

## **1. Brief CV**

### **Brief Bio: J. G. (Kobus) Maree**

i. Employment profile. A professor in the Department of Educational Psychology at the University of Pretoria (UP) for more than 20 years, I lecture counselling for career construction to educational and counselling master's psychology students. Since 2014, I have successfully supervised eight doctoral theses and seven master's dissertations.

ii. Research interests. A unifying theme runs through all my research endeavours - the theme of drawing on and constantly updating integrative QUALITATIVE-quantitative career construction counselling for all people (in individual and especially group contexts) to rekindle their sense of meaning, hope, and purpose. I believe that research and praxis in career counselling should be positive and creative. It should help free people (the marginalised and disadvantaged in particular) from the restraints of the former positivist approach (when used alone) and meet their career counselling needs in the postmodern era. My research is aligned with the "Leave No One Behind" pledge of the 2030 Agenda for Sustainable Development and its Sustainable Development Goals and guided by SDG 8; "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all". Since 2002, my main interests have been career construction counselling and (since 2010) life designing. I have conducted research with colleagues nationally and internationally that has informed career counselling practice, theory, and policy at various levels, including contextualising and indigenising career counselling interventions.

I constantly seek creative, science-based solutions for present-day 'challenges' in career counselling to ensure that the counselling meets the diverse needs of workers and work-seekers and helps them deal with changes in the world of work. It is essential to find ways to meet the career counselling needs of groups of people, especially, which opens a relatively new field of intervention. I apply integrative group career construction counselling to bolster people's internal and external dialogue.

iii. Membership of scholarly societies. I am/have been a member of several national and international career counselling bodies, including the National Career Development Association (USA), the American Psychological Association (APA), the Society for Vocational Psychology (SVP) (USA), the International Association of Applied Psychology (IAAP) (USA) (also a member of Division 16 Executive Board and IAAP Board of Directors), the Psychology Association of South Africa (PsySSA) (long-standing council member), and the Association of Science of South Africa (ASSAf).

iv. Some awards received. I was awarded the Stals Prize of the SA Academy of Science and Arts for Exceptional Research in Psychology (2014), a fellowship of the IAAP (2014), the PsySSA Award for Excellence in Psychological Science (2015), honorary membership of the Golden Key International Honour Society (2015), and fellowship of the PsySSA (2017).

In 2018, I was elected a member-at-large of the IAAP. I was awarded the UP Chancellor's Medal for my research from the University of Pretoria in 2014 and have been nominated as an Exceptional Academic Achiever on several occasions.

v. Publications and conferences attended. Google Scholar reports that my work has received more than 8 000 citations since 2016. I have authored or co-authored 30+ peerreviewed articles and 20+ books/book chapters (published by major publishing houses) and provided encyclopaedia entries on career counselling research since 2014.

vi. Editorial activities. I have been the editor of several WoS-indexed scholarly journals, including the *South African J of Psychology* and *Perspectives in Education*. I am the founding editor of the *African J of Career Development*. During the past eight years, I have served (and, in most instances, still serve) on the editorial boards of numerous leading national and, especially, international scholarly journals in my field.

vii. Leadership positions, visiting professorships, and evidence of global acknowledgement. I am the sole African representative on the following core scientific (UNESCO) committees: a) the UNESCO Chair on Lifelong Guidance and Counseling and b) the UNESCO University Network and Twinning (UNITWIN) Chair. I was elected a member of the Board of Directors of the IAAP (Division 16) in 2018 and serve as Registrar of the SA Career Development Association (SACDA). I accepted honorary scholarly appointments as a research fellow at the University of the Free State (2019-2020 and 2021-2022), professor extraordinaire at the University of Stellenbosch (2017-2020), and adjunct professor at the University of Southern Queensland (2014-2017). During 2014-2021, I was a visiting professor in several countries (e.g., Hungary, Italy, Australia, and the Czech Republic) worldwide. Examples of premium international conferences where I read keynotes include the 43rd International Association for Vocational Guidance Congress (Bratislava, Slovakia, 2019); the 29th International Congress of Applied Psychology (ICAP) (Montreal, Canada, 2018); the World Council for Gifted and Talented Children Congress (Kentucky, USA, 2021), and the 32nd International Congress of Psychology (Prague, the Czech Republic, 2021).

**2. Extended curriculum vitae**

**2013-2021**

**Prof. J. G. Maree**

<b>1.2 Academic qualifications obtained</b>				
<b>Degree/ Diploma</b>	<b>Field of study</b>	<b>Higher education institution</b>	<b>Year</b>	<b>Distinctio ns</b>
DPhil	Psychology	University of Pretoria	1997	N/a
Master's status	Clinical and Counselling Psychology	University of Pretoria	1994	
PhD	Didactics of Mathematics	University of Pretoria	1992	
DEd	Career Counselling	University of Pretoria	1986	
MEd	Career Counselling	University of Pretoria	1980	X
BEd	Career Counselling	University of Pretoria	1976	X
HED	Education	University of Pretoria	1974	X
BA	Greek/ Hebrew/ Mathematics	University of Pretoria	1972	X
<b>1.3 Work experience to date</b>				
<b>Name of employer</b>	<b>Capacity and/or type of work</b>		<b>Period From mm//yy to mm//yy</b>	
Faculty of Education: Pretoria	Professor		1995-01-01 - present	
Faculty of Education: Pretoria	Associate Professor		1993-01-01 - 1994-12-31	
Faculty of Education: Pretoria	Senior lecturer		1987-01-01 - 1992-12-31	
Faculty of Education: Pretoria	Lecturer		1985-07-01 - 1986-12-31	
Vaalharts High School Education Department: Cape	Teacher (Mathematics); later Head of Department: Mathematics		1975-01-01 - 1985-07-01	

## 1. BIOGRAPHICAL SKETCH

### 1.1 General information

<b>Surname</b>	Maree						
<b>First names</b>	Jacobus Gideon						
<b>Citizenship</b>	SOUTH AFRICAN			<b>Title</b>	Prof	<b>Female</b>	<input type="checkbox"/> <b>Male</b> <input checked="" type="checkbox"/>
<b>Place of birth</b>	Koekenaap						
<b>Population group</b>	<b>African</b>	<input type="checkbox"/> <b>1.1.2 Coloured</b>	<input type="checkbox"/> <b>1.1.3 Indian</b>	<input checked="" type="checkbox"/> <b>1.1.4 White</b>	X	<b>Other (Please specify)</b>	
<b>Department</b>	Educational Psychology			<b>Position</b>	Professor		
<b>Direct Telephone</b>	(012) 420 2130			<b>Direct Telefax</b>	012 420 5511		
<b>E-mail</b>	kobus.maree@up.ac.za						
<b>Date of appointment</b>	1 July 1985			<b>Permanent full-time</b>	<input checked="" type="checkbox"/>	<b>Temporary full-time</b>	

