Parson’s trait – and –factor theory descriptions is about focusing on the assessment of characteristics of a person and the job. The idea behind this theory is to match the individual traits of a person with the requirements of the job. Examples of this are abundant, as for example, the job of a Master of Ceremony or a radio broadcaster requires someone who eloquent and good in languages and who is not afraid to talk in front of people. If one possesses the above discussed traits, then one if still at school, can be recommended to pursue a career in the line of work described above. Other examples are, one showing signs of
bravery in young age and ending up in the military; being good in figures, is orderly, introspective etc. and ending up in a job that has a fit with this trait, e.g. Accounting; One being athletic in terms of physical fitness and liking to play with balls at a young age and ending up pursuing a career in tennis, athletics and soccer. (Many examples can be given)

Question 2:
Identify the six (6) personality types in Holland’s theory of personality and occupational types and articulate how these six personality types can be used to help adolescents and young adults decide which career to follow (20)
The six (6) personality types which can also be referred to as the modal personal orientations are:

- **Realistic** – individual personalities are normally shy, conformist, frank, genuine, masculine, materialistic, natural, stable, persistent, uninvolved, practical, and shows lack self-awareness
- **Investigative** – personalities are analytical, cautious, critical, curious, introspective, independent, intellectual, passive, rational, methodical, reserved, and unassuming.
- **Artistic** – personalities are complex, emotional, disorderly, feminine, imaginative, idealistic, impractical, impulsive, introspective, independent, intuitive, non-conformist, original.
- **Social** – personalities are friendly, generous, cooperative, persuasive, idealistic, kind, tactful, understanding, sociable, responsible, feminine, helpful and shows insight.
- **Enterprising** – personalities are adventurous, acquisitive, ambitious, dependent, domineering, exhibitionist, impulsive, optimistic, energetic, self-confident and pleasure-seeking.
- **Conventional** – personalities are conformist, defensive, conscientious, efficient, inflexible, inhibited, orderly, practical, persistent, prudish and lacks imagination

The student will then discuss or infer how the personality types exhibited by adolescents and young adults can be used to predict or decide in which career one can end up following. For example, for one to have a career as an entrepreneur one needs to have the enterprising personality in which one has to be adventurous, acquisitive, ambitious, dependent, domineering, exhibitionist, impulsive, optimistic, energetic, self-confident and pleasure-seeking.

Question 3
Briefly discuss the given terms before with reference to reference to preparing employees for eventual retirement from work:

- **Continuity theory**
  When one finally retires, it must be ensured that the activities that one engaged in must be the same as one retires. If one was working up every morning and going to
work, one must have more-or-less same activities after retirement. One should be kept busy by a work-related activity.

- Activity theory

As far as work is concerned, it has different meanings for different people. Work can never have the same meaning to all people, to some it is a means of earning a leaving, to some it makes them self-actualise and feel fulfilled in life. As a result of this, substitutes have to be found for work roles. For example, In the Namibian Army when a General retires, he/she is bought a farm where he/she will retire but a substitute found is farming.

- Disengagement theory

Disengagement theory is about gradual withdrawal from work activity. For one not to feel a sense of the end of the world or the end of life by an abrupt withdrawal from work, one is withdrawn from work gradually by withdrawal of some core activities or duties that one is responsible for and is left with few manageable duties to take care of. For example, if it is the CEO who is retiring, he/she may be left with duties such as advisor to the new coming incumbent or as the chairman of the Board.

- Differential disengagement

People in this case retire from certain aspects of the work that they used to perform but continue working in other activities. As said above, a CEO may not continue working and performing all the CEO responsibilities. He/she may continue as CEO and delegate the bulk of his duties to the understudy.

Question 4:

Identify and analyse the six (6) dimension of psychological wellbeing and how they may help one to progress well in one’s career. (10)

Psychological well – being is an objective approach of understanding well-being utilizing a variety of psychological qualities which indicate that the individuals concerned have mental health. As compared to objective well-being, subjective well-being pays more attention to specific outcomes whereas psychological well-being pays attention to on the contents of one’s life and the processes involved in living a good life.

The six dimensions of psychological well-being which are discussed and how they enhance good progress in one’s career are discussed.

- Autonomy
- Environmental mastery
- Personal growth
- Positive relations with others
• Purpose in life. (The students analyse and discuss the above given dimensions on page 87 of the Study Guide.)

[END OF FEEDBACK TUTORIAL LETTER]