

The Significant Effects of Parents on their Children's Career Development

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Abstract

Although choosing a career is a long process, young generations can get help from their parents. A vocation that is appropriate for a person makes the person very satisfied, but finding a proper job is stressful. Parents have primary roles in that procedure. Their style of raising the child affects the child's personality and attachment. People try to choose an occupation based on their skills, attitudes, characteristics, and values. The inoculating factor of those things is their parents and their way of raising the children. Parenting styles consist of four dimensions: authoritative, authoritarian, permissive, and uninvolved. All these dimensions shape the child's characteristics and selections in life. Some parents want to involve their children's career exploration by appropriately guiding them. There are some parental involvement programs, such as in Canada and Australia. In this paper, the main aim is to define these styles and how these styles affect people's life decisions. On the other hand, to understand the family effect on the child's career desires, there are examples from other countries in the paper.

Keywords: Parental Effects; Parenting Styles; Career Development; Career Desires

Introduction

Career development is discovering your desires based on your professional life and concerns and evaluating where you are compared to where you want to be [1]. Adulthood needs some occupational plan because when people become an adolescent, they become concerned about their vocational interests and choices; therefore, preparation for an occupational career carries the character of a long-term orientation technique beginning well before leaving school [2]. There are types of career development because it does not stop after someone gets a job, and it is a lifelong process that requires it to be purified and redefined [1]. Those types include self-awareness, goal setting, and training and learning. However, many factors influence people to decide about their careers. Career choices are usually comprehended to be an individual preference; however, the study indicates that a sort of effects such as family, school, community, and social and economic factors potentially influence one's leading career decision; furthermore, among those factors, students declare that parents have the most significant power on which career they decide. Some parents realize this effect and still assume that they have little to do with the career options of their children, and parents think that they have less impact on their children's career decisions than research supports [3].

Every parent wants the best for their children, but they also affect their children's decisions unconsciously or consciously. A study analyzes the significance of parental power on education and career options for presently employed Gen-X, Millennial, and Gen-Z indi-

viduals, and this influence is solid [4]. According to the study, 65% of respondents work in the area their parents desired for them, and even if the young people decided on a way other than what their parents requested, most did not do it easily [4]. On the other hand, there are some pieces of advice to parents about how to influence their children's career decisions. Affecting children, parents should have a mature parent-child relationship; set a good example for their child; have good mindsets, beliefs, and values; have expectations set for their children's education and career; and have the possibilities they provide for their children to learn and develop [5]. Also, for career choice, parents should help, but not dictate; support their children's decisions; provide their children freedom and time to realize their talents; supply motivation to grow and succeed. Although those suggestions seem logical and motivational, the process likes something other than that because of cultural beliefs, religion, values, and other staff. In this paper, I will briefly examine how parents affect their children's career choices and how parenting style plays an ambiguous role in that process. This paper investigates the crucial role of parental influences on children's lives and aims to explain how parents can support their children's career decisions or how to influence their children in a good manner.

The importance of parenting styles for adolescents

A family is a place where children understand to analyze facts; similarly, parents have influential roles in children of information about the world and children's talents [6]. For the first place of individual socialization, researchers need to explore the association between family aspects and career decision-making; furthermore, among family factors, parenting styles have been extensively discussed by many scholars [7]. Early childhood backgrounds have an intangible position in forming the later career behavior of children, and she recommended that parent-child connections impact personality orientations and the growth of psychological requirements, vocational interests, and preferences [8]. Four types of parenting styles are tolerant (more responsive than demanding); authoritarian (highly demanding and directive but not responsive); authoritative (both demanding and responsive); and uninvolved (low in responsiveness and demand-iness) [6]. If we explain the styles' common traits basically, permissive parents are usually child-driven, rarely give or implement rules, and overindulge child to prevent conflict; authoritative parents solve problems with their children, set clear regulations and expectations, and have honest communication and natural outcomes; neglectful parents are uninvolved or absent, furnish little nurturance or guidance, not supply their children social-emotional and behavioral needs [9].

