

DEVELOPING THEMES & CATEGORIES: (CIP) DATA SOURCE B

Part1: family background	Part 2: career choice
Parents' highest qualification	IP1-6
<p>None: 10 Gr.12: 02 Working: 13 Unemployed: 13 Do not know: 12</p> <p>NB: Common parents' jobs/occupation include: Teaching, Police, Nursing, Entrepreneurship (Taxi owners/divers) Rare: Artisans; General Worker, Plumber, Boilermaker</p> <p>Rare: only 5 cases where both parents are employed IP5: Father Taxi owner, mother: principal; IP8: Father: Taxi, mother, Security; IP15: Father: Mech. Engineer, mother unemployed; IP20: Father: Nurse, mother, Nurse; IP26: Father: Eskom (but don't know job type); IP35: Both Father & mother are nurses.</p> <p>Parental advice on career choice: concern and curiosity about children's education: Concern: the mere advice says a lot regarding the parent' attitude Curiosity: parent keen about child's progress</p> <p>Never: 14 [could be due to lack of knowledge about a variety of careers, lack of concern about learners' education?] Advised to study hard to pass, become something, change situation @home: 09 No response: 02 Advised to be a doctor, nurse, dentist, teachers, social worker, businessman, police, engineer: 24 [possible concern about children's education/have knowledge wrt some careers in the job market/love to see child progressive I life]</p>	<p>IP3: Self-understanding: Careers liked tally with reasons, social and caregiving cos likes teaching, calculating money, love of animals [sense of caring for others]. Also, reasons for not liking other careers, nursing- don't like blood, police -don't like guns, pilot -has small heart (i.e. fright, fear heights.</p> <p>IP3: Sense of caring, helping IP3: Leadership IP3: determination</p> <p>IP1: sense of confusion, careers liked most contradict with career preferences</p> <p>IP3: Lack of motivation, persistence, give up easily, [social influence-significant others]</p> <p>IP4: Self -knowledge & personal understanding: careers liked (mostly social & care giving) tally with reasons[like to help people if they are not good[not feeling well]; like to talk with people; like to be close with people]. Reasons for not liking pilot & police- don't like to go up; cos I don't like to run Dream career: teaching [positive self-concept-sense of focus]. Also, career categories -social caregiving, admin, research].</p> <p>IP5: Self -knowledge & personal understanding: careers liked (mostly social & care giving)- caring for people in pain, journalist-love news</p> <p>IP6: Self-knowledge: helping others: assist others who have problems</p> <p>IP5 & IP6: career categories-social and caregiving & community service; strengths displays self-knowledge [kind to people; help those who need help; baby -sitting; love nature]</p> <p>IP4: Helping others, significant others describe as too much talking.</p>

<p>Common jobs [dream career] identified by participants include:</p> <p>Teaching: Nursing: Medical practitioner (Doctor): [seems unaware of different kinds of careers in the Medical field & fields of specialisation- dieticians, audiologists, dentists, therapist, physiotherapists, orthostatists and prosthetists, gynecologists, neuro-surgeons, clinical technicians, pediatricians, somatologists, veterinarian,] Engineering: [however, seems not aware of different kinds of Engineering] Social work: Journalism: Police: Pilot:</p> <p>Fields rarely mentioned:</p> <p>Tourism: Psychology: Pharmacy Therapy: Advocate: Plumbing: Pipe fitting: Bricklayer: Artisan: Carpentry: Ship captain: Chartered Accounting: Auditing:</p>	<p>IP5: <i>strengths communication skills, talkative</i>. Significant others -see as matured and friendly IP6: significant others see as talkative. IP6: Role models: <i>[sense of caring]</i> helping the needy. Events social worker helping the needy.</p> <p>IP4: value most-relationships and status-sense of <i>self-worth, positive self-concept working with people</i>.</p> <p>IP4: firm, independence,</p> <p>IP4: Influential people-are social worker, caring for orphans. [<i>Sense of caring</i>]</p>
<p>NB: ALWAYS KEEP THE RESEARCH QUESTIONS IN MIND:</p> <p>1.5. RESEARCH QUESTIONS</p> <p>1.5.1. Primary research question</p> <p>The primary research question in the study is: To what extent can group-based career construction counselling promote the career development of Grade 9 learners in a rural school?</p> <p>1.5.2. Secondary questions</p> <p>The secondary questions in the study are divided into the following sub-questions: Descriptive questions:</p>	<p>NB: ALWAYS KEEP THESE CONSTRUCTS IN MIND:</p> <p>The <i>Career Adapt-Abilities Scale (CAAS)</i> is designed to measure career adaptability based on four constructs (each with six items): concern, control, curiosity, and confidence. These constructs are regarded as psychosocial resources for managing occupational transitions, developmental tasks, and work traumas. Concern refers to the extent to which people are aware of and prepare for their own vocational future. Control refers to people's beliefs about their personal</p>

