

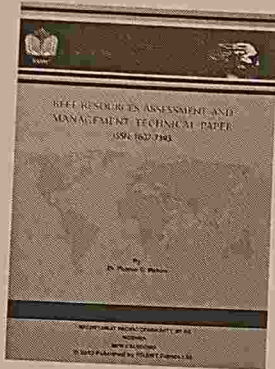


# REEF RESOURCES ASSESSMENT AND MANAGEMENT TECHNICAL PAPER

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## Varied applications of Shafiabady's Multi axial pattern of vocational choice (SMPVC) on Vocational Behaviors Change

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### Abstract

In this article, Shafiabady's Multi axial pattern of vocational choice (SMPVC) is firstly introduced which consists of five varied axes of dynamic, purposefulness, self concept, needs, and decision-making. Then, conducted researches have been reviewed about application of this pattern. At the end, the training packages have been introduced which show how to use of this pattern to increase the types of vocational behaviors (includes the power of decision-making, self efficacy, entrepreneurship, resiliency, vocational success, and vocational satisfaction) and also decrease the types of vocational behaviors (includes vocational stress, vocational exhausting, and having no vocational motivation).

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*Keywords:* Shafiabady's Multiaxial pattern of vocational choice (SMPVC), Behaviors change, Varied applications

### 1-Introduction

Some of human's features are not tangible and must be inferred from individual behavior. So human's behavior has considerable importance. According to behavioral pattern, the most of human behaviors are created and maintained based on learning. In the other word, the most of human behaviors are combination of learning small unit of relationship between motive and response which are complicated by chain building process. So, it can be concluded that behaviors are teachable and can be planned to create and change them. The purpose of behavioral psychology is elimination of daily living problems which affects individual and society (Omidvar,2006).

One of the effective factors to identifying and humans' active participation in the society is vocation which supplies physical needs and also lead to gain independence, develops feeling of safety and valuable, utilization of individual's capabilities, gain experience, develop skills, resolves social and individual needs such as getting success and help to people, personality development, expend energy in desirable way, feeling of belonging to the society, provide an

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opportunity to create friendly relationship and social participations, regularize living affairs. While unemployment lead to country underdevelopment, poverty, insecurity, frustration, tendency to social corruptions such as addiction and steal, disintegrate family life and increase of divorce, gradual reduction of individual skills and learned vocational techniques and increase of immigration (Shafiabady, 2010). So create desirable vocational behaviors and decrease undesirable behaviors are important and should not be neglected.

Create and change of vocational behaviors is possible through vocational counseling. Vocational counseling is a complicated process which needs to the high levels of expertise and skill and counselors cooperate with clients to specify and implement their own business decisions to be consistent with these decisions. Therefore, it can be concluded that the starting point for vocational counseling is introduction to vocational theories (Amonson., Bolsby., & Nailz, translated by Firouzbakht., 2010). Vocational methods are useful which are consistent with our society culture and customs, so among various vocational theories, the native theories are very important.

Shafiabady's Multiaxial pattern of vocational choice (SMPVC) is the only native vocational counseling pattern. Vocational choice based on this pattern is a dynamic and purposeful activity which happen based on type of self concept, needs satisfaction, creativity power of decision-making in coordination with lifestyle. The role of each of these factors is as follows (Shafiabady.,2012) :

*Dynamic:* Dynamic is versus static and means motility, growth, flexibility, and creativity. Dynamic person increases his vocational skills and knowledge and tries to complete vocational information. Dynamic can be led to change previous vocational decisions and encourages person to leave his job.

*Purposefulness:* Purposefulness of vocation choice means that human intends to overcome with feeling of inferiority and dependence to others with vocation choice. Human's vocational purposes are fanciful, continuity, and developmental. In vocational choice process individual should be specified his total and fanciful vocational purposes as achievable defined purposes; then plan proceedings to reach gradually to each one of them. Human needs specific way and course to reach his purposes which will be from lifestyle in childhood.

*Self concept:* Individual's judgment and perception which have in fields of capabilities and weaknesses called self concept. Self concept is also effective in vocation choice process and determining how to behave and live. Parents' beliefs, colleagues' attitude, attitude of school staff, and personal-social interests are effective in formation of self concept. Interaction among these factors is effective in predicting of success or failure, self worth or worthless, ability or disability, and individual importance or insignificant.