## 2. TEACHING ACTIVITIES

### 2.1 Courses presented

Course	Level (e.g. second year, Master's)	Self-developed (Yes or No)

NMQ 725 - 1994 to the present	Introduction to Research - Hons	Quantitative	Yes
NMQ 732: Distance Education: 2001-present	Introduction to Research - Hons	Quantitative	Yes
BOP 804 Educational Psychology (Career Counselling) - 2000 to present	Master's		Yes
SLK 804 (Counselling Psychology) (Career Counselling) - 2013 to present	Master's		Yes
Ethics Educational Psychology (MEd) - 2004 to 2019 ICD-10 - 2006 to 2019 DSM-V - 2006 to 2019	Master's/Doctoral		Yes

## 2.2 Other education and academic courses presented

Course	Year	Institution
Student supervision (Masters and doctoral level)	2013 to present	UP

## 3. TEACHING OUTPUTS

### 3.1 Publications: Scholarly books/ chapters also used at postgraduate level Bold denotes International

1. Maree, J. G. (Ed.). (2020). *First steps in research* (3<sup>rd</sup> ed.). Pretoria, South Africa: van Schaik Publishers.
2. Maree, J. G. (2020). Planning a research proposal. In J. G. Maree (Ed.). *First steps in research* (3<sup>rd</sup> ed.) (pp. 26-52). Pretoria, South Africa: Van Schaik Publishers.
3. Maree, J. G. & Pietersen, J. (2020). The quantitative research process. In J. G. Maree (Ed.), *First steps in research* (3<sup>rd</sup> ed.) (pp. 184-194). Pretoria, South Africa: van Schaik Publishers.
4. Maree, J. G., & Pietersen, J. (2020). Surveys and the use of questionnaires. In J. G. Maree (Ed.), *First steps in research* (3<sup>rd</sup> ed.) (pp. 196-212). Pretoria, South Africa: van Schaik Publishers.
5. Maree, J. G., & Pietersen, J. (2020). Sampling (172-181). In J. G. Maree (Ed.), *First steps in research* (3<sup>rd</sup> ed.) (pp. 214-224). Pretoria, South Africa: van Schaik Publishers.
6. Maree, J. G., & Pietersen, J. (2020). Statistical analysis I: Descriptive statistics. J. G. Maree (Ed.), *First steps in research* (3<sup>rd</sup> ed.) (pp. 226-239). Pretoria, South Africa: van Schaik Publishers.

7. Maree, J. G., & Pietersen, J. (2020). Statistical analysis II: Inferential statistics. In J. G. Maree (Ed.), *First steps in research* (3<sup>rd</sup> ed.) (pp. 242-248). Pretoria, South Africa: van Schaik Publishers.
8. Maree, J. G., & Pietersen, J. (2020). Overview of some of the most popular statistical techniques. In J. G. Maree (Ed.), *First steps in research* (3<sup>rd</sup> ed.) (pp. 260-269). Pretoria, South Africa: van Schaik Publishers.

### **3.2 A few examples of some of Prof Maree's workshops at national level:**

1. Maree, J. G. *Using the Maree Career Matrix and the Career Interest Profile to facilitate career construction counselling*. CPD workshop facilitated by Enterprises@UP (2013-2022). Groenkloof, Pretoria, South Africa. **(Presented regularly; both here and abroad.)**
2. Maree, J. G. *Career construction counselling using early memories*. CPD workshop facilitated by Enterprises@UP (2013-2022). Groenkloof, Pretoria, South Africa. **(Presented regularly; both here and abroad.)**
3. Maree, J. G. *Life designing*. CPD workshop facilitated by Enterprises@UP (2013-2022). Groenkloof, Pretoria, South Africa. **(Presented regularly; both here and abroad.)**
4. 2013-2020: *Career construction counselling* (Junior Tukkies (University of Pretoria)).
5. 2013- 2020: *Problem-solving in Mathematics* (Junior Tukkies (University of Pretoria)).
6. *Meeting my social responsibilities: What, why and how?* (Junior Tukkies (University of Pretoria)).
7. Presented full-day CPD workshops on behalf of SA Soc for Clinical Hypnosis: a. Entry level and b. Intermediate Ericksonian Hypnotherapy (2014-2018).
8. One-day workshop (at, e.g. University of the Free State )(2014-2022): Career Construction for Emerging Scholars
9. **The art, science, and skill of writing scholarly articles: 2013-2022. Career construction counselling and life designing. (Presented regularly; both here and abroad.)**

## **4. OTHER TEACHING CONTRIBUTIONS**

### **4.1 Membership of national and international bodies (Bold denotes international.)**

- a) **Member of UNESCO's LIFELONG GUIDANCE AND COUNSELLING NETWORK.**
- b) **Member of two global research groups listed below (each group concentrates on one of two meta-competencies for 21st Century Career Construction, namely identity and adaptability):**
  - i. **"Dialogues for Self-Construction" Research Group consisting of 25 members from 18 countries (concentrates on one of two meta-competencies for 21st Century Career Construction, namely identity).**
  - ii. **Career Adaptability International Research Group consisting of 30 members from 21 countries (concentrates on one of two meta-competencies for 21st Century Career Construction, namely adaptability).**

- c) **National Career Development Association (USA).**
- d) **International Association for Educational and Vocational Guidance.**
- e) **Society for Vocational Psychology (USA).**
- f) Psychology Association of South Africa: Council Member since 2009.
- g) Education Association of South Africa.
- h) South African Society for Clinical Hypnosis.
- i) South African Council for Personnel Practitioners (**Awarded lifelong membership.**)
- j) Member of the Association of Science of South Africa (ASSAf).

**a. Examples of visits to local and overseas universities as a guest professor or lecturer regarding teaching (Since 2013)**

**1. Spent eight days in Budweis, Czechia, at the University of South Bohemia (17-24 November 2018) as a Visiting Professor and, e.g., presented workshops/ lectures workshops to postgraduate students (*Career construction counselling*), read a keynote and several other presentations, and address staff of the Dept. of Psychology on topics such as *The Art and skill of writing scholarly articles, Student supervision, Life design and Life- and Career construction counselling*.**

**2. Spent six days in Florence, Italy (17-22 September 2018) as a Visiting Professor. Presented lectures to postgraduate students and read a keynote at the International Congress (University of Florence).**

**3. Spent ca five weeks at the University of Florence, Italy (23 April - 26 May 2017) as a Visiting Professor. Presented multiple workshops to postgraduate students (*Career construction counselling*), read a keynote and several other presentations, and addressed the staff of the Dept. of Psychology on topics such as *The Art and skill of writing scholarly articles, Student supervision, Life design and Life- and Career construction counselling*.**

**4. Spent eight days in Pécs, Hungary as a Visiting professor at the University of Pécs (9-16 March 2013). Presented workshops on the *SA Education System, Contemporary developments in Career counselling, Article writing, Student supervision and Research methodology*.**