<p>1.5.2.1. What are the theoretical foundations of career development and how can they be promoted by current guidance and counselling programmes?</p> <p>1.5.2.2. What is group-based career construction counselling and how can it be promoted by the intervention explained in my study?</p> <p>Explorative questions:</p> <p>1.5.2.3. How do learners experience group-based career construction counselling?</p> <p>1.5.2.4. What is the influence of group-based career construction counselling on learners' career development?</p> <p>1.5.3. Working assumptions</p> <p>The following assumptions relate to the questions listed in Sections 1.5. above:</p> <ul style="list-style-type: none"> ▪ The learners' participation in the proposed group-based career construction intervention programme will afford them the opportunity to reflect on their career needs and help them make appropriate subject choices and informed career decisions that will be responsive to the global changes in the world of work and promote their career development. ▪ Career construction can be successfully integrated in the Life Orientation curriculum as stipulated by the Department of Education (2011) to enhance learners' ability to construct their careers meaningfully and promote their career development. ▪ Facilitating the afore mentioned intervention to rural learners can be instrumental in enhancing their career development by increasing their career adaptability scores and the potential to design successful career lives. ▪ I also assume that learners who are adequately informed with career and self-knowledge find it easier to cope with any kind of career related challenges, and are able to take personal responsibility for their actions and provide solutions relevant to any economic era presented to their lives. 	<p>responsibility for preparing for their careers and their perceived personal control over their vocational situation and future. Curiosity refers to the personal tendency and the ability to explore and learn about different types of work and occupational opportunities. Confidence refers to perceived self-efficacy to solve problems and the ability to do what is necessary to overcome obstacles encountered in professional activities (Savickas & Porfeli, 2012).</p>
--	---

Part 2: Career choice – IP7-9	Part 2: Career choice – IP10-12
<p>IP7: Dream career [Psychologist, therapist, Chartered Accountant; TV presenter; Social worker]. Awareness /knowledge of careers information; self-knowledge & understanding, focused, positive self -concept.</p> <p>Reasons for liking and disliking identified careers well expounded-show self-understanding, goal setting,</p>	<p>IP 10: inconsistency [careers liked contradicts with least liked engineering & doctor], thus dream career not stated suggests indecisiveness/career indecision</p>

<p>awareness of own abilities and personality in relation to chosen careers.</p> <p>IP7, IP8 & IP9: Awareness /knowledge of careers information; self-knowledge & understanding, focused, positive self -concept. Reasons for liking and disliking identified careers well expounded-show self-understanding, goal setting, awareness of own abilities and personality in relation to chosen careers.</p> <p>IP9: sharing pain [to help children who don't have parents].</p> <p>IP7: Consistency, firm, determination: Understand own strengths & weaknesses. Teachers advised to be a doctor, but IP7 is consistent in her choice</p> <p>IP8: Self -knowledge & understanding- aware of own strengths [helping & talking with other people</p> <p>IP7 & IP8: Consistency: career preferences tally with career choice.</p> <p>IP7: significant others see as funny & kind [social, care giving & comm. serve].</p> <p>IP8: assertive character: consistency with role models-assertive actor, pastor & social worker caring for orphans [helping, care-giving]</p> <p>IP9: assertive ,persistence, not give up easily: associates with role models who like to help children, player who does not want to lose a game;</p> <p>IP7: caregiving, help: role models share common characteristics – kind, hard worker</p> <p>IP7: leadership qualities-class rep</p> <p>IP7: mottoes-sense of responsibility, accountability for own actions [time is money; what you reap is what you sow]</p> <p>IP8: motto [promotes unity, togetherness]</p> <p>NB: Subject combination for IP7-9 relates to the aspired careers- this shows ability for Goal setting, self-knowledge, awareness of careers information, and positive self -concept</p>	<p>IP11 & 12:career awareness & self-knowledge: engineering-cos am a good learn and fix; am brave;</p> <p>IP12: Adaptability & career transition: consider combination of various careers to pursue-Building & construction industry like to build houses and buildings; Like to help people; Like to react to people who are stilling (<i>sic</i>) (stealing); Like to teach children at school; I like to be a researcher. Also consistency in careers liked and dream career & career preferences</p> <p>IP11-12: Subject combination considered impact on career choice(certain level of career development). Firm career decision: dream careers listed in careers liked</p> <p>IP10: indecision, lack of knowledge: Lack of jobs stated as reason for not liking -not true in the case of Engineering & Doctor-the world needs more doctors]</p> <p>IP11 & 12: Decisiveness c consistency of careers liked and career preferences</p> <p>IP10-12 mottoes: reveal a sense of concern about the future self - Time is money; Time wasted is never regained; Love is my heart controller; Education is the key, Technology is power. Reference to educ. as a key suggests an interest of unlocking the future/closed doors, opportunities, and reveals a sense of curiosity to enter an unknown world to explore opportunities. Also reveals curiosity awareness of a number of opportunities available to be pursued in the world of work</p>
--	---