*Needs:* Fundamental needs satisfaction is one of the effective factors in vocation choice. Needs are divided into three groups of physical, mental, and social. Physical needs are primary human's need which is satisfied by human in range of his facilities. Working is the first and healthiest way to satisfy needs and causes to satisfaction with creating feeling of usefulness. Mental needs are included sense of relief and satisfaction. Social needs cause to relationship with other and satisfies through working, marriage, and sociability.

*Decision-making:* Decision-making is a dynamic, creative, and purposeful action which has done to solve problems. Any of these factors (purposes, self concept, and needs) lead solely to appropriate vocation choice. Their precious analysis and compaling, outcome prediction, and results of each case (which requires creativity and experience in decision-making) are considered as undeniable necessity of a proper and appropriate vocation choice. Analysis means precious check forming factors of a phenomenon in order to more and better perception and recognition of its components. Through analysis, individual knowledge increases about issue and lead to appropriate decision-making. Compaling means continuant and creative mixing of effective components of some phenomenon and turning them to new useful and applicable issue or object. Having creativity and enough information about components of each one of phenomenon are requisite of compaling. In compaling stage, the client creates appropriate and desirable creativity coordinate, and chooses appropriate vocation as for identified factors. Just having information does not lead to right and appropriate decision-making. Although having information is necessary to decision-making but never enough. Appropriate decision is depend on creative and wisely compaling of information.

So present study intends to introduce and design training and learning packages based on five fundamental concepts of Shafiabady's vocational counseling native pattern to change types of vocational behaviors for using by trainers, counselors, experts, and researchers of behavioral sciences with regards to the role of learning to create and change of behavior, the importance of vocational behaviors, and necessity of attention to vocational counseling native pattern.



## 2. Text (body of research)

### 2.1- Conducted research about Shafiabady's Multiaxial pattern of vocational choice (SMPVC):

Sayadi, Shafiabady & Karami (2010) conducted a research of "psychological empowerment planning based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) and its effectiveness comparison with Thomas & Velthhouse' cognitive elements among Rasht high schools counselors". In this research effectiveness of two training packages is checked and compared based on Shafiabady's multi-axial pattern and Thomas & Velthhouse' cognitive pattern on consultants' psychological empowerment. Results showed that both of two models were effective on increasing consultants' psychological empowerment. And there is no difference between effectiveness.

Fekri, Shafiabady, Nooranipour, & AHghar (2011) "evaluated the effectiveness based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) on entrepreneurial skills of women-headed households", and found that Shafiabady's multi-axial pattern cause to increase entrepreneurial skills.

Fekri, Shafiabady, Nooranipour, & AHghar (2013, 2012-B, 2012-A) conducted a research which "study and compare the perdurability of effectiveness Shafiabady's Multiaxial pattern of vocational choice (SMPVC) with Gottfredson's theory of circumscription and compromise on entrepreneurial skills and entrepreneurial behavior of students' humanities of Islamic Azad University, Tehran Science and Research Branch". Results showed that both of methods were effective on increasing entrepreneurial skills and entrepreneurial behavior and vocational counseling as method of Shafiabady's Multiaxial pattern of vocational choice (SMPVC) had more impact on increasing intellectual and interpersonal entrepreneurial skills rather than Gottfredson's theory of circumscription and compromise. After one month, the test was given both of groups to investigate the stability of results. Results showed stability of functionality in both of groups during the time. However, stability scores of entrepreneurial skills and entrepreneurial behavior of group who educated with Shafiabady's Multiaxial pattern of vocational choice (SMPVC) were more than another group. The results evaluation of training sessions showed that 60% of subjects report high the effectiveness of multi-axial pattern in entrepreneurial learning and 40% report too much.

Arjmand (2013) conducted research in the field of "psychological empowerment of female workers of Ahura Darou .Co based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) in Shiraz". Results confirmed researcher's hypothesis. It means that educational empowerment program based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) was effective on increasing psychological empowerment of women who participate in the period.