#### 4.3 Participation in national and international teaching associations, bodies, and committees (**International.**)

1. South African Career Development Association (SACDA): Registrar, Board Member, and Editor: *African Journal of Career Development*
- 2.1 Elected to core scientific committee, UNESCO Chair on Lifelong Guidance and Counseling Conference.
- 2.2 Maree, J. G. Elected to core scientific committee, UNESCO UNIVERSITY NETWORK AND TWINNING'S (UNITWIN).
2. Maree, J. G. Elected as Member-at-large of the International Association of Applied Psychology Division 16 (2018 and again in 2022).
3. Invited to serve on the Scientific Committee of The Third Interdisciplinary Scientific Conference on Mathematical Transgressions (organized by the Institute of Mathematics of the Pedagogical University of Cracow; 18-23 June 2017) and conduct two invited workshops.
4. Prof. Maree served on Scientific Committees, coordinated sessions, and presented at the International Conference on "Decent work, equity and social inclusion: Research and practices" (Padua, Italy, 5-7 October 2017).
5. Prof. Maree served as Divisional Chair of the 1st Pan-African Psychology Union (PAPU) Congress in Durban, 18-21 September 2017, and presented three papers at the same Congress.
6. Served as Chair: Educational Psychology; Scientific Committee (SC) of the PAPU Congress (2017).
7. Served as Chair: Educational Psychology; Scientific Committee (SC) of the 22nd South African Psychology Congress (hosted by the Psychological Society of South Africa (PsySSA) at Emperor's Palace, Johannesburg, 2016-2022).
8. Chairperson: Publications Standing Committee: PsySSA: 2015-2022).
9. Elected a fellow of the International Association of Applied Psychology (2014).
10. Managing Editor: *Gifted Education International* (2013-2020).
11. Elected a member of the Scientific Committee, International Association for Educational and Vocational Guidance (IAEVG) Conference in Paris, France, 24-27 September 2019.
12. Presided over (acted as President of) World Conference on Psychology and Sociology, Brussels, Belgium (2013), read Keynote address and presented invited article on Scholarly writing.

#### 5. RESEARCH ACTIVITIES

##### 5.1 Former supervision or co-supervision (*completed*) (Since 2005)

Name of	Degree/Title of	Supervi	Co-	Durati
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<b>student</b>	<b>dissertation/ thesis and date</b>	<b>supervisor</b>	<b>supervisor (s)</b>	<b>on (years)</b>
<b>2022</b>				
Ms G. Makunja (PhD (Ed Psych))	<i>Assisting high school students with career decision-making difficulties through career construction counselling</i>	Prof J.G. Maree		<b>3</b>
<b>2021</b>				
Jude, J. (2021). (Doctoral thesis) (Ed Psych).	<i>The influence of design-based counselling on learners with career indecision from resource-constrained communities.</i>	Maree, J. G.		<b>3</b>
Le Grange, C. (2021). (Master's dissertation) (Ed Psych).	<i>Enhancing the career adaptability and resilience of a survivor of parental neglect through life-design counselling.</i>	Maree, J. G		<b>3</b>
Stones, B. (Master's dissertation) (Learning Support, Guidance, & Counselling). (2020).	<i>South African Mathematics Challenge participation: developing problem-solving skills in Mathematically-gifted disadvantaged learners. Maree, J. G. (Sole supervisor.)</i>	Maree, J. G.		<b>3</b>
Ruiters, S. (2020). (Master's dissertation) (Ed Psych).	<i>The value of life design counselling for a learner from a remedial vocational school setting.</i>	Maree, J. G		<b>3</b>
<b>2020</b>				
Maree, N. PhD (Ed Psych). (2020)	<i>The influence of group life-design-based counselling on Grade 7 learners' academic self-construction.</i>	Maree, J. G.		<b>2¼</b>
Lapite, A. PhD (Learning Support, Guidance,	<i>The effects of attributional style on the mathematics</i>	Maree, J. G		<b>3</b>

& Counselling). (2020).				
<b>2019</b>				
Venter, C. B. S.	PhD (Ed Psych). Enhancing the career resilience of survivors of family violence in resource-constrained areas	Maree, J. G.		2 ½
Nortjé, M.	Master's dissertation (Educational Psychology)	Prof J. G. Maree	Nortjé, M.	3 yrs
<b>2018</b>				
Gerryts, E. W.	Enhancing the employability of young adults from socio-economically challenged contexts			
Jude, C.	How can life-design counselling enhance the self-efficacy of a learner from an environment challenged by disadvantage? Master's dissertation (Educational Psychology)	Prof J. G. Maree		2 years
<b>2017</b>				
Pienaar, M.	PhD (Ed Psych). Enhancing the sense of self of peer supporters using life design counselling	Maree, J. G.		2 ½
<b>2016</b>				
Mpofu, J.	PhD (Ed Psych). Psychological Wellbeing of Adolescents with Physical Disabilities in Inclusive Community Settings.	Sefotho, M.	Maree, J. G.	5
Venter, C.	Master's dissertation (Educational Psychology) Improving the career resilience of a survivor of sexual abuse.	Prof. J. G. Maree		2
<b>2015</b>				
Cook, A.	PhD (Educational Psychology) Exploring learners' management of career-related transitions through career and self-construction intervention	Prof. J. G. Maree.		4
Twigge, A	PhD (Educational Psychology), Exploring the			5

	value of life design counselling in the self-construction of the emerging adult			
<b>2014</b>				
Symington, C.	PhD (Educational Psychology) The effect of life-design counselling on the career adaptability of learners in an independent school setting	Prof J. G. Maree		4
Opper, B.	PhD ( <b>Educational Psychology</b> ) The value and limits of outdoor adventure activities to facilitate emotional intelligence during adolescence	Prof. J. G. Maree		<b>4</b>
Gerryts, E	MEd. Using a narrative approach to explore the career choice motives of mining engineering students	Prof J. G. Maree		<b>2</b>
<b>2013</b>				

<b>Erasmus, C. P.</b>	PhD ( <b>Opvoedkundige Sielkunde</b> ). Die verband tussen emosionele intelligensie, studie-oriëntasie in wiskunde en die middel-adolesent se wiskundeprestasie.	Prof J. G. Maree		<b>4</b>
<b>5.2 Current post-graduate doctoral students</b>				
Name	Degree	Supervisor		Year
Mrs Z. Pollard	PhD (Educational Psychology)	Prof J.G. Maree		2022
Dr E. Chika	PhD (Learning Support, Guidance, & Counselling)	Prof J.G. Maree		2022
Ms L. Kwinika	Master's dissertation (Educational Psychology)	Prof J.G. Maree		2022
Ms A. Mazongolo	MEd (Educational Psychology)	Prof J.G. Maree		2022
Mr H. Nsubuga	PhD (Learning Support, Guidance, & Counselling)	Prof J.G. Maree		2021
Ms T Mahlalela	PhD (Learning Support, Guidance, & Counselling)	Prof J.G. Maree		2021
Ms M. Mackenzie	MEd (Educational Psychology)	Prof J.G. Maree		2019
Mr M. Mahlangu	PhD (Educational Psychology)	Prof J.G. Maree		2019
Ms K Warnock	MEd (Educational Psychology)	Prof J.G. Maree		2020
Ms M Racheke	MEd (Educational Psychology)	Prof J. G. Maree		2021
<b>5.3 Obtaining research funds (Optional)</b>				
<b>Origin of research funds (e.g. contract research, THRIP, international funding organizations, other(s))</b>	<b>Title of research project or programme</b>	<b>Duration</b>	<b>Money allocated (R) (Optional - exact amounts not required)</b>	
Botswana Government	Providing technical assistance in the adaptation of psychometric tests in the Ministry of Education and Technical Skills	2013-2018	R 1, 2 million	

