

ABSTRACT

The purpose of this study was to examine the career self-efficacy and personal characteristics of school guidance counselors and staffs in Macau. The semi-structured interviews were applied to interview eight school guidance counselors and staffs in Macau. The grounded theory methodology was used as a foundation to analyze the interview data. The results included 3 important parts of findings:

Part 1 : The career efficacy of school guidance counselors and staffs in Macau

1. Staff in the social work field, psychology and counseling field, and staff in the teaching field all displayed career efficacy.
2. Psychological and counseling knowledge was important in school guidance work. The psychology and counseling field workers appear to be in the most advantageous position in providing psychological and counseling knowledge.
3. Staff in the social work field appeared to be in the most advantageous positioning in utilizing social resources and providing information.
4. School guidance counselors and staffs generally possessed the ability to maintain good interpersonal relationship.

Part 2 : The career characteristics of school guidance counselors and staffs in Macau

1. Staff in the social work field, psychology and counseling field, and staff in the teaching field all displayed particular or shared career characteristics.
2. School guidance counselors and staffs generally possessed positive work attitude.

Part 3 : The factors about career efficacy and characteristics of school guidance counselors and staffs in Macau

1. Experience was an important factor that affects the career efficacy and characteristics of school guidance work.
2. The training background of the school guidance counselors and staffs was not the only factor that influences the career efficacy and characteristics of school guidance work.

Key Words : School Guidance Counselors and Staffs

Career Efficacy

Career Characteristics

Grounded Theory