The authoritative style consonances explicit, high requests with emotional support and the glory of children's independence; furthermore, studies show that this style has a connection with self-confidence, endurance, social competence, academic success, and psychosocial growth [6]. Authoritative parents supply a hospitable family environment, set prototypes, and encourage independence, which results in more dynamic career exploration on the part of children. Yet authoritarian parenting is associated with school success, forces to do and complete parents' expectations about education and careers can yield a poor fit between the individual and the preferred career, as well as divided family associations and poor mental health [6]. In uninvolved (neglectful) parenting, it is significant to know that it is often not purposeful and may occur for several reasons, such as parental background and pressure [10]. Children, who have been raised by neglectful parents, are usually anxious or stressed due to lack of family support, emotionally withdrawn, and they are afraid of becoming dependent on other people and have to learn to supply for themselves. In the tolerant (permissive) parenting style, those types of parents instill independence and resourcefulness in their children; similarly, the consequences of the permissive parenting style include- self-assurance that when children are motivated to describe themselves freely, they will become more assured and ready to try new things regardless of the consequences; an exploration that permissive parenting permits children to have more independence that is a way of children to undertake new experiences; and creativity that children can experience all types of desires and hobbies when there are fewer boundaries [11]. Instead of advantages, permissive parenting also has some disadvantages. The Children have problems with risk-prone treatment that the children are resigned to protecting themselves and may close certain situations without anxiety or worry without proper boundaries; behavioral inhibition that the children are more tend to anxiety and depression since these children are raised to save their problems to themselves; and rebellion that the children who are raised to "rule themselves" think they implement this kind of behavior outside of the home, can be reasons a challenging and rebellious attitude towards others [11].

In addition, family roles in career development become more accurate. Some of the studies bring to light some important and interesting facts:

- Adolescents' aspirations are affected by their parents' aspirations or anticipations of them. Adolescents who pursue their parents to have high educational expectations of them are probably to have desires for them;
- Parental support and encouragement are to impact the vocational outcome. Through relations, such as discussions and verbal and non-verbal responses, parents expressed their effect on their children regarding career opportunities;
- Parenting style, aid, responsiveness, and guidance have more impact than family demographics, and it demonstrates how children from low educational and underprivileged backgrounds can have stunning academic accomplishments and move to more fulfilling and wealthy careers;
- Authoritative parenting styles are more related to better career choices, high expectations with emotional permission, and credit of an adolescent's sovereignty [8].

So, although it is clear that parenting styles have a huge role, family functioning also has crucial impacts on children's career desires. Family functioning is a broader concept that includes parenting styles, such as parental support and guidance, positive or negative environmental influences, and family members' interaction styles (attachment styles) [6]. It has a more magnificent impact than either family structure or parents' educational and occupational status. Family functioning also encompasses the reaction to events such as poverty, alcoholism, and disease or death of family members [6]. It is acceptable that parents have expectations of their children, and those expectations are relative to values, cultures, and beliefs. While many of them think that children do not give importance to the values of their parents, research has pointed out otherwise. Young people are disposed to have the same values as their parents, so it seems that children and adolescents pay attention to what their parents wish for them when they select a career [12]. For example, Chinese people attach more significance to the family by stressing filial piety which is a concept of Confucian culture, and according to this culture, filial children should choose a career that not only makes a name for themselves but also honors their families [13]. It has been discovered that Chinese parents are more strict than their Western companions and that they want their children to be compliant with them. So, Chinese parents recreate an essential role in all parts of a young person's life, including the decision-making process, such as choosing a career [14].

Apart from these, parental effects might happen through two general procedures: exemplification and expectation [14]. Research claims the effective role of parents' oral recommendations and domain-specific motivation play in their children's career development. On the contrary, gender roles have influences, such as father figure, mother figure, and the parent's behavior towards their daughters or sons. For example, one of the research topics is the importance of the father and mother model during career exploration, and as a result of the study for both males and females, there are some direct influences of paternal impacts on career decisions, but those effects are limited. For the mother model, the results are the same as the father model [15]. In a study that was conducted with children, the main aim is to learn children's gender stereotypes as they learn those stereotypes from their parents. These kinds of stereotypes are the basis of children's desired occupations. In the family term, parents are examples of future adult gender roles, and children imitate those role models' behaviors through observational learning. By watching and imitating the dissimilarities between mothers and fathers in involvement with career and family, children can understand how males and females work that form their opinions about future career development [16]. Children answer differently to maternal and paternal anticipation relying on the gender of the child; on the other hand, some researchers investigate the association between parents' early gender-type expectations and the career options their children constructed as adults. The results show that parental requests have an impact on young adults' career decisions, especially fathers' demands for their daughters [12].

How parents can support their children's career decisions in a good manner?