(Botswana)

**6. RESEARCH OUTPUTS**

**6.1.1 Publications in peer-reviewed or refereed journals. Details of each publication, including full titles, authors' names, journals, dates, page numbers, etc. (Since 2005.) (Bold denotes international publication.)**

**Most recent invitations to guest edit issues of scholarly journals (accepted these invitations):**

- a. *South African Journal of Education* (2017)
- b. *Early Child Development and Care* (2018 and again in 2020)
- c. *South African Journal of Higher Education* (20119)
- d. *Cypriot Journal of Educational Sciences* (2021).

**Articles:**

**2022**

**1a. Maree, J. G., Jordaan, J., & Hartung, P. J. (2022). Group counselling for self- and career construction for disadvantaged prospective university students. *Career Development Quarterly*, 70,79-95.**

1b. Maree, J. G. (2022). Rekindling hope and purpose in resource-constrained areas during Covid-19: The merit of counselling for career construction. *South African Journal of Science*, 118(5/6), Art. #13091. <https://doi.org/10.17159/sajs.2022/13091>

2. Lapite, A., Maree, J. G. & Jordaan, J. (in press)The effects of attributional style on the mathematics performance of senior secondary school students. *South African Journal of Education*,

**3. Maree, J. G., & Stones, B. (in review). Mathematics Olympiad participation: Developing problem-solving skills in mathematically-gifted disadvantaged learners. *Roeper Review*,**

**4. Maree, J. G. & Nortjé, M. (2022). Enhancing the sense of self of a mid-career woman through career construction counselling. *International Journal for Educational and Vocational Guidance*. <https://doi.org/10.1007/s10775-021-09520-0>**

**5. Maree, J. G. (2022). Enhancing group self- and career construction counseling: A review of outcome research. *Cypriot Journal of Educational Sciences*, 17(5), 7-28.**

6. Ruiters, S., & Maree, J. G. (2022). Life design counselling with a learner with a visual impairment from a vocational school setting. *South African Journal of Higher Education*, 36(2), 258-279.

**7. Maree, J. G. (2022). The outcomes of a mixed-methods, innovative group life design intervention with unemployed youths. *International Journal for Educational and Vocational Guidance*. <https://doi.org/10.1007/s10775-021-09514-y>**

8. Maree, J. G. (2022). Managing the Covid-19 pandemic in South African Schools: turning challenge into opportunity. *South African Journal of Psychology*, 52(2) 249-261.

9. Maree, J. G. (2022). Using Integrative Career Construction Counselling to Promote **Autobiographicity and Transform Tension into Intention and Action.** *Education Sciences*, **12,** **72.**

<https://doi.org/10.3390/educsci12020072>.

10. Maree, J. G. (2022). Revitalizing (career) counseling in education to help all people who are able and willing to redesign their career lives and find sustainable decent work. *Cypriot Journal of Educational Sciences*, 17(5), 1-6.

2021

1. Maree, J. G. (2021). The psychosocial development theory of Erik Erikson: Critical overview. *Early Child Development and Care*, 191(7-8), 1107-1121.

2. Mahomed, R., Alexander, D., & Maree, J. G. (2021). Raising children: single-parents' parenting styles of their children living with Attention-Deficit/Hyperactive Disorder, *Early Child Development and Care*.

3. Maree, N., & Maree, J. G. (2021). The influence of group life-design-based counselling on learners' academic self-construction: a collective case study. *South African Journal of Education*, 41(3). <http://www.sajournalofeducation.co.za>.

4. Maree, J. G. (2021). Innovating and contextualising career counselling for young people during the Covid-19 pandemic. *South African Journal of Psychology*, 51(2), 244-255.

5. Maree, J. G. (2021). Counselling for career construction for an artistic child with career undecidedness: Implications for early child development. *International Journal of Adolescence and Youth*, 26(1), 432-448.

2020

1. Maree, J. G. (2020). Connecting conscious knowledge with subconscious advice through career construction counselling to resolve career choice indecision. *South African Journal of Education*, 40, Supplement 1. Art. #1863, 13 pages, <https://doi.org/10.15700/saje.v40ns1a1863>

2. Maree, J. G. (2020). Counselling for self- and career construction outcomes for an adolescent boy with Tourette's disorder: single participant intervention research. 190(16), 2627-2645. *Early Child Development and Care*. <https://doi.org/10.1080/03004430.2020.1787401>

3. Venter, C. B. S., & Maree, J. G. (2020). Life-design counselling for survivors of family violence in resource-constrained areas. *South African Journal of Education*, 40 (Supplement 2). Art. #1845, 12 pages, <https://doi.org/10.15700/saje.v40ns2a1845>

4. Maree, J. G. (2020). The need for contextually appropriate career counselling assessment: Using narrative approaches in career counselling assessment in African contexts. *African Journal of Psychological Assessment*, 2, 18a. DOI: 10.4102/ajopa.v2i0.18

5. Maree, J. G. (2020). Integrative career counselling for early-career individuals. *South African Journal of Psychology*, 1-11: DOI: 10.1177/0081246319899592 [journals.sagepub.com/home/sap](https://journals.sagepub.com/home/sap)

6. Maree, J. G. (2020). Career construction counselling aimed at enhancing the narratability and career resilience of a young girl with a poor sense of self-worth. *Early Child Development and Care*, DOI: 10.1080/03004430.2019.1622536

7. Alexander, D. Goldschmidt, L., Seabi, J., & Maree, J. G. (2020). Psychosocial well-being in adulthood in response to systemic barriers in kinship care as experienced during adolescence. *International Journal of Adolescence and Youth*, 24(4), 458-473 DOI: 10.1080/02673843.2018.1564931

8. Maree, J. G. (2020) Innovative career construction counselling for a creative adolescent. *British Journal of Guidance & Counselling*, 48(1), 98-113, DOI:10.1080/03069885.2018.1504202

9. Maree, J. G., & Jude, C. (2020). The effect of life-design counselling on the self-efficacy of a learner from an environment challenged by disadvantages. *Early Child Development and Care*, 190(6), 822-838.

