



**KISII UNIVERSITY**  
**UNIVERSITY EXAMINATIONS**

**SECOND YEAR EXAMINATION FOR THE AWARD OF THE**  
**DEGREE OF BACHELOR OF COUNSELLING PSYCHOLOGY**  
**SECOND SEMESTER 2021/2022**  
**[JUNE-SEPTEMBER, 2022]**

**PSYCH 218: CAREER COUNSELLING**

**STREAM: Y2 S2**

**TIME: 2 HOURS**

**DAY: FRIDAY, 9:00 – 11:00 AM**

**DATE: 09/09/2022**

**INSTRUCTIONS**

- 1. Do not write anything on this question paper.***
- 2. Answers question ONE and any other TWO questions.***

**QUESTION ONE**

- Explain the following terms:
  - Career development. [4 marks].
  - Career awareness. [4 marks].
  - Burnout. [4 marks].
  - Career coaching. [4 marks].
- Explain what an employee assistance programme is and how it is useful to employees. [14marks.]

**QUESTION TWO**

- Discuss Donald Super's five stages of career development. [10 marks].
- State and explain the five tips of successful career development. [10 marks.]

**QUESTION THREE**

- What is professional burnout? [2 marks].
- Clearly explain the difference between stress and burnout. [6 marks].
- Discuss three strategies you would use to manage burnout? [12 marks].

#### **QUESTION FOUR**

- a. Explain the difference between retirement and retrenchment? [6 marks].
- b. Explain how retirement affects an individual's life. [4 marks].
- c. What are the employer's obligations and duties in retrenching employees? [10 marks].

#### **QUESTION FIVE**

- a. Explain any outplacement services. [2marks].
- b. What steps does an employer need to take in choosing an outplacement provider? [10 marks].
- c. List down the personality types in Holland's theory of career choices. [3 marks].
- d. Referring to any two personality types, describe the individuals and state which jobs they would fit in. [5 marks.]