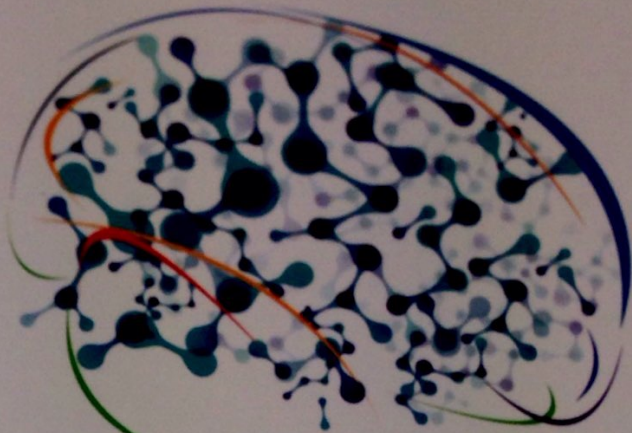




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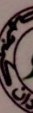
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## Development and application of Career Construction Tree: An intervention for career guidance and counselling

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### Abstract

This paper aims to highlight the application of Career Construction Tree (CCT) as tool for individual self-assessment in career guidance and counselling. The CCT intervention is based on career construction theory. Through CCT intervention, counsellor will help client make vocational choices and career adjustment by maintaining the needs and values of individual. The outcome of CCT intervention able to individualise client's personality differences, needs, interests, world view, and self-awareness. Eleven (n=11) students who took career development course participated in this study. They were assigned to produce their own version of CCT. Every student had to construct a tree and labelled parts of the tree with significant interpretation. This study used case study approach which linked to perspective of individual differences, developmental and narrative psychology. The findings found every student able to produce a personalised CCT which represent uniqueness of individuals (i.e: need, value, and environmental factors). This CCT intervention will respond to the needs of individuals to rejuvenate their self-awareness in dealing with difficulties, indecision, and challenges. Respective counsellors may impart CCT as creative intervention to boost client motivation to learn about self, adapt to changing needs, lifestyles and career prospects.

Keywords: Career Construction Theory, Career Construction Tree, career counselling

### 1. Introduction