2019

1. Maree, J. G., & Di Fabio, A. (2019). Integrating personal and career counseling to promote sustainable development and change. *Personality and Individual Differences*, 10(11). doi:10.3390/su10114176

2. Maree, J. G. (2019). Self- and career construction counseling for a gifted young woman in search of meaning and purpose. *International Journal for Educational and Vocational Guidance*. 19, 217-237. <https://doi.org/10.1007/s10775-018-9377-2>,

3. Maree, J. G. (2019). Group career construction counselling: a mixed-methods intervention study with high school students. *Career Development Quarterly*, 67, 47-61.

4. Maree, J. G. Gerryts, E., Fletcher, L., & Jordaan, J. (2019). Using career counselling with life design principles to improve the employability of disadvantaged young adults. *Journal of Psychology in Africa*, 29, 110-120.

5. Di Fabio, A., Maree, J. G., & Kenny, M. (2019). Development of the *Life Project Reflexivity Scale: A new career intervention inventory*. *Journal of Career Assessment*, 27(2), 358-370.

2018

1. Maree, J. G., Cook, A., & Fletcher, L. (2018). Assessment of the value of group-based counselling for career construction. *International Journal of Adolescence and Youth*, 23(1), 118-132.

2. Maree, J. G. & Venter, C. B. S. (2018). Improving the career resilience of a sexual abuse survivor. *Early Child Development and Care*, 188(2), 240-249.

3. Maree, J. G. (2018) Perspective: promoting career development in the early years of people's lives through self- and career construction counselling to promote their career resilience and career adaptability. *Early Child Development and Care*, 188(4), 421-424.

4. Maree, J. G. (2018). Promoting career development in the early years of a person's life through self- and career construction counselling. *Early Child Development and Care*, 188(4), 425-436.

5. Maree, J. G. (2018). Advancing career counselling research and practice using a new quantitative+qualitative approach to elicit clients' advice from



within. *South African Journal of Higher Education*, 32(4), 149–170.

6. **Maree, J. G. (2018). Promoting career development in the early years of a person's life through self- and career construction counselling: A case study. *Early Child Development and Care*, 188(4), 437-451.**

7. Maree, J. G., Pienaar, M., Fletcher, L. (2018). Enhancing the sense of self of peer supporters using life design counselling. *South African Journal of Psychology*, 48(4) 420-433.

#### **2017**

1. Maree, J. G. (2018). Opinion piece: using career counselling to address work-related challenges by promoting career resilience, career adaptability, and employability. *South African Journal of Education*, 37(4), 1-5.

2. Maree, J. G. Mid-career construction counseling to instil spiritual awareness and allay fear. *South African Journal of Education*, 37(4),

3. Mpofo, J., Sefotho, M., & Maree, J. G. (2017). Psychological well-being of adolescents with physical disabilities in Zimbabwean inclusive community settings: An exploratory study. *African Journal of Disability*, 6(0), a325. <https://doi.org/10.4102/ajod.v6i0.325>

#### **2016**

1. **Di Fabio, A., & Maree, J. G. (2016). Using a Transdisciplinary Interpretive Lens to Broaden Reflections on Alleviating Poverty and Promoting Decent Work. *Frontiers in Psychology*, 6.**

2. Maree, J. G., & Taylor, N. (2016). Development of the *Maree Career Matrix*: A new interest inventory. *South African Journal of Psychology*, 46(4) 462-476

3. Maree, J. G. (Editorial) (2016). Revitalising career counselling to foster career adaptability and resilience during change and turbulence. *SA Journal of Higher Education*, 30(3), 1-5.

4. **Maree, J. G. (2016). Career construction counselling with a mid-career black male. *Career Development Quarterly*, 64, 20-35.**

5. **Maree, J. G. (2016). How career construction counseling promotes reflection and reflexivity: Two case studies. *Journal of Vocational Behaviour*, 96, 22-30.**

6. Cook, A., & Maree, J. G. (2016). Efficacy of using career and self-construction to help learners manage career-related transitions. *South African Journal of Education*, 36(1), 1-11.

7. Maree, J. G., & Twigge, A. (2016). Career and self-construction of emerging adults: The value of life designing. *Frontiers in Psychology*, 6:2041. DOI: 10.3389/fpsyg.2015.02041)

8. **Di Fabio, A., & Maree, J. G. (2016). A psychological perspective on the future of work: promoting sustainable projects and meaning-making through grounded reflexivity. *Giornale Italiano di Ricerca e Applicazioni*, ...**

9. Maree, J. G. (2016). Career construction as a way of resolving career indecision. *SA Journal of Higher Education*, 30(3), 170-192.

#### **2015**

1. **Maree, J. G. (2015). Career Construction Counseling: A thematic analysis of outcomes for four clients. *Journal of Vocational Behaviour*, 86, 1-9.**

2. Maree, J. G. (2015). Research on life design in (South) Africa: a qualitative analysis. *South African Journal of Psychology*, 45, 332-348. DOI: 10.1177/0081246314566785.
3. Tsanwani, A, Engelbrecht, J. C., Harding, A., & Maree, J. G. (2015). Factors that facilitate learners' performance in mathematics in disadvantaged communities: A quantitative study. *Journal of Educational Studies*, 12(2), 35-55.
4. Maree, J. G. (2015). Barriers to access to and success in higher education: intervention guidelines. *SA J of Higher Education*, 29(1), 394-415.
5. Maree, J. G., & Symington, C. (2015). Life design counselling effects on the career adaptability of learners in a selective independent school setting. *Journal for Psychology in Africa*, 25(2), 143-150.
6. Maree, J. G., & Pietersen, J. (2015). Adapting and implementing the *Rothwell-Miller Interest Blank*. *South African Journal of Natural Sciences and Technology*, Art. #1298, 7 pages. <http://dx.doi.org/10.4102/satnt>.