Part 2: Career choice – IP13-15	Part 2: Career choice – IP16-18
<p>IP 13: Personal awareness & self-knowledge [strengths & weaknesses; likes & dislikes in relation to aspired careers : <i>“I can’t stand the whole night alone; I can’t drive at night; I can’t handle a gun and point at a person”</i>. Also sense of determination [Goal setting <i>“To study hard and be what I want to be”</i>].</p> <p>IP14: indecisive/irresolute: careers disliked not stated</p> <p>IP15: decisive, self-knowledge: dream career is in the priority list in careers most liked, Also careers information awareness & adaptability [Dentist, Teaching, Nursing, Pharmacist, Pilot]</p> <p>IP14: own mother & brother for helping him, taking care of the whole family [sense of caring, & helping]</p> <p>IP15: role models ‘humble’; her personal values ‘To service my knowledge to other people (i.e. share knowledge)</p> <p>IP13: Influential events: hurt when lost father <i>“when my father died, I was very hurt, cos he was the best father in my life and teach (taught) me how to respect”</i></p> <p>IP14: caring brother; IP15: own parents – caring her & raised her</p>	<p>IP16: Self-knowledge: Career choice tallies with subjects liked, also reasons provided for liking relate with character [Pharmacy, teaching, Lecturer, TV presenter, Social worker]- <i>“I like to deal with pills; like to do study work on time; like to study; like to present in front of people; like to communicate or solve problem”</i>. Reasons for not liking <i>“scared of people who are sick; scared to fly; am scared of injured people”</i></p> <p>IP16: Consistency/career adaptability/confidence: careers liked tally with career preferences</p> <p>IP17 & IP18: Career & Subject choice knowledge, self-awareness, careers knowledge</p>
IP16-18	IP19-21
<p>IP16: Self-knowledge: Career choice tallies with subjects liked, also reasons provided for liking relate with character [Pharmacy, teaching, Lecturer, TV presenter, Social worker]- <i>“I like to deal with pills; like to do study work on time; like to study; like to present in front of people; like to communicate or solve problems”</i>. Reasons for not liking <i>“scared of people who are sick; scared to fly; am scared of injured people”</i></p> <p>IP16: Consistency/career adaptability/confidence: careers liked tally with career preferences</p> <p>IP17 & IP18: Career & Subject choice knowledge, self-awareness, careers knowledge.</p> <p>IP16, IP17 & 18: Self-awareness of abilities’ likes and dislikes: [evident in careers disliked].</p> <p>IP17: Curiosity, concern for future [evident in role models <i>“: he is a dream person, and he has a big dream” “he is my favourite teacher and he has big dream in the future”</i></p>	<p>IP19: employed parents Mother (Nurse) and Father (teacher) employed.</p> <p>IP20: Inadequate careers information, career indecision, inconsistency between dream career and subjects’ preferences [want to become a surgeon/doctor-but dislike Mathematics?</p> <p>IP21: sense of confusion: career listed in as least liked are the same careers liked, social worker as a dream career whilst is stated in the list of careers least likes</p> <p>IP20: career preferences-helping, social & caregiving</p> <p>IP20: Lack of self-awareness; unaware of own strengths & weaknesses, low sense of control [check-low self-esteem???</p> <p>IP20: learn from the best-likes influential people</p> <p>IP20: persistence, optimistic, sense of appreciation: <i>“you never know what you have until it’s gone. Actions speak louder than words”</i></p>

