**Assignment:** Career Theory Identification and Alignment (35 points)

**Course Learning Outcome:** This assignment aligns with course learning outcome #1: At the end of this course students will be able to analyze career development theories and compare their workplace interests using career assessments. This assignment aligns with course learning outcome #2: At the end of this course students will be able to explain how one’s personal or cultural values can affect their decision making process.

**Purpose:** In this assignment you will be able to analyze the four basic career development theories and describe how they align with career paths of interests determined by a career placement test.

**Instructions:** There are three elements to this assignment:

* Step 1. Correctly describe the four basic career development theories (situational, biological, social, and individual) by providing real life examples. For each theory, please share an example of how someone’s career choice aligns with the given theory. These examples can either be people that you know personally or know of. Share their career, why they chose this career, and explain how their choice aligns with one of the four theories. These can be brief (a couple of sentences), but they must correctly align with the given theory.
* Step 2. Take a career placement test and share your personal results. Follow the link to take the test: (link will be provided). Please list three of the careers the placement test provided and upload a screenshot to show your completion of the test.
* Step 3. Describe what career development theories align with your three chosen career placement test results. Please provide a detailed written explanation of how each career aligns with a certain career development theory. Be specific. Explanations should be at least a paragraph in length, but no longer than a page.

**Rubric:**

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| **Criteria** | **Meets Expectations** | **Not Yet Meeting** | **Does Not Meet** | **Points** |
| Correctly describe career development theories by providing real life examples | Correctly describe each of the four basic career development theories by providing a real-life example of how someone’s career choice aligns with the given theory.  – 10 points | Only correctly describes a few (1-3) of the career development theories with real life examples. Or only provides definitions of theories.  – 5 points | Is unable to correctly describe any of the career development theories. Real life examples do not align with the correct theory.  – 0 points | 10 points |
| Take career placement test and share results | Shared personal career placement test results with accompanying screenshot of completion.  – 5 points | Took career placement test and shared results but did not provide screenshot of completion.  – 2.5 points | Did not complete test and did not provide screenshot of completion.  – 0 points | 5 points |
| Describe what career development theories align with your career placement test results | Provides detailed written explanation of career alignment with theories (at least a paragraph in length for each career).  – 20 points | Brief explanation of career alignment (e.g., bulleted list/ 1-2 sentence description).  – 10 points | Does not explain career alignment.  – 0 points | 20 points |
|  |  |  |  | **35 points total** |