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CNS 743 Career Development and Counseling

Assignment 4.3: Career Counseling for Diverse Population Article Showcase

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Career Counseling for Diverse Populations Article Showcase

Article Selection and Population

The 2009 Datti article caught my eye because I felt it addressed the assignment requirements effectively, and it sounded interesting to me as someone who not only identifies as bisexual but also as an ally to the LGBTQ community. Additionally, the title specifically mentioned one of the career counseling theories we have studied in class. This article addresses the LGBTQ youth population and the application of Krumboltz's social learning theory of career decision making (SLTCDM).

Interventions

Youth are not likely to come out to counselors if they are unsure of the counselor's openness so it is recommended that counselors make it clear that their office is a safe space, and this can be done through signage, conversations, and notices on bulletin boards (Datti, 2009). It is also important for counselors working with this population to provide or make available career resources that are specific to the LGBTQ community. These resources help expose clients to options they may not have considered previously (Datti, 2009).

Understanding how sexual identity may intersect with the client's other identities including gender, ethnic, spiritual identities is also important. Counselors must be aware that there may be special challenges that arise due to the conflicting identities or social norms of the various cultural groups (Datti, 2009). It is recommended to assess the client's level of comfort in working in environments that are more or less tolerant of the LGBTQ community, as well as how important it is to the client to keep professional and personal lives separate; this goes along with addressing comfort level with disclosure of status (Datti, 2009).

Considerations Specific to SLTCDM

The following factors may influence career development if they lead to negative or untrue beliefs about one's perceived abilities or aptitude for various careers, or to even consider some occupational paths over others. This means it is important for counselors to address sexual orientation and what it means to the client during the establishment of the counseling relationship.

- Genetic Endowment & Special Abilities:
 - Sexual orientation is widely accepted as something one is born with, and thus a genetic endowment.
- Environmental Conditions & Events:
 - Family or cultural expectations or traditions may conflict with sexual orientation
 - The example provided by Datti (2009) is of the tradition of a military family; until recently being out in the military was not a possibility.
 - Geographic location is also an important factor as different parts of the country are more and less tolerant of LGBTQ individuals and legislative protections can vary depending on municipality as well.
- Instrumental & Associative Learning Experiences:
 - Negative stereotypes may influence perceptions of various careers as exemplified by the boy interested in nursing being told by a friend that “male nurses are ‘fags.’” (Datti, 2009).
 - Client history regarding acceptance or rejection by family of origin, friends, and colleagues after coming out will also influence career decisions.
- Task Approach Skills:
 - Past experiences are going to affect how an individual approaches various situations, the example provided by Datti (2009) is that of a teenager who is “out”

witnessing discrimination towards another member of the LGBTQ community. The “out” teenager is more likely to step in and confront the aggressor than someone who is not out and not comfortable with their sexuality due to fears of “outing” themselves or of placing themselves in danger. Additionally, not being “out” is often linked with being more likely to conform to society’s assigned traditional gender roles (Datti, 2009).

Multicultural Considerations

When working with the LGBTQ population, particularly youths, it is important to recognize that their experience is quite different from the heterosexual societal “norm”. They are more likely to have negative self-images which may result in increased incidence of depression and low self-esteem (Datti, 2009). According Schmidt and Nilsson, the bottleneck hypothesis states that these youths may be “distracted from typical career development tasks” because they are busy devoting psychological energy to navigating the world as a sexual minority (as cited in Datti, 2009). This may result in these clients appearing to be lagging behind their peers in terms of ability and career maturity.

Reference

- Datti, P. (2009). Applying social learning theory of career decision making to gay, lesbian, bisexual, transgender, and questioning young adults. *The Career Development Quarterly*, 58(1), 54-64. <http://dx.doi.org/10.1002/j.2161-0045.2009.tb00173.x>