THEORY-BASED INTERVENTIONS

3 BIG IDEAS

Theory guides and informs evidence-based practice

CDPs use theory throughout the career development process (e.g., case conceptualization, selecting interventions)

Context matters; adopt a holistic, integrated, systems-based approach

2 WAYS TO PUT THIS INTO PRACTICE

Expand your knowledge base of career development theories to better understand the clients you serve and the career challenges they face

Critically assess the theoretical roots of the interventions, approaches, and resources you use to ensure fit for your client's context and culture

1 NEXT STEP

Reflect on the theories / models you use most often. What resonates with you and serves your clients well?

What doesn't seem to work with certain clients? Why?

What other theories / perspectives might deepen your understanding?

ADDITIONAL RESOURCES

Arthur, N., Borgen, R., & McMahon, M. (2025). Career development practices: What theories and models have to offer. *Canadian Journal of Career Development, 24*(1), 85-105.

Arthur, N., Borgen (Neault), R., & McMahon, M. (2024). *Practice principles: Career theories and models at work*. CERIC.

- Chapter 6: Career Development Practice Is Based on Theory (pp. 57-66)

Arthur, N., Neault, R., & McMahon, M. (2019). *Career theories and models at work: Ideas for practice*. CERIC.

10 Key Concepts in Career Theory

10 Keys to Effective Research

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