

# Psychology of Career Adaptability, Employability and Resilience

Kobus Maree  
Editor

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 Springer

*Editor*

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In order to ensure a high level of quality and originality this book has been independently peer-reviewed by leading international scholars with expertise in the field. The reviews covered the entire text that appears in the published book and provided feedback on the quality and impact of the individual contributions as well as the book as a whole. This book has been published following the positive response from the peer-reviewers.

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# Foreword

When I was asked to write a Foreword for this book I agreed immediately, and looked forward to reading the various chapters that would follow. The major themes for the book were intriguing and certainly reflected what I considered to be some of the major issues that needed to be explored in contemporary career development. I also was confident that the editor, Dr. Kobus Maree, would do a fine job of bringing together a wide range of top notch scholars for this task. Now that I have read the preliminary draft for the book I can unequivocally state that this is a work that deserves close attention for both theorists and practitioners. This is a book that deals with challenging issues and provides constructs that help to strengthen the foundation of the Life Design paradigm of career guidance.

One of the strengths of this book is the careful scholarship that went into the development of each chapter. The authors take care to define their terms and to provide historical context for the concepts they are exploring. There are strong historical roots for adaptability, resilience, and employability, and these are clearly articulated. The authors also go on to develop further the ways in which each of these concepts have special application within our current context.

There is a dire need in the twenty-first century for a change of paradigm given the accelerating social, economic and political changes that have altered working life. There is little doubt that in coping with these challenges we need to be more adaptable, resilient and be working on an ongoing basis toward greater employability. It is no longer enough to choose a career focus and acquire a qualification (if this ever was the case). People today need to be prepared for a less defined and more chaotic working landscape. Part of this preparation includes the development of flexible, personal and useful career narratives. Rather than simply managing a career, people today need to be more self-aware and sensitive to changing economic conditions. They also need greater creativity and imagination to craft a response to emerging challenges. Prediction and control are limited, and people must be more proactive in formulating their actions.

The concepts of adaptability, resilience and employability are at the heart of this new career guidance paradigm and as such, this book is very timely. What makes this book particularly noteworthy is the fact that contributing authors come from

around the globe. There are authors from the US, Europe, Africa, Australia, Canada, Iceland, and Taiwan. This breadth of coverage ensures that the concepts covered come from many different vantage points. Ideas of decent work, community involvement, and social justice are imbedded as critical components and help to broaden and contextualize the analysis of these essential career development themes. There also is a holistic focus that helps to provide an underlying girder for this work. Careful application of a developmental and special population lens is applied, and this helps to further expand and deepen the level of inquiry.

There is little doubt that this high-quality book will be of interest to anyone seeking better understanding of current career development theory and practice. The key concepts of adaptability, resilience and employability for a new career development paradigm are foundational and as such need to be explored in all their complexity. *Counsellors are well advised to add this book to their library.*

Norman Amundson  
University of British Columbia, Vancouver,  
BC, Canada

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