academic growth and developments, vocational adjustments, and vocational choices. Social and personal adjustment for a better life and to make good citizenship.
- Like everyone school students are also needed to acquire the knowledge, attitudes, and skills that contribute to effective learning and subsistence in life. At the secondary level, they need to choose from the base of courses in different streams available in the schools and from special skill training courses available in the community.
- Students also need to fix future academic and vocational goals after the +2 level. Because, this level demands that, they relate their academic achievement with the world of work and overall in life.
- Career counselling is not only as an instruction, but it is also a plan to move our life to a good way. It helps students' development through academic information, career information, group counselling, orientation and assessment.
- The general features of career self-management skills like, decision making, self-awareness, self-confidence are started from an early age. Where career counselling and education help in primary school students to explore qualities made for

his/her systematic life.

- It helps to select good and proper way to meet life achievement as per his/her ability. And these choices that they make this time have major implications for the next stage of education and work options. Because career counselling needs to be part of the process that helps them to transition life smoothly.
- In current days career education is important to present in the curriculum at the lower secondary school level, either as a separate subject. That is to meet the goal of school students and developing their future careers. But it is often seen that career education has few connections to the wider school curriculum.
- In lower secondary school level personal career counselling is to help students to decision-making points for choosing subjects, transition the knowledge and understanding to the next level. However, it is used through personal interviews for selected on the basis of well-defined need, ex: low vocational maturity; readiness for decision making.

### Conclusion

Career decision-making is a continuous process. At every stage of the individuals' life, career decision making plays a crucial role in determining the next stage of the career. Hence, it is essential to get career counselling at the right time. As more number of students increases yearly, there will be more students who are confused about their career path and require career counselling. An individual needs career counselling to find the best career fit for him. Right career counselling and counselling at the right time can bring a lot of fortune for the individual. According to studies the individuals who undergo career counselling and counselling tend to do better in life as compared to people who do not get career counselling done. Career Counselling helps not only students and teachers in an educational institution but it also helps the parents, administrators, planners and community members for doing well and is good in life.

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