

Emotional Intelligence and vocational/ career counseling: uses and abuses

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Abstract

The main variables used to explain career development and vocational choice have been fundamentally cognitive. The affective area has not been considered by career development theories or by decision-making models related to careers. Nevertheless, Vocational Psychology has more recently begun to consider the importance of the affective area in vocational psychology and counseling. The Emotional Intelligence construct is potentially very useful for incorporating affective aspects and improving the description and explanation of vocational behavior. However, its use in theoretical and applied vocational psychology and counseling is still very limited due to problems that stem from the lack of maturity of the Emotional Intelligence concept and its measurement.

Keywords: Emotional Intelligence, Career Counseling, Vocational Psychology, Career Decision Making.