

## Summary of Super's Career Development Stages

Stage of Career Development	Types of Tasks	Sample Statements
Growth	<ol style="list-style-type: none"> <li>1) Forming work attitudes and behaviors</li> <li>2) Learning about the world of work</li> </ol>	<p>"I'm trying to figure out what I really want to do in life."</p> <p>"I'm gathering lots of information about the job market."</p>
Exploration	<ol style="list-style-type: none"> <li>1) Identifying career dreams</li> <li>2) Trying to narrow a list of career possibilities</li> <li>3) Determining your self-concept as it relates to the career decision-making process.</li> <li>4) Deciding which career options to research</li> </ol>	<p>"I've always wanted to be a..."</p> <p>"There are several occupations that interest me. I need to figure out which are realistic"</p> <p>"I'm not sure if I'll be really happy if I pursue that career." "I'm wondering if it would be a career that I will enjoy for years to come."</p> <p>"Now I need to figure out which careers I need more information about."</p>
Establishment	<ol style="list-style-type: none"> <li>1) Gaining work experiences related to your career choice</li> <li>2) Trying to determine the value of your choices</li> <li>3) Continuing to increase self-understanding</li> <li>4) Beginning to stabilize within a career</li> </ol>	<p>"I'm currently working in a job that will allow me the chance to see if I really want to pursue that career or not."</p> <p>"Now that I'm working in this field, I'm not too sure that my job is really meeting my needs."</p> <p>"I'm learning a lot about myself as I continue to work in this field."</p> <p>"I'm satisfied with where I am at this point in my career."</p>

Stage of Career Development	Types of Tasks	Sample Statements
Maintenance	<ol style="list-style-type: none"> <li>1) Determining whether your current career situation is providing adequate satisfaction and fulfillment</li> <li>2) Searching for ways to increase job mobility</li> <li>3) Learning about other career options</li> </ol>	<p>"Lately I've been trying to determine whether I'm truly happy doing what I'm doing."</p> <p>"I'm starting to think that maybe I should find out about other careers."</p> <p>"Right now I'm trying to determine whether there is any chance that I might be promoted in the future."</p> <p>"I'm hoping that I will find some other jobs similar to my current one that I'd consider applying for."</p>
Disengagement	<ol style="list-style-type: none"> <li>1) Considering a new job or career change</li> <li>2) Preparing for retirement</li> </ol>	<p>"I'm pretty sure that I want to find a new job. This one is getting old."</p> <p>"I'm looking forward to golfing six days a week."</p>