## 2014

1. Mhaka-Mutepfa, M., Maree, J. G., & Chiganga, G. (2014). Towards respecting children's rights, obligations and responsibilities: The Zimbabwean case. *School Psychology International*, 35(3), 241-252.
2. Ntinda, K., Maree, J. G., Mpofo, E., & Seeco, E. (2014). In-school psychosocial support services for safeguarding children's rights: Results and implications of a Botswana study, *School Psychology International*, 35(3), 280-293.
3. Maree, J. G. (2014). Career construction with a gay client: A case study. *British Journal of Guidance and Counselling*, 42:4, 436-449.
4. Tsanwani, R; Engelbrecht, J., Harding, A., & Maree, J. G. (2014). Perceptions of teachers and learners about factors that facilitate learners' performance in mathematics in South Africa. *African Journal of Research in Mathematics, Science, and Technology Education*, 18(1), 40-51
5. Opper, B., Maree, J. G., Fletcher, L. & Sommerville, J. (2013), Efficacy of an outdoor adventure education in developing emotional intelligence during adolescence, *Journal for Psychology in Africa*, 24(2), 193-196.
6. Oakland, T., Mpofo, E., Ntinda, K., Seeco, E., & Maree, J. G. (2014). Constructing a framework for the use of tests within a developing country's school system. *International Perspectives in Psychology: Research, Practice, Consultation*, 3(2), 106-122.
7. Maree, J. G., & Gerryts, E. (2014). Narrative counselling with a young engineer. *Journal for Psychology in Africa*, 24(5), 457-463.
8. Maree, J. G. (2014). Geïntegreerde, kwalitatiewe+kwantitatiewe beroepsvoorligting en -konstruksie vir 'n aandagafleibare seun met tegniese belangstelling en aanleg lei tot positiewe resultate. *SA Tydskrif vir Natuurwetenskap en Tegnologie*, 33, 32-43. Art. #1183, 11 pages. <http://dx.doi.org/10.4102/satnt.v33i1.1183>.
9. Maree, J. G. (2014). An interview with Kobus Maree: Life themes to life portraits. *North American Journal of Psychology*, 16(1), 25-33.

## 2013

1. Shaughnessy, M., Moore, T. L., & Maree, J. G. (2013). A reflective conversation with Kobus Maree. *Gifted Education International*, 29(1),

43-53.

2. Di Fabio, A., & Maree, J. G. (2013). Career Counselling: The usefulness of the *Career Interest Profile (CIP)*. *Journal for Psychology in Africa*, 23(1), 41-51.

3. Maree, J. G. (2013). Career counselling for a mid-career woman: combining Ericksonian strategies and the *career construction interview* as part of a longitudinal case study. *Counselling Giornale Italiano di Ricerca e Applicazioni*, 6(2), 143-168.

4. Maree, J. G., Fletcher, L., & Erasmus, P. Intelligence, study orientation and the mathematics achievement among middle adolescents. *Journal of Psychology in Africa*, 23(2), 205-212.

5. Posthuma, B., Maree, J. G., & Stols, G. (2013). Ondersoek na die gehalte en inhoud van vyf onderwysers se besinning oor hul onderrig van wiskunde. *SA Journal of Natural Sciences and Technology*, 32, 187-195. doi:10.4102/satnt.v32i1.400

6. Botha, H., Maree, J. G., & Stols, G. (2013), Mathematical Literacy teachers: Can anyone be one? *Perspectives in Education*, 31(4), 180-194.

7. Di Fabio, A., & Maree, J. G. (2013). The effectiveness of the *Career Interest Profile (CIP)* *Journal of Employment Counselling*, 50, 110-123.

8. Maree, J. G. (2013). Latest developments in career counselling in South Africa: towards a positive approach. *South African Journal of Psychology* 43(4) 409-421.

9. Maree, J. G. (2013). Assessering in Wiskunde: Die behoefte aan 'n positiewe benadering, *SA Tydskrif vir Natuurwetenskap en Tegnologie*, 32, 196-205. doi:10.4102/satnt.v32i1.429

#### 6.1.4 Editorial contributions

1. **Examples of Calls for Papers:**

i. **Call for Papers: *British Journal of Guidance and Education*, 2018-2019.**

ii. Call for papers: *South African Journal of Education*: 37(4), November 2017.

Call for papers: *South African Journal of Education*: 37(4), November 2017.

iii. Call for papers: Special issue of *SAJHE*: 26(4), August 2012: Guest editor: JG Maree: Career counselling in South African institutions of higher learning in the 21st century: re-discovering the potential of qualitative approaches.

2. **Examples of Editorials**

f. **Editor or Co-Editor of multiple leading scholarly publications (See: Scholarly books)**

#### 6.1.6 Book reviews

1. Maree, J. G. Invited book review: *Educational psychology in social context: Ecosystemic applications in Southern Africa* (5<sup>th</sup> edition). David, D., Lazarus, S, & Moolla, N. (2014). *S.A. Journal of Psychology*.

1. Maree, J. G. (2013). Extended book review: *African Philosophy of Education Reconsidered: On being human* by Yusef Waghid. *SA J of Higher Education*, 27(5), 1343-1348.

#### 6.2. Books and book chapters (also see 3.1)

**Scholarly and contributions to scholarly books (Since 2001). Bold denotes International**

**2021**

1. Maree, J. G. (2021). Drawing on 'stories' and 'scores' to promote dialogue in mathematics classrooms. In Pieronkiewicz, B. (Ed.), *Different perspectives on transgressions in mathematics and its education* (pp.207-224). Cracow, Poland: Scientific Publishing House of the Pedagogical University of Cracow.

**2020**

1a. Maree, J. G. (2020). *Innovating counselling for self- and career construction: Connecting conscious knowledge with subconscious insight*. New York, NY: Springer.

1b. Maree, J. G. (Ed.). (2020). *First steps in research* (3rd ed.). Pretoria, South Africa: van Schaik Publishers.

2. **Maree, J. G. (2020). Resolving career indecision: the power of integrating conscious and subconscious advice through career construction counselling.** in A. (Annamaria) Di Fabio, (Ed.), *Cross-cultural perspectives for well-being and sustainability in organizations* (pp. ). New York, NY: Springer.

3. Maree, J. G., & Di Fabio, A. (2020). Compassion. In B. J. Carducci, C. S. Nave, A. Di Fabio, D.H. Saklofske, & C. Stough (Eds), *The Wiley Encyclopaedia of Personality and Individual Differences: Models and Theories* (pp. 67-71). New York, NY: Wiley.

4. Di Fabio, A., & Maree, J. G. (2020). Compassion. In B. J. Carducci, C. S. Nave, A. Di Fabio, D.H. Saklofske, & C. Stough (Eds), *The Wiley Encyclopaedia of Personality and Individual Differences: Models and Theories* (pp. 505-509). New York, NY: Wiley.

**2019**

1. Maree, J. G. (2019). Postmodernising career counselling in a deep rural context. In Maree, J. G. (Ed.), *Handbook of innovative career counselling* (pp. 577-596). New York, NY: Springer.

2. Maree, J. G. (Ed.). (2019). *Handbook of innovative career counselling*. New York, NY: Springer. (104 leading colleagues contributed to this 46-chapter, 810-page publication.)

3. Gerryts, E., & Maree, J. G. (2019). Enhancing the Employability of Young Adults from Socio-economically Challenged Contexts: Theoretical Overview. In Maree, J. G. (Ed.), *Handbook of innovative career counselling* (pp. 425-444). New York, NY: Springer.

4. Maree, J. G., & Gerryts, E. (2019). Enhancing the Employability of Unskilled and Unemployed Young Adults: Practical Guidelines. In Maree, J. G. (Ed.), *Handbook of innovative career counselling* (pp. 445-470). New York, NY: Springer.

5. Maree, J. G. (2019). Contextualisation as a determining factor for career counselling throughout the world. In J. A Athanasou & H. N. Perera (Eds). *International handbook of career guidance* (2nd ed.) (pp. 555-580). New York, NY: Springer.