<p>IP16: role models: display hard work, successful [curiosity, confidence, optimism]. Willingness to explore opportunities, to unlock the unknown world. <i>“he wants to explore the world and learn new things”</i>. Also evident in the participant’s motto: <i>“Wisdom through experience”</i></p> <p>IP18: Assertiveness, confidence, optimism [evident in role models-successful in life. Big dreams “to be a manager cos “Manager, cos I know how to control people”.</p>	<p>IP21: persistence, optimistic, “Education is the key to success. <i>“Where there is a will, there is a way”</i>.”</p>
<p>IP 22-25</p>	<p>IP26-29</p>
<p>IP24: lack of awareness impact of subject choice and performance on aspired career <i>[dream career is to become a doctor, but dislike Maths & Natural Sciences]</i>. However, has strong will power seen in caring personality “cos I like to help people who are sick” Inconsistency/discrepancy between career preferences and dream career</p> <p>IP22 & 23: career decisiveness, confidence in goal setting, a sense of control over own life, evident in congruence between stated dream career, list of careers liked most and career preferences “to be become a doctor bcas am not scared of blood, IP22”, “cos I like to help people who are sick” IP24. Also has strong control over own life-balance in choice of subjects and expected performance-required by the aspired career “Mathematics, Natural Sciences, (60%-70%)”. Also display high degree of self-awareness, self-knowledge, knowledge of careers information</p> <p>IP 22 & 23: consistency wrt dream career, prioritised careers liked, sound reasons for liking /disliking certain careers. dream career and career preferences.</p> <p>IP23: curiosity to explore life opportunities <i>“I like practical work like using my own hands”</i>.</p> <p>IP22: sense of control and high degree of confidence <i>“I perform very well in Mathematics”</i>. Concern for success, seen in associating selves with successful people as role models“ inspiring people like Nelson Mandela, best goal keeper Khune and Glen, good cricket player”</p> <p>IP22,23 & 24: high sense of control, determination, assertiveness: “Education is the key to success; time wasted will never be regained”.</p>	<p>IP26: concern, curiosity & confidence for future career life-dream career congruent with career preferences. High level of confidence wrt career choice evident in subject choice/favoured and level of performance. <i>[Favourite subjects include Maths with good performance @ 60%-80%]</i></p> <p>IP26: high degree of self-knowledge and careers info. Awareness of requirements/demands by the favoured careers such as <i>“like to take good care of people and be patient, to fly high and an not scared of moving, take care of children because I love them, give learners information and teach them, to fix cars or airoplane and other things”</i>.</p> <p>IP27 & 28: self-awareness-aware of own likes and dislikes and impact on career decision [I am scared of bleed[blood]</p> <p>IP26: Assertive/determination: despite parents & teachers’ advice-still able to take personal career decision. Career preferences and dream career congruent.</p> <p>IP27: curiosity-explore [skill of drawing and painting]</p> <p>IP26 & 29: role models admired are caring, kind -relates with their career preferences [social, caregiving and community serv. IP26 & 28-admire own mother & sister <i>[Elizabeth(mother) How to respect or behave to elders, Nomcebo (friend) how to treat other people, Hildah (sister) how to respect other people’s property. Her influential events include social worker cos of love and care for patients.</i></p>

<p>IP25: curiosity “to help – social, caregiving and community service. Positive self-concept & ability to take career decision</p> <p>IP25: confidence: congruence between dream career and career preferences career over own life:</p> <p>IP25: curiosity – ability to explore adventures “to create something, to dance, cleaning the house, drawing, talking to people who got problems” Significant others view participant as being “creative”.</p> <p>IP25: self-awareness [, appreciative, admired role models “Mondli: he is well dressed”.; Mom: she is my (nursing) nurse; Teacher Makhubela: he is still a good teacher, Brother Sfundza: I like how he donates things and the achievements”.</p> <p>IP25: curiosity to explore, high degree of confidence “where there is a will, there is a way. Try and fail, never fail to try”</p>	
<p>IP30-32</p>	<p>IP33-35</p>
<p>IP30: parents’ concern for child’s future career life, desire to instill sense of responsibility/accountability for own actions evident in the words “They said that must study hard because my future is in my hands”</p> <p>IP30: self-knowledge, high confidence, understanding, positive self-concept/self-esteem. Aware of own likes & dislikes. Career choice consistent with Subject choice preferences & level of performance consistent with careers aspired for (60%-80%).</p> <p>IP30: careers information, mention several careers including “Software Engineering, Architect, electrical engineering, chartered accountant, scientist”. Importance of personal knowledge, also high level of confidence -evident in utterances like “, I have vision of cool and best building in my mind, because sometimes when I deal with electricity, I enjoy and feel [feel] relaxed, believe that everything is possible”. IP30: also, high level of confidence. Dream career-soft engineering [scarce skill]</p> <p>IP30, 31 & 32: assertive, determination, firm career decisions congruent with career preferences</p> <p>IP30: self-awareness of own skills and abilities. Career adaptability, able to explore opportunities/the unknown world.</p> <p>IP31: uncertainty regarding career choice-thus left blank spaces</p>	<p>IP35: both parents are nurses, and it’s a trend within the family</p> <p>IP33-35: career awareness. Favourable careers list in line with subject performance; also impact of subject choice on career decision</p> <p>IP33: High level of curiosity, prepared to explore opportunities, not afraid of taking risks “like discovering something,” like being permanent and I care”</p> <p>IP33-35: awareness and understanding of self and impact of these on career choice, strengths & weaknesses impact of these on career choice.</p> <p>IP33-35: dream career and career preferences</p> <p>IP33 & 34: People admired: share similar character-caring, love people, brave, encourage to achieve own goals, overcame many obstacles [high level of confidence].</p> <p>IP33-35: mottoes; responsibility, accountability of own actions, sense of hope, [“working hard you a better person tomorrow, life is a change of thing”]; avoid reliance on friends “When days are dark friends are few”.</p>