Recent studies explored that 40 percent of people feel pressured to obey their parents' career direction, while 2 out of 3 parents say they are dissatisfied their children do not follow their expected careers [17]. When a child starts to go to school, most parents already begin to make a plan in their mind for the future of their children [18]. Sometimes those plans do not fit into the child's desires, and when those children choose their parents' career desires, they become unhappy and start to blame their parents. On the other hand, there is another situation because when children do not choose an occupation that their parents do not support, conflicts may occur among them. Even if the children can be satisfied with their vocations, they cannot feel those emotions due to the conflicts. To avoid these kinds of troubles, there is some advice for parents to help and guide their children appropriately. First of all, before setting rules for the children, parents must know their aptitudes based on how they supply their children's needs [19]. They should give importance to five key factors: their expectations for their children's education and career; the example they select for their children; the values they show to their family, friends, and society; the possibilities they propose for their children to comprehend and evolve; and the kind of parent-child association they conceive. Parents should think of themselves as advisory council members for their children. Great advisory board members should: listen attentively; supply wise counsel; serve as a resource; foster networking chances; and suggest impartial insights and opinions [19].

There are seven steps that parents can follow for an effective career plan:

- Demonstrate to the child that determining career opportunities is the first stage of career planning. Parents must have a list of career options that are related to their children's interests, skills, and values;
- Support the child limit the list of options and preferences based on the assessment of what is the most meaningful to the child;
- As parents are more knowledgeable about the job market and current trends, they must know the current demand for a particular area. They should think if their child is okay with the risks or not;
- Parents and their children can consult career guidance professionals;
- Parents can support their children to find clear and achievable goals;
- Parents can register their children in special classes to support them with a college schedule;
- Parents must consider online and digital learning [18].

From another perspective, there are support types for parental involvement, and these include:

- Instrumental and practical support- parents' help with career-related aptitude growth and practical support;
- Career-related modeling and informational support- parents' usage of their models of suitable career-related manners, backgrounds, and learning;
- Verbal encouragement- parents' recognition and motivation of educational and career development;
- Emotional support- parents' support for educational and career development experiences by allowing an area for careers [20].

To understand better this parental involvement, I will briefly examine two programs. The first program from Australia is -The parents as Career Transitions Support Program- (PACTS). This program believes that the sense that parents play an influential role in sustaining their children to make decisions in their career way planning [20]. It is developed to support to fulfill the demand for change and help students and their parents in a changing world. The key feature of this program is that they are interactive facilitated workshops: that concentrate on conversation and participation; are endowed by a simple, easy-to-comprehend workshop guide that all members obtain; can be maintained in school, community, or workplace environments; help improve risen awareness about the school. The impacts of this program include breaking down parent misunderstandings about linear and limited careers, helping parents to comprehend complex post-school systems, and providing useful tools for parents to encounter with their children throughout this process. The second program,

Future to Discover from Canada helps to decrease barriers that underrepresented students face, such as a lack of financial aid, poor academic preparation, and a lack of information about post-secondary education. The impact of this program includes increasing high school graduation rates and post-secondary education enrolment among underrepresented students [20].

Discussion

In this section, I will talk about the results of my literature research. Firstly, the family factor is a determining factor in every aspect of our lives. My main aim in this study was to reveal this because I think that we make decisions under the influence or pressure of family in our career choice, which is one of the most crucial processes in our lives. Sometimes this can be called family pressure because many young people are forced to be a doctor by their families even though they do not want to be a doctor, and this is not just about the profession of a doctor. On the other hand, the most important factor for families is that their children choose a job that they can be proud of their children's occupations. For example, actors have disagreements with their families at first even though they earn a lot of money. So the first important thing for parents is not money, but the prestige of the work done. As I understand from this study, parents have significant effects on career choice as in all other issues. However, if parents use these effects correctly, good results can occur.

Conclusion

To conclude the paper, choosing a career can be challenging, particularly for the young generation who do not know their interests, skills, and abilities. As career choices and desires are a life-long process, people can affect everything, such as their friends, family environment, teachers, and educational and cultural background. Planning a career is not just about adulthood since children also have many career desires. This process is related to appropriate guidance and demands. As I mentioned above, people can influence by everything, and the first influential thing in their lives is their families. Parents are the most efficient factor for the younger generation choosing a career due to parents' expectations, their raising styles, and their support. Every parent wants their children to have a great occupation, but those occupations are usually suitable for their understanding of life, values, culture, and vocations. Parents sometimes may disagree with their children's occupational desires; on the contrary, they may also have ambiguous impacts on their children's occupations if they have enough knowledge about occupational life. Parenting style is the most powerful factor in this process as it has four dynamic styles: authoritative, authoritarian, permissive, and uninvolved. In this paper, the main aim is to try to explain how parenting styles can influence young' vocational choices and their visible roles in that process. also, it is significant to note that there are some techniques to support the young in their career desires, and this paper demonstrates those types of techniques.

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