**2018**

1. Maree, J. G. Career Construction theory and practice. (2018). In N. Arthur, R. Neault, M. McMahon, M. (Eds.), *Career theory and models at work: Ideas for practice*. Calgary, Canada: Canadian Education and Research Institute for Counselling (CERIC).

2. Maree, J. G. (2018). Career-life counselling for the gifted in Sub-Saharan Africa. In B. Wallace, D. Sisk, & J. Senior (Eds.), *Handbook on gifted and talented education*. (pp. 373-389). London, England: SAGE
9. Maree, J. G. 2017. Life design: the essence of helping people live successful lives and make social contributions. In Eloff, I., and Swart, E. (Eds.), *Understanding educational psychology* (pp. 393-399). Cape Town, South Africa: Juta.
10. Maree, J. G. (2018). Using life design counseling for career construction to facilitate sustainable employability and decent work in a developing country context. In V. Cohen-Scali, J. Pouyaud, M. Podgórný, V. Drabik-Podgórný, G. Aisenson, J-L. Bernaud, I. Moumoula., J. Guichard (Eds.). *Interventions in career design and education* (pp. 195-214). New York, NY: Springer.
11. Maree, J. G. (2018). Gifted education in Africa. In S. Pfeiffer (Ed.), *APA Handbook of giftedness and talent* (pp. 131-142). New York, NY: American Psychology Association.
12. Maree, J. G. (2019). Research in career counselling: The career construction interview. In A. Fynn, S. Laher, & S. Fynn (Eds.), *Transforming research methods in the Social sciences* (pp. 186-202). Johannesburg, South Africa: Wits University Press.
- 2017**
1. Maree, J. G. (Ed.). (2017). *The psychology of career adaptability, career resilience, and employability*. New York, NY: Springer.
2. Maree, J. G. (2017). The psychology of career adaptability, career resilience, and employability: A broad overview. In J. G. Maree (Ed.), *Handbook of career adaptability, employability, and resilience* (pp. 3-14). New York, NY: Springer.
13. Maree, J. G. (2017). Utilizing career adaptability and career resilience to promote employability and decent work and alleviate poverty. In J. G. Maree (Ed.), *Handbook of career adaptability, employability, and resilience* (pp. 349-374). New York, NY: Springer.
14. Maree, J. G. (2017). Life design counselling. In Stead, G. & Watson, M. (Eds.), *Career psychology* (3rd ed.) (pp. 105-118). Pretoria, South Africa: Van Schaik.
15. Maree, J. G. (2016). *Intervista CIP (Career Interest Profile) valutare e rilevare gli interessi professionali per la carriera*. Trento, Italy: Erickson.
16. Maree, J. G. (2016). Career construction in the mathematics classroom: using an integrated, qualitative+quantitative approach to enhance learners' sense of self. In *Mathematical Transgressions 2015*, P. Błaszczak et al. (Eds), PWN, Cracow 2016.
17. Maree, J. G. (2016). Value of an integrated, qualitative+quantitative approach in facilitating positive psychological assessment: a case study. In R. Ferreira & K. Stanz (Eds), *Psychological assessment in the South African context*. Cape Town, South Africa: Juta.
18. Mpofo, E., Oakland, T., Ntinda, K., Maree, J. G., & Seeco, E. G. (2015). Locality, observability and community action (LOCUM) in Test development and use in emerging education settings. In P. Dixon, S. Humble & C. Counihan (Eds.), *Handbook of international development*

- and education* (pp. 326-342). Gloucester, United Kingdom: Edward Elgar.
19. Maree, J. G. (2015). The early recollections technique In McMahon, M. & Watson, M. (Eds.), *Career assessment: Qualitative approaches* (pp. 135-144). Rotterdam, The Netherlands: Sense Publishers.
  20. Maree, J. G. (2015). Obtaining trustworthy interest profiles. In M. McMahon & Patton, W. (Eds.), *Ideas for career practitioners* (pp. 178-187). Sanford Valley, Australia: Australian Academic Press.
  21. Maree, J. G. (2015). Poverty and life designing. In L. Nota & J. Rossier (Eds.), *Handbook of life design: From practice to theory and from theory to practice* (pp. 233-248). Boston, MA: Hogrefe.
  22. Maree, J. G., & Molepo, M. (2015). Implementing a qualitative (narrative) approach in cross-cultural career counselling. In M. McMahon (Ed.), *Career counselling: Constructivist approaches* (2nd ed., pp. ...). Rotterdam, The Netherlands: Sense.
  23. Maree, J. G. (2017). Life design counselling. In G. Stead & M. Watson (Eds.), *Career psychology*. Pretoria, South Africa: Van Schaik.
  24. Maree, J. G. (2015). Using life construction counseling to harness reflexivity with a mid-career woman: a case study. In A. Di Fabio & J.-L. Bernaud (Eds.), *The construction of the identity in 21st century: A Festschrift for Jean Guichard*. New York, NY: Nova Science.
  25. Maree, J. G. (2014). Creating a sense of hope: The essence of career construction for life designing in a developing country context. In M. Pope, L. Y. Flores & J. Rottinghaus, J. (Eds.), *The role of values in careers*. (pp. 213-232). Charlotte, NC: Information Age Publishing.
  26. Maree, J. G. (2015). Life themes and narratives. P. J. Hartung, M. L. Savickas & W. B. Walsh (Eds.), *APA handbook of career intervention. Vol. 2: Applications* (pp. 225-239). New York, N. Y.: American Psychology Association. <http://dx.doi.org/10.1037/14439-017>
  27. Maree, J. G. (2014). Creating a sense of hope: The essence of career construction for life designing in a developing country context. In M. Pope, L. Y. Flores, & J. & Rottinghaus (Eds.), *The role of values in careers*. (pp. 213-232). St Louis, MS: Society for Vocational Psychology.
  28. Maree, J. G., & Hansen, E. (2013). Life designing and the adaptability needs of an unwed pregnant teenager: a case study. In A. Di Fabio (Ed.), *Psychology of counselling* (pp. 241-261), New York: Nova Science.
  29. Maree, J. G. (2013). *Counselling for career construction: Connecting life themes to construct life portraits. Turning pain into hope*. Rotterdam, The Netherlands: Sense. (136 pages.)
  30. Di Fabio, A., & Maree, J. G. (2013). (Eds.). *Psychology of career counselling: New challenges for a new era* (pp. 1-281). Hauppauge, NY: Nova Science.
  31. Maree, J. G. (2013). Using a combined quantitative-qualitative approach to career counselling for a student in the natural sciences: a longitudinal case study. In A. Di Fabio & J. G. Maree (Eds.), *Psychology of career counselling: New challenges for a new era* (pp. 239-264). Hauppauge, NY: Nova Science.