<p>IP30 & 32: significant others view of the self, respect adults, and too much of the self.</p> <p>IP30, 31 & 32: people admired -people with high achievements “Lionel Messie, Dr. Smith likes to work with people, Neymar, Christian Ronaldo</p> <p>IP30 & 32: Personal mottoes display strong character, and a sense of responsibility “, Where there is a will the is way, time is money”</p>	
<p>IP36-38</p> <p>IP36-38: Concern [parents’ concern for their children’s future] mere advice shows interest in child’s studies, success, progress</p> <p>IP36: curiosity, explore by doing manual work during weekends-nurturing the skill and boost confidence, and self-esteem</p> <p>IP36: self-knowledge, understanding, positive self-concept: understand own capabilities, likes and dislikes, and impact on careers to pursue [skills oriented careers/jobs]. IP36: “Artisan, artist, boiler marker, track (truck) driver, business man”. Reasons provided for careers liked “I have some little experience in the artisan job, it is paying job you earn a lot of money, it pays a good money and also go see other places, you will be independent you don’t depend in anyone “. IP37: careers preferred are Teaching, Engineering sports & Art] “I like to teach people and I love people, to work with my hand” [manual labour]. IP38: likes fame, to be well known, dream career is to be an actor.</p> <p>IP36: strong character, understanding of likes and dislikes, abilities & weaknesses High level of confidence, & control over own life evident in congruence between career preferences and dream career [Businessman]. These career need mathematics subject and that’s not my favorite subject, career need patient people to be patient with a learner even if he or she disrespect, these job have a bad side of danger you can die every [any] day”.</p> <p>IP36: dislike teaching bcos “Teaching because you always argue with children”</p> <p>IP36 - 37: skills oriented character, 38: seems to have communication skills. “enjoy to sing and speak loud and clear and to make people happy”</p>	<p>IP39-41</p> <p>IP39-41: parental advice provided, though not directed to specific to careers, but concern for child’s future wrt their studies. “yes, they advise because now you wont get a job if you don’t have matric”.</p> <p>IP 40: Awareness of careers information, high rate of confidence, control [ability to take charge of own life- explore variety of careers, not confined to one career field – artisan, police, drawing house plans, electrician]. Also, consistency seen in congruence between dream career and career preferences [engineering field].</p> <p>Setback in IP39 & 40, low degree of confidence, unclear wrt sense of control, evidence in inability to specify career preferences [categories, areas of developments [poor self-concept, [-uncertainty regarding careers liked & disliked].</p> <p>P39: Significant others see participant. as shy</p> <p>IP39-41: people admired include own mothers and own teachers cos “she gives me a knowledge to carry on in my life, own friend cos teach them to respect people”</p> <p>IP39-41: Influential people/events-associated with social characters-caregiving, helping “bring smile on face and make people happy”</p>

<p>IP36: role models are skilled people [singers, soccer players, actors (Trevor Noah-comedian).</p>	
<p>IP42-44</p> <p>IP42: career indecision, lack of control, poor sense of confidence-lack of clarity regarding career preferences, not sure of likes and dislikes. Careers liked repeated as careers not liked. IP43: poor confidence dream career not stated: career preferences include social, caregiving and comm. serve: display sense of self-understanding in reasons provided.</p> <p>IP44: Curiosity, keen to explore opportunities in the world of work career awareness seen in various careers listed [<i>“Commaratay, [commenttor] Sport analysis, SABC broadcaoust, SABC Journalist, SABC Comm”</i>]. Self-awareness: <i>“Because can co-oparate, can draw things, good at sport such as soccer, can commentant, good at commetaion [communication]”</i>.</p> <p>IP44: SETBACK: dream career not stated, number of questions related to career preferences not answered, possible evidence of career indecision</p> <p>IP42: Significant others see as desperate</p> <p>IP43: likes beauty “To dress beautiful clothes such as varsece”</p> <p>IP42: role models include mother and father cos advised that education is your key; if you are learned you found more things.</p> <p>IP43: friends mentioned instill a sense of hope & trust: cos encouraging him to do best things, tell him not to give up., Mandela good leader, own mother cos sacrificed to carry him for 9 months and dad cos is a breadwinner. These possibly suggest character being similar to role models.</p> <p>IP44: own mother, father and uncle: for the advice - they offer him and encouragement to study [longing for success in life, concern for brighter future]</p> <p>IP42-44: Sense of responsibility “Time is money” possibly suggest to use time wisely,</p>	<p>IP45-47</p> <p>IP47: inconsistency, goal setting not clear –careers liked also repeated in the careers least liked column, career preferences not specified.</p> <p>IP46: reason for dream career is to be famous. <i>“I want to be famous (actor), to show people what they have to do when they eat, and to arrest all the criminals (police), to help people that they sick 9doctor) “. Is personal satisfaction sort from without or perhaps there could be other reasons?”</i></p> <p>IP45: career indecision: dream career not specified, all questions relating to career preferences not answered. Concern for future career life, degree of confidence, control over own life and confidence questionable?</p> <p>IP45 &47: Career preferences not specified</p> <p>IP47: strength – conflict resolution “To solve problem when people are fighting”</p> <p>IP45: self-concept, knowledge, self-esteem –lacking.</p> <p>IP46: value education and culture</p> <p>IP46: role models include David Masondo for his love of cultural music, Lorch & Khune best soccer players & Mandela or fighting for freedom</p> <p>IP47: role models include soccer players (Khune) for being best goalkeeper, and Sjava[singer]</p> <p>IP47: influential events/people include two soccer players [achievement]; sense of hope</p> <p>IP45: favourite motto “never trust someone”. Need to explore any possibility of previous experience such as disappointment/betrayal by trusted person</p> <p>IP46 motto: Regard for human dignity. “Respect all people whatever is small or big, education fest”</p> <p>IP47: inconsistency, goal setting not clear –careers liked also repeated in the careers least liked column, career preferences not specified.</p>

	<p>IP46: reason for dream career is to be famous. <i>“I want to be famous (actor), to show people what they have to do when they eat, and to arrest all the criminals (police), to help people that they sick 9doctor) “. Is personal satisfaction sort from without or perhaps there could be other reasons?</i></p> <p>IP45: career indecision: dream career not specified, all questions relating to career preferences not answered. Concern for future career life, degree of confidence, control over own life and confidence questionable?</p>
IP48-50 [PART 4] see below	

IP48-50 [PART 4]	IP 42-44 [PART 4]
<p>IP49: Self –Awareness: awareness of personal likes and dislikes and impact on career choice. Favorite careers tally with career categories/preferences, evidence of some degree of self – awareness and a positive self-concept. The qualities required by each career type are taken into consideration - Because I love helping people who sick, love making medicine so people can be hilled [healed], so that can teach children studies, so that can help orphans and other, help people who have stress- [“because I love helping people who sick, love making medicine so people can be hilled [healed], so that can teach children studies, so that can help orphans and other, help people who have stress”].</p> <p>The value of education,</p> <p>IP48: uncertainty, less control, less curiosity. Only 3 favourite careers mentioned, no reasons, all other career related questions not answered. Not evident if subjects relevancy is considered in the choice of careers. The many uncompleted gaps suggest state of indecision.</p> <p>IP49: dream career is to be a doctor- career preferences include social care, helping and comm. serve [consistency]. IP50: career preferences are social.</p> <p>IP50: role models are own both parents cos “they help him with everything</p> <p>IP49: chosen role models share similar characteristics with client [Doctor Sindane-he loves helping people- [has some leadership qualities “want to be a good leader”. .</p> <p>IP50: Subjects include Mathematics, suggests participants’ high level of career awareness & self-knowledge.</p>	<p>IP43: likes beauty “To dress beautiful clothes such as varsece</p> <p>IP42: role models include mother and father cos advised that education is your key; if you are learned you found more things.</p> <p>IP43: friends mentioned instill a sense of hope & trust: cos encouraging him to do best things, tell him not to give up., Mandela good leader, own mother cos sacrificed to carry him for 9 months and dad cos is a breadwinner. These possibly suggest character being similar to role models.</p> <p>IP44: own mother, father and uncle: for the advice they offer him and encouragement to study [longing for success in life, concern for brighter future]</p> <p>IP42-44: Sense of responsibility “Time is money” possibly suggest to use time wisely,</p>

<p>IP50: Sense of control over own life; taking responsibility for own actions (accountability). <i><Seeing my mom crying just because we have nothing to eat at home; Getting pregnant bcos I never listened when they shout loud about boy</i></p>	
<p>. IP39-41[PART 4]</p> <p>P39: Significant others see participant. as shy</p> <p>IP39-41: people admired include own mothers and own teachers cos “she gives me a knowledge to carry on in my life, own friend cos teach them to respect people”</p> <p>IP39-41: Influential people/events-associated with social characters-caregiving, helping “bring smile on face and make people happy</p>	<p>IP38-36</p> <p>IP36: dislike teaching bcos “<i>Teaching because you always argue with children</i>”</p> <p>IP36 - 37: skills oriented character, 38: seems to have communication skills “<i>enjoy to sing and speak loud and clear and to make people happy</i>”</p> <p>IP36: role models are skilled people [singers, soccer players, actors (Trevor Noah-comedian).</p> <p>The value of education "Education is the key to success</p>
<p>IP35-33</p> <p>Career costruction/self- construction. Understanding careers; p30 Career choice</p> <p>Self-awareness, self- knowledge, abilities, strong character; self-esteem; promote informed career decision</p> <p>Influence of the significant others in career choice</p> <p>IP33 & 34: People admired: share similar character-caring, love people, brave, encourage to achieve own goals, overcame many obstacles [high level of confidence].</p> <p>IP33-35: mottoes; responsibility, accountability of own actions, sense of hope, [<i>“working hard you a better person tomorrow, life is a change of thing”</i>]; avoid reliance on friends “<i>When days are dark friends are few</i>”.</p> <p>The value of education cos provides information</p> <p>Firm character; self-esteem, positive self-concept</p> <p>Assertive; positive self- concept ;overcome circumstances;</p> <p>Stand for yourself; be assertive;; never give up; understand your circumstances</p>	<p>IP32-30</p> <p>IP30: self-awareness of own skills and abilities. Career adaptability, able to explore opportunities/the unknown world. IP31: uncertainty regarding career choice-thus left blank spaces</p> <p>IP30 & 32: significant others view of the self, respect adults, and too much of the self.</p> <p>IP30, 31 & 32: people admired -people with high achievements “Lionel Messie, Dr. Smith likes to work people, Neymar, Christian Ronaldo</p> <p>IP30 & 32: Personal mottoes display strong character, and a sense of responsibility “, Where there is a will the is way, time is money”. Also, the value of education. See the quotes</p> <p>The value of eduction</p> <p>Persistence: never give up [sense of control]</p>
<p>IP29-26 PART4 [NO.27 OMITED]</p>	<p>IP01-03 [PART 4]</p>

<p>IP26: Assertive/determination: despite parents & teachers' advice-still able to take personal career decision. Career preferences and dream career congruent.</p> <p>IP27: curiosity-explore [skill of drawing and painting]</p> <p>IP26 & 29: role models admired are caring, kind -relates with their career preferences [social, caregiving and community serv. IP26 & 28-admire own mother & sister [Elizabeth(mother) How to respect or behave to elders, Nomcebo(friend) how to treat other people, Hildah (sister) how to respect other people's property. Her influential events include social worker cos of love and care for patients</p> <p>Life themes: self-independence; solve problems (being responsible)</p> <p>Narratives:own story book: self-exploration [life exploration</p> <p>IP26 "The road never travelled; the day I missed a bus when we go to the trip]. Major themes: peace & love</p>	<p>: Likes: playing, singing, helping people,</p> <p>IP3: Lack of motivation, persistence, give up easily, [social influence-significant others]</p> <p>IP3: Sense of caring, helping</p> <p>IP3: Leadership</p> <p>IP3: Determination</p> <p>The value of education : Education is important to me because I go to school to learn and one day I want to improve.</p> <p>Stated repeatedly in the participants' mottoes (IP01 & 02; IP 36-49). Education is a key to success.</p> <p>Education perceived as an element of change in their lives</p>
<p>IP04-06</p> <p>IP4: Helping others, significant others describe as too much talking.</p> <p>IP5: strengths communication skills, talkative. Significant others -see as matured and friendly</p> <p>IP6: significant others see as talkative.</p> <p>IP6: Role models: [sense of caring] helping the needy. Events social worker helping the needy.</p> <p>IP4: value most-relationships and status-sense of working with people</p> <p>IP4: Influential people-are social worker, caring for orphans. Sense of caring.</p>	<p>IP 7 - 9</p> <p>significant others see as funny & kind [social, caregiving & comm. serve]</p> <p>IP8: assertive character: consistency with role models-assertive actor, pastor & social worker caring for orphans [helping, care-giving</p> <p>IP9: assertive ,persistence, not give up easily: associates with role models who like to help children, player who does not want to lose a game;</p> <p>IP7: caregiving, help: role models share common characteristics – kind, hard worker</p> <p>IP7: mottoes-sense of responsibility, accountability for own actions [time is money; what you reap is what you sow]</p>
<p>IP 10-12: PART 4</p> <p>IP11 & 12: Decisiveness & consistency of careers liked and career preferences</p> <p>IP10-12 mottoes: reveal a sense of concern about the future self - Time is money; Time wasted is never regained; Love is my heart controller; Education is the key, Technology is power. Reference to educ. as a key suggests an interest of unlocking the future/closed doors, opportunities, and reveals a sense of curiosity to enter an unknown world to explore opportunities.</p>	<p>IP 13-15 PART 4</p> <p>IP14: own mother & brother for helping him, taking care of the whole family [sense of caring, & helping]</p> <p>IP15: role models 'humble'; her personal values 'To service my knowledge to other people (i.e. share knowledge)</p> <p>IP13: Influential events: hurt when lost father "when my father died, I was very hurt, because he was the best father in my life and teach (taught) me how to respect"</p>