Akbiya (2013) studied a research of "evaluate the effectiveness of vocational counseling based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) on students' vocational interest of the female high schools in Torbat Heidarieh. Results showed that vocational counseling based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) is caused to increase students' vocational interest.

Tork.M (2013) conducted a research of "the effectiveness of vocational counseling based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) on vocational maturation and entrepreneurship of first year men students of high school district 4 of Karaj". Results showed that there is significant difference between two groups of test and control in variation of vocational maturation and vocational entrepreneurship. Results of present research showed that vocational counseling based on multi-axial approach increased students' vocational maturation and entrepreneurship.

Fekri, Shafiabady, Refahi, and Zaboli (2013) studied "compare effectiveness of Shafiabady's Multiaxial pattern of vocational choice (SMPVC) and Krumboltz's social learning theory on increasing entrepreneurship skills of counseling & psychology students of Islamic Azad University Branch of Marvdash". Results showed that : 1) Shafiabady's Multiaxial pattern of vocational choice (SMPVC) is effective on increasing students' entrepreneurship skills and its sub scales. 2) Krumboltz's social learning theory is effective on increasing students' entrepreneurship skills and its sub scales. 3) There is no significant difference between multi-axial pattern and social learning theory on increasing students' entrepreneurship skills and its sub scales. 4) The effectiveness of Shafiabady's Multiaxial pattern of vocational choice (SMPVC) is stable on students' entrepreneurship skills and its sub scales during the time.



5) The effectiveness of Krumboltz's social learning theory is only stable on sub scales of interpersonal and practical entrepreneurship skills during the time. 6) There is no significant difference between stability effectiveness of Shafiabady's Multiaxial pattern of vocational choice (SMPVC) and Krumboltz's social learning theory on interpersonal and practical entrepreneurship skills during the time.

Fekri & Shafiabady (2013) studied "compare vocational choice effectiveness based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) and Krumboltz's social learning theory on entrepreneurial behavior of counseling students of Islamic Azad University Branch of Marvdasht". Results showed that 1) both of patterns had positive impact on total score of students' entrepreneurial behavior and sub-scale of opportunities cognition and determinate entrepreneurship approaches. The effectiveness of Shafiabady's Multiaxial pattern of vocational choice (SMPVC) was more. 2) Both of patterns had positive impact on decision-making sub-scale but the difference was not significant. 3) Multi-axial pattern had positive impact on sub-scale of determining entrepreneurship structure but it was ineffective with little statistical difference on sub-scale of providing resources. 4) Krumboltz's social learning theory had positive impact on sub-scale of providing entrepreneurship resources but it was ineffective with little statistical difference on sub-scale of determining structure. So, a compaling pattern of multi-axial pattern and social learning theory is designed based on results to educate entrepreneurial behavior and its sub-scales.

Vaezi (2013) studied "effectiveness of psychological empowerment based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) on high school teachers' vocational satisfaction". Research findings showed that designed psychological empowerment interferences based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) significantly increased levels of vocational satisfaction them who was participated in the course. Considering the rate of training effectiveness based on Shafiabady's multi-axial pattern, it is recommended that this approach should be used in vocational training in the field of employees' empowerment.

Asadi (2013) conducted research of "Vocational counseling effectiveness based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) on vocational empowerment of employed nurses at ICU". Results showed that vocational counseling based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) is caused to increase vocational empowerment of nurses.

## 2.2- Methodology

This research is consisting of two sections. The first section is a library research and studies the concepts of Shafiabady's Multiaxial pattern of vocational choice (SMPVC) and conducted researches in this field. The second section is a practical research and designs various training packages based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) to change types of vocational behaviors.

### 2.3 – Designed training packages based on Shafiabady's Multiaxial pattern of vocational choice (SMPVC) to change types of vocational behaviors :

#### 2.3.1. Training package to increase power of vocational decision-making

*The First session:* Accustom with the concept of purposefulness, help people to recognition their lifestyle (problem-focused and emotion-focused) and understanding the importance of problem-focused approach to increase power of vocational decision-making, identifying purposes to increase power of decision-making ( includes increase of information, self-esteem, creativity, analysis, and information compaling).

*The Second session:* Accustom with the concept of dynamic, exchange of ideas and help people to identify resources and methods to increase own vocational information.

