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Beata Jakimiuk

Values, attitudes, choices

. Axiological concept of career realization

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Aksjologiczna koncepcja realizacji kariery

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In a society more and more focused on increasing productivity, a career is often a desirable achievement. It is, however, a multifaceted and rather indefinite concept. From the axiological point of view, it is important to consider career from the perspective of the development of an individual who decides on his or her behaviour and values. This is based on the assumption that individuals are the main actors responsible for their integral development and for leveraging their potential, capabilities, and motivation in pursuit of their career. A person fully aware of his or her objectives and values is competent and flexible enough to face changes in the labour market. Moreover, a value-driven attitude to a career promotes development and integration of all aspects of a person's life.

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“A job that is aligned with an individual’s values (objectives) opens an opportunity for fulfilment of their capabilities and for the development of their relationships with other people. Even though it is not easy to find a position meeting such expectations, it is worth trying and seeking, as it is the only career path that leads to a person’s development and eventually their happiness and well-being (p. 178).”

With this quotation I would like to present a publication written by Beata Jakimiuk, concerning values, attitudes, and choices in the axiological concept of career realisation. The objective of the mentioned work is to discuss the phenomenon of career from different perspectives and to examine factors that determine choices and attitudes in the pursuit of a career.

The book consists of an introduction followed by six chapters and a conclusion. The first two chapters are: “The concept and aspects of a career”, “Realisation and development of a career”, followed by “Values – the basis for career realisation”, “Attitudes towards a career in the literature of the subject matter”, and further by “Attitudes and values”.

I would like to present considerations concerning career realisation as discussed in sections listed above and to bring certain interesting matters examined by the author to the reader’s attention.

People plan their careers in pursuit of high achievements, promotion, prestige, and recognition. When considering career realisation, the following questions may be asked: What is a career? Is career a phenomenon associated exclusively with professional life? Reviewing the answers that come to mind, the reader has an opportunity to consider reflections resulting from different ways of understanding a career. Among the approaches presented in the first chapter, a particularly interesting one analyses the concept of a career from a holistic perspective. In this view, realisation of a career has an impact on an individual’s development throughout numerous aspects of their life, both professional and personal. The terminological differentiation between professional career and professional development allowed the author to define career as a life-long process, referred to simply as a career (as assumed in the title of the publication). It is worth asking: what is the connection between work and a career? B. Jakimiuk defines work as a foundation for realisation of a career that not only drives human development, but also promotes more conscious and deliberate actions, and offers a sense of purpose.

In a rapidly changing society and labour market, career planning, realisation and development require considerable effort and may be a real challenge to people. What are the factors that influence career development? A person’s career path depends primarily on their use of own potential. It is important to emphasize that we understand a person as a subject of their own development and an agent responsible for their attitudes and choices. The first formative environment for our attitudes is school, which, as an educational institution,

is co-responsible for building competencies, but also for offering consultancy in the pedagogical process. As stressed by the author, apart from professional development, a workplace has also educational functions in terms of life-long learning. What motivations drive people to pursue their careers? According to B. Jakimiuk, this pursuit is a combination of choices, attitudes, and values, additionally shaped by external factors such as situational and economic determinants in the workplace. In the second chapter, the author presents the point of view where a professional career constitutes personal objectives, self-esteem, and life values, as further discussed below.

I am of the opinion that every person should be conscious of their own values as they are indispensable for a structured mental system with associated aspirations and interests. The third chapter further discusses and classifies values. It is worth noting that regardless of what concept of a value we may adopt, a person is a free entity able to actively consider and pursue their values. Work as a value is important both in society's and individual's life. From a practical point of view, it is essential to make a living and to achieve certain standard of life. But does it constitute its complete meaning? The author emphasises work as a value that activates human potential and drives development. It is important for an individual to understand the meaning of their work, and to choose values as a subject of their life with a view to improving the quality of own work and life.

The fourth chapter discusses attitudes in the literature of the subject matter. The author defines attitude as a manifestation of an individual's relationship with their environment. It also affects behaviours, motivates, and provides direction. At this point, it is important to make a distinction between a behaviour and an action. A behaviour is triggered by external factors, however it is not contrary to an action. Thus, we can conclude that action is a form of deliberate behaviour. This means that an attitude influences both actions and behaviours, and therefore plays an important role in human life.

The next, fifth chapter includes an analysis of attitudes and values. In the presented publication, the author builds her concept of an axiological career on Schwartz's theory of basic human values. The theory is presented on a model wheel for more clear presentation and fuller understanding. It is intended to present and explain to the reader human behaviours in pursuit of a career.

In the sixth chapter, the author discusses the axiological concept of career realisation. I believe that this part deserves particular attention for a variety of illustrated different attitude sets. The model is based on four dimensions consisting of two opposing attitude pairs: altruism-egoism, activity-passivity. In this part, the reader has an opportunity to more thoroughly understand each model of career realisation. Does passive attitude always carry negative meaning? What is associated with a change of attitude in a career pursuit? People who find themselves in a dissonance usually seek to reduce it, often

by changing their attitude. I believe we live in times when social acceptance is extremely important for the majority of people, and certainly contributes to an attitude change. Further, according to B. Jakimiuk, “it is often the case that the decision on a career change is based on a view that new situations open new opportunities.”

The book is closed with a conclusion including a summary and additional reflections made by the author.

“Values, attitudes, choices. Axiological concept of career realization” written by B. Jakimiuk is a valuable book. It is not only a review of concepts concerning career, but also a reflection based on an abundance of the literature of the subject matter. Its readers can improve knowledge, analyse own values, attitudes, and behaviours, and also analyse and enhance realisation of own capabilities.

The book has great substantive and scientific value. It raises difficult issues relating to pedagogy, axiology, and psychology. It is a notable study that I would strongly recommend to all pedagogues, career counsellors, career managers, tutors, psychologists, school headmasters, teachers, and coaches. I am convinced that this work is of use not only for practical users but also for theoreticians and researchers in higher education institutions, especially given their responsibility for further development of career considerations and fostering self-awareness among students, as well as within the evolving healthy society. It is necessary to develop and extend diagnostic tools for further research on predispositions, preferences, and values, and methodological programmes in labour pedagogy as well as sociology, social work, psychology, and psychiatry. Apart from this, I recommend this book to every reader interested in motivation and choices in pursuing a life-long career.