32. Di Fabio, A., & Maree, J. G. (2013). Career construction and life design: heralding a new beginning to career counseling in the 21st century. In A. Di Fabio & J. G. Maree (Eds.), *Psychology of career counselling: New challenges for a new era* (pp. 1-15). Hauppauge, NY: Nova Science.
33. Di Fabio, A., & Maree, J. G. (2013). *Preface*. In A. Di Fabio, & J. G. Maree (Eds.), *Psychology of career counselling: New challenges for a new era* (pp. xi-xvii). Hauppauge, NY: Nova Science.
34. Di Fabio, A., & Maree, J. G. (2013). *Epilogue*. In Di Fabio, & J. G. Maree In A. Di Fabio & J. G. Maree (Eds.), *Psychology of career counselling: New challenges for a new era* (pp. 265-271). Hauppauge, NY: Nova Science.
35. Maree, J. G (2013). Life design: an approach to managing diversity in South Africa. In M. Wissing (Ed.), *Well-being research in South Africa* (pp. 53-72). New York, NY: Springer.
36. Oakland, T, Wechsler, S., & Maree, J. G. (2013). Test use with children across cultures: A view from three different countries. In K. F. Geisinger (Eds.), *APA Handbook of testing and assessment in psychology* (pp. 231-257). Washington DC: American Psychological Association.

### 6.3 Published full-length conference papers/keynote addresses

### 6.4 Non-refereed publications or popular articles EXAMPLES OF ARTICLES IN NON-SUBSIDISED JOURNALS

#### 6.6 Technical reports: Examples

- a. Mpofo, E., Ntinda, K., Maree, K., & Oakland, T. (2019). *Meeting learner support needs in a developing country context: Developing the Botswana Learner Appraisal System (BLAS)*. Gaborone, Botswana: ASDE.
- b. Mpofo, E.M., Maree, J. G., & Oakland, T. et al. (2013). *Assessing the cost effectiveness of psychosocial support services and mechanisms for delivery in the ministry of education and skills development*. Gaborone, Botswana: ASDE.

### 7. OTHER SCHOLARLY RESEARCH-BASED CONTRIBUTIONS

#### 7.1 Participation in conferences, workshops and short courses - specify the type of contribution.

##### 7.1.2 International: Bold

1. Maree, J. G. (2022, November). Invited to read Congress Keynote ("*Uncovering and converting (subconscious) life themes into conscious motivations to enhance 'hope counselling'*")" at the 9th Global Conference on Psychology Research (GCPR 2022) and 11th World Conference on Psychology and Sociology (PSYSOC 2022) in Istanbul, Türkiye 2022-011-24-26
2. Maree, J. G. (2022, October).
  - i. Invited to read Congress keynote ("*Optimizing the theory -*

***practice synergy: Facilitating ‘best practice’ in career guidance and counselling in ‘perilous’ times”***) at the UNESCO CHAIR - Lifelong guidance and counseling International Conference titled “The Principles and Aims of Guidance and Counselling for Sustainable Development in Turbulent Times” to be held in Wroclaw, Poland for 19 - 21 October 2022,

to

ii. Invited to Chair a Symposium titled “*The essence of ‘best practice’ in career guidance and counseling: Global perspectives, shared realities*” at the same conference,

and to

iii. Invited to Chair (jointly with Profs. Violetta Podgorna and Annamaria Di Fabio) a Roundtable discussion titled “*Preparing the theory and practice of guidance and counselling for the ‘unpreparable’ and ‘unsustainable’: ‘Putting new wine into new bottles.’*” Maree, J. G. (2022, October). Invited to read three papers at the 26th Anniversary Congress, 13-16 October 2022, at Emperors Palace Conference Centre, Kempton Park

a. Integrative group career construction counselling to enhance the employability of unemployed emerging adults from seriously disadvantaged backgrounds

b. Counselling for self- and career construction outcomes for an adolescent with Tourette syndrome: Single participant intervention research

c. The influence of innovative, integrative career construction counselling on unemployed women

Maree, J. G. (2022, May). (Keynote): “*Career Development Tools in context, from theory to practice - South Africa.*” The Department of Higher Education and Training: Dialogue conference on the guidelines for the development and administration of Career Development Tools. ( SA-EU Dialogue Partnership). Sheraton Hotel Pretoria, 20220521

Maree, J. G. (2022, April): Keynote: “*Narrative career counselling: Key to eliciting and connecting conscious knowledge with subconscious insights*”. 5th International New York Academic Research Congress, Istanbul, Saturday, 22 April 2022

Maree, J. G. Keynote (2022, April). “*Innovating career counselling: Key to promoting sustainable decent work facilitation globally.*” Read at International Conference Promoting Decent Work for All: Vulnerable Workers “IAAP Special Project Promoting Decent Work for All”. Friday, April 1, 2022. Florence, Italy.

2021

1. Maree, J. G. (2021, May). Read keynote titled “*Rekindling people’s sense of hope and purpose during and after the Covid-19 pandemic: The value of group (self- and) career construction counselling*”. International Congress of Pedagogical Research (ICOPR), May 15, 2021, Universiti Utara Malaysia, Malaysia.

2. Maree, J. G. (2021, May). *The art and science of scholarly*



*writing journals*. Invited congress workshop presented at International Congress of Pedagogical Research (ICOPR), May 16, 2021, Universiti Utara Malaysia, Malaysia.

3. Maree, J. G. (2021, June). Chaired webinar titled *"Addressing the career counselling needs of people with marginalization"* International Association of Applied Psychology (International Association of Applied Psychology (IAAP)).
4. Maree, J. G. (2021, June). Chaired invited group discussion on the following topics during UNITWIN Network Meeting, 2021-06-18:
  - i. *How can the network's "tangible" impact be assessed?*
  - ii. *How can we promote collaboration between UniTwin colleagues on joint projects?*
  - iii. *How can we enlighten policymakers more satisfactorily on matters related to the work of the UNITWIN Network?*
5. Maree, J. G. (2021, July). Read congress keynote *"The use of integrative, qualitative+quantitative career counselling to identify gifted learners and help them design successful lives"* at the World Council for Gifted and Talented Children Congress (*"Developing the future of gifted education"*), Western Kentucky University, Kentucky, USA.
6. Maree, J. G. (2021, July). Read congress keynote *"Promoting group self- and career construction counselling: Linking conscious knowledge with subconscious insight"* at the 32nd International Congress of Psychology held in Prague, Czechia.
7. Maree, J. G. (2021, July). Presented invited (online) workshop titled *"Integrating 'stories' and 'scores' to facilitate counselling for career construction to individuals and groups of people"* at the 32nd International Congress of Psychology held in Prague, Czechia.
8. Maree, J. G. (2021, August). Read congress keynote *"Innovating and updating (career) counselling to address people's deepest needs in rapidly changing times"* at both the 8th World Conference on Psychology Sciences and the 8th Global Conference on Contemporary Issues in Education, Istanbul, