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development with people of color, and women's career development Assessment of interests, needs and values, ability, and other important constructs Occupational classification and sources of occupational information Counseling for school-aged youth, diverse populations, choice-making, choice implementation, work adjustment, and retirement Special needs and applications including those for at-risk, intellectually talented, and work-bound youth; people with disabilities; and individuals dealing with job loss, reentry, and career transitions Edited by two of the leading figures in career development, and featuring contributions by many of the most well-regarded specialists in the field, *Career Development and Counseling: Putting Theory and Research to Work* is the one book that every career counselor, vocational psychologist, and serious student of career development must have.

This book examines a topic widely regarded as the most pressing in career counselling today, i.e., how to ensure that everyone receives career counselling and that all workers have the opportunity to engage in sustainable, decent work. The author holds that career counselling should not only advance workers' self- and career construction, helping them design successful career-lives and make social contributions, and live purposeful lives – it should also expound new theoretical approaches and interventions. Furthermore, the book criticizes global society for overlooking the basic needs of many workers, especially the most vulnerable and disadvantaged. An important feature of the book is its emphasis on promoting a creative and innovative approach to career counselling so as to better answer contemporary career-related questions. It offers guidance on how to advance entrepreneurship and help workers develop critical thinking, curiosity, creativity, collaboration, and communication

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skills. In this way the book promotes innovation in career counselling and maps the way forward in a theoretical and practical manner that helps clients ‘ flourish ’ rather than merely ‘ survive ’ in turbulent times impacted by the fourth wave in psychology, career counselling, the economy, as well as the 4th industrial revolution (Work 4.0).

Earlier editions published as: Career development interventions in the 21st century.

This book sets out to provide context for innovating counseling for self- and career construction. It gives readers insight into the theory underlying an innovative, integrative qualitative-quantitative approach to career counseling. Three key ideas recur throughout the book. First, the idea of not dispensing “ advice ” to people—instead, enabling them to advise themselves. Second, the idea of listening for instead of to people ’ s stories to help them choose and construct careers and themselves and shape their career identities. Third, the idea of helping people connect what they know about themselves consciously with what they are aware of subconsciously. The book confronts some of the main challenges posed by Work 4.0 on the workplace but also foreshadows the imminent advent of Work 5.0. It endeavors to promote career counselors ’ ability to help people “ thrive ” at a time when many speculate that work itself is at risk, occupational contexts no longer “ hold ” workers in the way they used to, and the coronavirus pandemic is disrupting the workplace.

This practiced-based handbook describes postmodern career counseling models and methods designed to meet clients ’ diverse needs in today ’ s challenging work environment. Readers

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will gain a solid understanding of the theoretical underpinnings of postmodern career counseling and learn practical approaches to counseling clients of various ages and backgrounds on occupational choice and other issues, such as coping with developmental tasks, career transitions, and work traumas. Drawing directly from their experiences with clients, career counseling experts link theory to practice in 17 application chapters that demonstrate the process of postmodern career assessment and intervention embedded in culture and context. Multicultural case vignettes and a “ Practical Application Guide ” in each of these chapters facilitate classroom learning and discussion. \*Requests for digital versions from the ACA can be found on [wiley.com](http://wiley.com). \*To request print copies, please visit the ACA website here. \*Reproduction requests for material from books published by ACA should be directed to [permissions@counseling.org](mailto:permissions@counseling.org)

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