



安讯教育与科技有限公司
Axon Consultancy Sdn Bhd



CAREER DEVELOPMENT THEORIES:

UNDERSTANDING YOURSELF BEYOND WORK



Axon Consultancy Sdn. Bhd.

(Co Reg no: 201701042497)

2-2, Plaza Usahawan Genting Kelang, Jalan Danau Naiga,
Taman Danau Saujana, 53300 Kuala Lumpur
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AN OVERVIEW

Modern career development is no longer only about earning a salary—it is a reflection of personal identity, life experiences, and evolving aspirations. This programme introduces participants to the major career development theories that explain how people understand themselves and make life-shaping choices. Through reflective activities, case analyses, and self-assessment exercises, participants will gain clarity about who they are, what matters to them, and how to chart meaningful career pathways.

WHO SHOULD ATTEND

- Fresh graduates / university students
- Early-career professionals (1–5 years)
- Individuals exploring career directions
- Anyone uncertain about work, identity, or life purpose

DURATION : 1 Day (9:00 am – 5:00 pm)



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LEARNING OUTCOMES

By the end of this programme, participants will be able to:

- **Explain** the major career development theories and describe how they apply to real-life contexts.
- **Reflect** on personal values, interests, traits, and lived experiences to understand their career identity.
- **Apply** theory-based strategies for career decision-making and navigating career uncertainties.

TRAINING METHODOLOGY

This is an instructor-led and experience driven programme with a blended approach for optimized learning:

- **Lectures & Mini-Presentations** – to explain key theories and frameworks
- **Facilitated Group Discussions** – sharing insights and exploring different perspectives
- **Individual Reflection & Self-Assessment** – values clarification, trait mapping, interest exploration
- **Case Studies** – applying theories to real-world scenarios
- **Experiential Activities** – including use of OH cards or narrative exercises
- **Guided Q&A** – trainer-led clarification and personalised exploration



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Course Content

Day 1: Foundations & Core Career Theories

Module 1: Introduction to Career Development

- Understanding *career beyond work* and salary
- How personal and environmental factors influence career choices (traits, values, interests, culture, family, opportunities)

Module 2: Key Career Theories – Part 1

2.1 Holland's RIASEC Theory

- Personality–career fit model
- Self-assessment using RIASEC themes

2.2 Super's Developmental Self-Concept Theory

- Lifelong career development
- How identity evolves through career stages

2.3 Savickas' Career Construction Theory

- Life themes, narratives, and meaning-making in career decisions

Module 3: Reflection & Application

- Guided self-reflection on personality, strengths, values, and interests
- Applying early theories to personal experiences
- Identifying insights and contradictions



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Module 4: Key Career Theories – Part 2

4.1 Gottfredson's Circumscription & Compromise Theory

- How people eliminate or settle on career options
- Social norms, expectations, and perceived constraints

4.2 Anne Roe's Personality Theory

- Early experiences and preferred work environments

4.3 Trait & Factor Theory

- Matching individual traits with occupational requirements

4.4 Social Cognitive Career Theory (SCCT)

- Self-efficacy, outcome expectations, and environmental support/barriers

4.5 Solution-Focused Approach

- Strength-based, goal-oriented strategies for decision-making

Module 5: Deep Self-Reflection & Theory Application

- Integration of all career theories
- Identifying personal patterns, recurring themes, and insights
- Linking self-knowledge to potential career pathways

Module 6: Career Decision-Making Strategies

- Generating suitable career options
- Assessing alignment with personal identity and life goals
- Managing uncertainty, transitions, and external pressures
- Planning next steps and creating a personalised career roadmap

Programme Close

- Summary of key theories and personal insights
- Sharing of personal career direction statements
- Final Q&A and individual guidance



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Trainer Portfolio: Ms. Amelia Wong Chin En **HRDC Accredited Trainer | Emotional Wellbeing & Psychoeducational Specialist**

Amelia Wong Chin En possesses a unique combination of psychological depth, holding a Master of Counselling from Taylor's University, and practical business acumen, stemming from her Bachelor of Business Administration. This dual foundation enables her to not only understand the complex emotional landscape of human behavior but also to translate intricate psychological concepts into clear, actionable strategies relevant to daily life and professional environments. Her sessions are celebrated for being relatable, engaging, and highly actionable.

Training Specialties

Amelia designs and facilitates programmes focused on building inner resilience and relational health. Her core competencies include:

- **Emotional Literacy & Regulation:** Mastering techniques for emotional clarity and effective response to stressors.
- **Stress and Anxiety Management:** Implementing practical, evidence-based coping mechanisms.
- **Self-Discovery Frameworks:** Utilizing strength-based approaches for personal growth and goal attainment.
- **Relationship Dynamics & Communication:** Enhancing relationship skills through models like the Love Languages.



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