<p>Also reveals curiosity awareness of a number of opportunities available to be pursued in the world of works</p> <p>Lack of jobs stated as reason for not liking -not true in the case of Engineering & Doctor-the world needs more doctors]</p> <p>IP11 & 12: career awareness & self-knowledge: engineering- cos am a good learn and fix; am brave; IP12: Adaptability & career transition: consider combination of various careers to pursue-Building & construction industry like to build houses and buildings; Like to help people; Like to react to people who are stilling (<i>sic</i>) (stealing); Like to teach children at school; I like to be a researcher. Also consistency in careers liked and dream career & career preferences</p> <p>IP11-12: Subject combination considered impact on career choice (certain level of career development). Firm career decision: dream careers listed in careers liked</p> <p>IP10-12 mottoes: reveal a sense of concern about the future self - Time is money; Time wasted is never regained; Love is my heart controller; Education is the key , Technology is power. Reference to educ. as a key suggests an interest of unlocking the future/closed doors, opportunities, and reveals a sense of curiosity to enter an unknown world to explore opportunities. Also reveals curiosity awareness of a number of opportunities available to be pursued in the world of works</p>	<p>IP14: caring brother; IP15: own parents – caring her & raised her</p>
<p>IP16-18 [PART 4]</p> <p>IP16, IP17 & 18: Self-awareness of abilities' likes and dislikes: [evident in careers disliked].</p> <p>Curiosity, concern for future [evident in role models <i>“he is a dream person, and he has a big dream” “he is my favourite teacher and he has big dream in the future”</i>]</p> <p>IP16:: role models: display hard work, successful [curiosity, confidence, optimism]. Willingness to explore opportunities, to unlock the unknown world. <i>“he want to explore the world and learn new things”</i>. Also evident in the participant's motto: <i>“Wisdom through experience</i></p> <p>IP18: Assertiveness, confidence, optimism [evident in role models-successful in life. Big dreams “to be a manager cos “Manager, cos I know how to control people”.</p> <p>IP18: Positive self-concept</p> <p>Parental Influence-motivating factor (IP 16: Mother is a teacher; IP 18:my father is an educated man)</p>	<p>IP19-21 [PART 4]</p> <p>IP20: Lack of self-awareness; unaware of own strengths & weaknesses, but strong control over circumstances evident in participants' words <i>“. I love to finish what I have started”</i>. NB: Needs to be made aware that she has potential to make it”</p> <p>IP20: learn from the best-likes influential people IP20: persistence, optimistic, sense of appreciation: <i>“you never know what you have until it's gone. Actions speak louder than words”</i></p> <p>IP20: persistence, optimistic, sense of appreciation: <i>“you never know what you have until it's gone. Actions speak louder than words”</i></p>

<p>Part enjoyed: IP18: That I was able to know myself better. That I am kind and I am a go-getter, and if I do something wrong, I can face the consequences</p> <p>Part NOT enjoyed: IP18: That I wrote lies at the first time (i.e.at the beginning of the programme) - I did not understand</p>	
1P22-23: PART4	24-26 PART4
<p>IP22,23 & 24: [The value of education] <i>high sense of control, determination, assertiveness</i>: “Education is the key to success; time wasted will never be regained”.</p> <p>IP24: Enjoyed the section on role models</p> <p>Did not enjoy strengths. <i>Also, want to know what will happen after I raised my issues</i></p>	

CONCERNS:

- Part 4 Section A no. 1a & 1b: most could not understand “areas of development”
- IP18: Part NOT enjoyed: That I wrote lies at the first time (i.e.at the beginning of the programme) - I did not understand
- IP10: indecision, lack of knowledge: Lack of jobs stated as reason for not liking -not true in the case of Engineering & Doctor-the world needs more doctors]
- IP31: uncertainty regarding career choice-thus left blank spaces
- IP44: SETBACK: dream career not stated, number of questions related to career preferences not answered, possible evidence of career indecision
- IP42: Significant others see as desperate
- IP45: career indecision: dream career not specified, all questions relating to career preferences not answered. Concern for future career life, degree of confidence, control over own life and confidence questionable?
- IP45 &47: Career preferences not specified
- IP48: uncertainty, less control, less curiosity. Only 3 favourite careers mentioned, no reasons, all other career related questions not answered. Not evident if subjects relevancy is considered in the choice of careers. The many uncompleted gaps suggest state of indecision.
- Part enjoyed: IP18: That I was able to know myself better. That I am kind and I am a go-getter, and if I do something wrong, I can face the consequences
- Part NOT enjoyed: IP18: That I wrote lies at the first time (i.e.at the beginning of the programme) - I did not understand
-
-
-
-

