

# Initial Stages Of Career Guidance

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**Abstract:** From childhood to adulthood, one of the most thought-provoking decisions a person faces is choosing a future profession. Experts agree that when selecting a career path, it is important to consider various aspects carefully. While we may not be able to fully cover every detail of this complex issue, we aim to approach it partially and provide insight from a scientific and theoretical perspective. In this paper, we will explore the essence of this topic and review some relevant research and experiments conducted in this area.

**Keywords:** Motivation , adolescence , maturity , professional deformation , introversion , extroversion .

**Introduction:** Login. High-class training in the processes for students mainly focuses on the aspect of preparing them for life and helping them in choosing the right profession. In our article, the necessity of paying attention when choosing a profession, and the qualifications and skills required for this, are discussed with reference to scientific and theoretical thoughts.

Home part. In order to help adolescents clarify their future life, the first youth career guidance bureau began its work in Boston in 1908. The activities of this bureau are considered the beginning of the first career guidance service. Later, a similar bureau was created in New York, which studied the requirements for a person in terms of professions. Mainly, the abilities of schoolchildren were studied in detail. The main tools of the bureau were tests and questionnaires. This qualification system was used by the USA, Spain, Finland, Switzerland, Czechoslovakia, and other foreign countries. In the USA, G. Münsterberg, who was engaged in issues of professional selection, at the request of a communications company, observed the activities of employees working at a communications station in order to reduce employee dissatisfaction. By counting the number of individual psychophysiological acts and based on the results obtained, he developed descriptions for employees working at a separate telephone station. As a result of these studies, the number of resignations from the specified position decreased, and communication improved.

After the end of World War I, there was a need to

further expand professional qualifications. It became necessary to train operational personnel who were suitable for military work in terms of intellectual potential and physical characteristics.

The war played a leading role in the scientific study of personality traits that meet the basic requirements of various professions. This, in turn, led to the emergence of tests in the United States that allowed for the immediate assessment of new recruits in various branches of the military.

The need to keep obtained results confidential was demonstrated by the scale of research conducted over the years. In Russia, the first career guidance service aimed at "assisting in job search" appeared in 1897. This service only gained official state status during the years of World War I. One of the career choice guides of that time, The "Kayushiysya Encyclopedist"(1900), offered only four types of decision-making approaches for choosing a profession:

Family traditions (which were widespread in the patriarchal society of that era in Russia); a choice made thoughtlessly or accidentally, a choice based on personal capabilities, a choice made through careful and precise calculation. In Soviet-era Russia, great importance was given to the field of career guidance. Labor institutes existed, and within them, career guidance consultative laboratories were active. Later, the number of such bureaus significantly increased, and across the entire country, all educational specialists began working on implementing a career

guidance system in schools. However, due to the decline in labor training classes and career orientation activities in schools, the issue of real free choice in career guidance was banned during Stalin's totalitarian regime.

The field of career guidance was revived during Khrushchev's era and continued until the 1970s. However, raising public awareness, creating favorable conditions for labor activities, and enabling individuals to choose and pursue a profession freely became secondary to state defense priorities and national interests. As a result, the historical processes that followed — marked by restrictions on personal freedoms — led to the decline of the career guidance system.

Thanks to the work of renowned psychologist Evgeny Alexandrovich Klimov, the field of career guidance began to be revived once again. It was this scholar who seriously engaged with the theoretical and methodological foundations of professiography and career choice issues. E. A. Klimov's classification of professions still serves as a primary standard in Russia to this day.

By the mid-1980s, a period marked by increasing personal freedoms, career guidance services began to develop more actively. In major cities, dedicated youth career guidance centers were established, while in rural areas, career counseling offices were opened. Driven by a vision for future progress, E. A. Klimov played a key role in elevating career guidance for young people to a state-level initiative. As societal freedoms grew, schools witnessed a significant renewal and advancement in career guidance programs.

By the 1990s, following the collapse of the former Soviet Union and the transition to a market economy, the state began to withdraw from planning and guaranteeing employment and education. As unemployment rates rose, government attention shifted toward establishing employment centers. These centers focused on providing psychological support, career guidance, and retraining programs for the adult population.

People between the ages of 30 and 40 often turn to psychologists. Although these consultations are not typically categorized under career guidance, they are often aimed at addressing problems that arise as a result of having chosen the wrong profession. When individuals seek help from specialists, the questions they raise usually take the following form:

Crisis situations

Low self-esteem

Suicidal tendencies

Psychosomatic disorders

And many other reasons.

To the question of why individuals make mistakes about their future when approaching their careers, we can respond as follows:

At a young age, people often make career choices based on the following factors:

Their personal views, which are usually still unformed, lacking in structure, and not supported by sufficient knowledge;

The example set before them (such as family traditions or professions passed down from generation to generation);

The wishes and preferences of parents;

The opinions of others about the chosen profession (its prestige and social status).

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