
Career Development & Planning: A Comprehensive Approach (6th edition) by Robert C. Reardon, Ph.D., Janet G. Lenz, Ph.D., Gary W. Peterson, Ph.D., & James P. Sampson, Jr., Ph.D. 2019. Kendall Hunt Publishers, Dubuque, IA.

This in-depth manual is for serious career exploration. Its academic approach is a comprehensive textbook for career counselors and college students, but can certainly help job seekers in work-force development, such as career changers or unemployed persons. This book's stated purpose is to improve the quality of your Personal Career Theory (PCT) for making career decisions. Including many tables, graphs, and lists, this book helps readers explore themselves, the global economy, and the implementation of a strategic career plan. No stone is left unturned.

Know yourself, your values, interests and skills before diving into "careering." Behavioral theories are cited throughout, and each chapter has a list of references for further exploration.

Know all your options. Understand effective decision making with the Communication, Analysis, Synthesis, Valuing, and Execution (CASVE) Cycle. Discussing your CASVE with another person may help you gain insights into strengths and weaknesses in decision-making.

How has the world changed? How will it change and impact your Personal Career Theory?

This book explores career decision-making from every angle. The authors want the readers to re-frame their career metacognitions (awareness and understanding of one's own thought processes) before identifying potential industries and occupations.

Recognize your personality type using the RIASEC paradigm developed by John Holland: are you realistic, investigative, artistic, social, enterprising, and/or conventional? The same RIASEC typology is applied to work environments, so the student can match them up.

Tables illustrate the twenty fastest growing occupations requiring a bachelor's degree and other key labor market statistics. Population, leisure, and global trends are examined as are organizational cultures. In this newest edition, gender roles, stress, sexual harassment, and family dynamics are factored into your PCT.

It seems like many facets of the book will address any and all readers and their unique situations. However, wading through 253 pages of texts and diagrams, then a glossary, worksheets, and guides, is daunting.

Still, very useful guides on resume writing, career field analysis and good decision making make this book incredibly practical. It makes a great course for a semester-long undergraduate or unemployment seminar. The book has been tested in a university setting since 1974, and an instructor's manual is available with PowerPoint slides. (Acronym lovers will enjoy this book!)

Career counselors of all types will benefit from this book. Once you know your audience and their needs, finding useful information may take a while, but it will be worth it. Critiquing each other's resumes or reading and discussing case studies can help students and job seekers of all

ages in their quest. There is even a Strategic Academic/Career Planning Project activity that culminates the course: Each student submits a formal paper following specific academic style guidelines.

As a former director of job training programs for high school graduates as well as for older unemployed MA residents, I can see this book's usefulness and practicality. Group activities as well as individual counseling activities are all here. If someone is negotiating a salary, interviewing, or evaluating a job offer, excellent advice is at your fingertips. There are hundreds of links to organizations and career professionals scattered throughout the book.

I found this book very thorough and academic, informative and dense but interesting. Encouraging readers to develop their own PCT will be helpful and time consuming. It is not a light read.

I found the history of a "career" fascinating since the authors take us through the hundred years a career even became a thing. The use of instruments and devices (wheels, pyramids, lists) can be used as class exercises. In addition to CASVE, and RIASEC, the CIP (cognitive information processing) Pyramid of Information-Processing Domains is explored to help the reader to improve the quality of their PCT for making career decisions. This book requires dedication.

The authors do not mention how climate change or population disparities (the haves vs. the have-nots) will impact career development and planning, so a seventh edition may be in the works. If your audience is focused on an employment campaign, this book will provide insights and exercises from which to pick and choose.

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