*The Third session:* Accustom with the concept of self concept, review of individual's negative and irrational beliefs in the field of own power of vocational decision-making, provide training such as reformulating, and table of positive and negative beliefs to decrease negative beliefs and increase self confidence in vocational decision-making.

*The forth session:* Accustom with the concept of needs, identifying the importance of creative thought as necessity need to increase power of vocational decision-making, educate methods of creative thought to present new and various approaches in order to increase the power of decision-making to encounter vocational problems.

*The fifth session:* Accustom to the concept of decision-making, identify the role of analysis and compaling in right and appropriate decision-making, educate critical thought to increase the power of information analysis, practice and evaluate the methods of creativity compaling of information to increase the power of decision-making.

#### 2.3.1.1- Training package to increase vocational entrepreneurship



*The first session:* Accustom with the concept of dynamic, study the relation between dynamic and feeling of vocational entrepreneurship, review of dynamic methods in vocation like studying, related websites, and information exchange with colleagues to increase sense of empowerment or vocational entrepreneurship.

*The second session:* Accustom with purposefulness, determine short term and long term goals to vocational progress and daily, monthly, and yearly planning to achieve purposes.

*The third session:* Accustom with the concept of self concept, recognition of own strengths to perform vocational tasks, opinion exchange to evaluate approaches to enhance own strengths and doing the best vocational behaviors of colleagues.

*The forth session:* Accustom with the concept of needs, identifying own weaknesses to perform vocational tasks, opinion exchange to evaluate approaches to decrease own weaknesses, utilization of colleagues' experiences to solve own vocational and communicational problems at workplace.

*The fifth session:* Accustom with the concept of decision-making, study of relation between the power of decision-making with vocational entrepreneurship, accustom with methods of creative thought to enhance the power of decision-making, study and recognize own decision-making weaknesses to perform vocational tasks, opinion exchange to solve own decision-making weaknesses.

#### 2.3.1.1.1- Training package for placement

*The first session:* Accustom with the concept of self concept and vocational self concept, study adaptation of desired vocations with vocational self concept and choose more harmonies vocations with vocational self concept.

*The second session:* Accustom with the concept of needs, individual needs, and vocational needs of society, study adaptation of desired vocations with individual needs and vocational needs of society, and choose more harmonies vocations with social and individual needs.

*The third session:* Accustom with the concept of purposefulness, identifying the purposes and life values, choose vocations which are adequate with these goals and values. Also identifying long-term and short-term goals in the field of vocation choice (for instance study the progress rate or stagnation of desired vocation during the time, limitations and facilities to achieve various vocations as short-term goals and choosing final vocation, vocational and values self concept as long-term goals) and planning to achieve long-term and short-term goals within a specified time.

*The forth session:* Accustom with the concept of dynamic, study the relation between dynamic and placement, study dynamic methods of placement such as referring to newspaper ads and internet websites, send resume to job centers, telling to acquaintance and friends, call to personnel of various organizations and agencies to find selective vocation.

*The fifth session:* Accustom with the concept of decision-making, analysis of problems, examine available approaches to solve problems and their strength and weakness points, choose right approach to solve available problem in the field of placement and finally employment in desired vocation.

\* Job interview is one of the important stages of placement and employment. So above training package can be combined with two training sessions and practice of behavioral techniques such as model making and role playing. Client is accustomed with right and adequate behavioral pattern which were succeed at job interviews to model their behaviors. In playing role, counselor is played the role of interviewer, and client has been placed both roles of oneself and interviewer to decrease his anxious about job interview and would find to appropriateness or inappropriateness of some behaviors in job interview.

#### 2.3.1.1.1.1- Training package to entrepreneurship

*The first session:* Accustom with the concept of dynamic, help individuals to update vocational information through listening to news and friends' gaps, refer to reputable websites, study books and magazines in the field of entrepreneurship.

*The second session:* Accustom with the concept of needs, help individuals to know vocational needs of society through checking available vocations in society and opinion exchange and discussion to each other.

*The third session:* Accustom with the concept of purposefulness, help individuals to choose desired vocation which is appropriate to needs of society and planning to provide the design of business.

*The forth session:* Accustom with the concept of decision-making, help individuals to analysis problems of provided business design and present innovative and creative approaches to solve existing problems

*The fifth session:* Accustom with the concept of self concept, help individuals to enhance and reinforce positive self concept to create motivation and begin entrepreneurial action based on prepared business design.



\* considering that creativity has the important role in entrepreneurship, so above training package can be combined with two education and practice technique of Scamper's creative thought. Scamper's creative thought technique works on replacement, combination, enlargement, other usage, reverse to provide creative thought. So this technique can be used in creative ideas to entrepreneurship. For instance fruity yoghurt is an example of use of combination to provide creative idea for production.

\* Considering that marketing has the important role in entrepreneurship. So above training package can be combined with two education and practicing sessions of some psychodrama techniques. For instance among psychodrama techniques can be done mirror and magic shop technique. With Mirror techniques the client perform firstly oneself marketing method in the field or idea or new production which intended to produce it, and then another person from group members has been performed his playing and client is watching the scene from outside. Therefore, he noticed that oneself marketing problems and can be correct them. With magic store technique, the client can be played the role of seller and bargain with another member of group who plays the role of customer or investor to succeed sell his idea or new product, or attract investor's idea to invest on his project. Thus, he has conducted training for marketing in the real world.

#### 2.3.1.1.1.1- Training package to increase vocational resiliency

*The first session:* Accustom with the concept of dynamic, study the relation between dynamic and resiliency (resistance ability to problems of vocational living), help to individual for being dynamic despite of existing problems through change recognition and struggle with inaccurate beliefs like "I'm defeat" or "I do not succeed" or "those who succeeded, don't have problems like me", and also provide appropriate vocational pattern.

*The second session:* Accustom with the concept of purposefulness, help people to determine vocational living goal. Help people to separate purposes to short-term, long-term, and medium-term, try to achieve little and short-term goals despite of existing problems. For instance, one person who works long time and can't try to complete his vocational skills, he can learn to determine short-term and little vocational purpose and learn to manage time and use dead times, to achieve little vocational progress.

*The third session:* Accustom with the vocational self concept, study the role of vocational self concept to do vocational tasks at difficult condition, educate the techniques to increase individual's self confidence and increase their power to work at difficult conditions.

*The forth session:* Accustom with the concept of needs, cognition of individual needs, separate specified vocational environment needs, study approaches to provide physical, mental, and social needs despite of existing difficult conditions inside and outside of vocational environment.

*The fifth session:* Accustom with the concept of decision-making, cognition of decision-making errors and the importance of decision-making in cope with difficult conditions, practice solving problem methods to accurate face with existing problems at vocational environment.

\*As was observed, in this training package some of life skills have been emphasized such as skills of self consciousness, purpose determination, managing the time, decision-making, and solving problem. Therefore, two sessions of education and practice of social skills can be combined with this training package. Human being is social creatures and many human's needs are provided through social relationships. So, it can help to employees with eructation of social skills beside of this training package to increase their power through desirable social relationships with other colleagues and bosses.

\*Regarding this point that reality therapy is focused on choice theory and is emphasized on determining of needs and requirements, current behavior, self-judgment, and planning and practice. Four practice and training session of reality therapy can be combined with above training package in order to clients learn how to act to overcome existing difficult condition.

#### 2.3.1.1.1.1.1- Training package to decrease vocational exhausting

*The first session:* Accustom with the concept of needs, cognition of needs which are not provided at job environment and are the factor of vocational exhausting (physical, Emotional, and mental exhausting and were long-term at difficult work condition; study approaches to provide needs inside and outside of vocation environment.

*The second session:* Accustom with the concept of purposefulness, study vocational purposes and identify difficult vocational goals which cause to exhausting and decreasing of mental energy. Adjustment of obvious and appropriate goals with detailed planning to achieve long-term vocational purposes. And prevent of jobs accumulation which caused to vocational exhausting.



*The third session:* Accustom with the concept of self concept and vocational self concept, determine vocational tasks which are beyond the individual's physical and mental health, planning to job division, and entrust some responsibilities to colleagues to prevent intensify of vocational exhausting.

*The forth session:* Accustom with the concept of dynamic, determine methods of variability at vocational environment to increase freshness and vitality for example use of natural vases at work, devote a few minutes of day to basic exercise or walking, use of relaxation, joking and laughing.

*The fifth session:* Accustom with the concept of decision-making, educate creative thought technique about methods of expedite the works, thus having more time to self-discovery and eliminate vocational exhausting.

\*It should be noted that training package of vocational stress decrease can be adjusted as like as above training package, just at the first session individual needs to identify and practice required skills to decrease vocational stress such as skills of faced with stress and assertiveness skills, and at the final session instead current session needs that individual identify his vocational decision-making faults which cause to increase of vocational stress and find methods and approaches to decrease these faults with idea exchange and use of others' experiences.

#### 2.3.1.1.1.1.1- Training package to increase vocational satisfaction

*The first session:* Recognition the concept of needs, study the relationship between providing needs with vocational satisfaction (feeling of adaptability to vocation), help individual to identify his needs, and needs of colleagues and organization, discuss and idea exchange to identify methods of relatively provide all three cases (individual, colleagues, and organization) side by side.

*The second session:* Recognition the concept of dynamic, study the progress methods at job environment, help people to identify required skills to vocational progress and quick methods to achieve those skills, identify successful people and behave like them to more progress and dynamic which caused to vocational gratification.

*The third session:* Recognition the concept of self concept and vocational self concept, help members to have positive attitude to their capabilities and attention to although little successes in doing vocational tasks.

*The forth session:* Recognition the concept of purposefulness, determine vocational goals with considered risks (determine vocational goals which cause to individual's mobility and dynamic, in the other words choosing medium and appropriate vocational purposes), planning to achieve those goals.

*The fifth session:* Recognition the concept of decision-making, help people to identify their potential capabilities, and decision-making about creative methods of potential capabilities blossoming at job environment.

\*Considering that the concept of vocational satisfaction and vocational success are very similar to vocational gratification, therefore, above training package can be used to increase vocational satisfaction and vocational success. Also, this package can be used to increase vocational motivation and caused to vocational compatibility.

\* This package can be also combined with the concept of skills, learning experiences, and talents in social learning theory. So, people can be helped to themselves vocational gratification and success with studying experiences of other people to progress and learning required vocational skills and attention to talents.

### 3. Results

Shafiabady's Multiaxial pattern of vocational choice (SMPVC) is a native pattern which has increasing attitude to vocation choice. Based on this pattern, point of views, cultural basics, beliefs, and people's lifestyle have been determining usage and efficacy of one hypothesis and its methods in guidance and vocational counseling. Based on this pattern, vocation choice is a dynamic and purposeful activity which happens inside of individual's life manner in considering that self concept, needs satisfaction, and power of decision-making; dynamic in vocation choice explain mobility, variability, creativity, and freshness. Vocation choice purposefulness means that through employment humans seek to be released from feelings of inferiority and dependence on others, and feel superiority and independence. Self-concept includes the individual's perception of himself in various fields of parental attitudes and beliefs, colleagues' attitudes, school staff attitudes and personal interests. Needs are divided to three types of physical, psychological, and social which are effective in vocational decision-making; decision-making is integral dimensions of vocation choice. Eventually, individual to vocation choice needs to creative and decision-maker power which help him to achieve his determined purposes (Shafiabady,2012).

Shafiabady's Multiaxial pattern of vocational choice (SMPVC) has five main axes of dynamic, purposefulness, self concept, needs, and decision-making and has various capabilities, and based on this pattern can be planned to



change the types of vocational behaviors. As was mentioned training packages with emphasized on these main axes were determined to increase the power of vocational decision-making, vocational self-efficacy, placement skills, entrepreneurship, resiliency, and vocational gratification and also to decrease vocational exhausting and stress. Compiling usages of this pattern was introduced to behavioral techniques like role playing to increase placement skills, psychodrama techniques like mirror and magic store to increase marketing skills of entrepreneurs, Scamper's creative thought techniques to increase determination of creative entrepreneurship ideas, reality therapy and social skills to increase vocational resiliency, talents, learning experiences, and working skills of social learning theory to increase vocational gratification. Therefore, it is recommended that this native pattern can be used in vocational guidance and counseling.

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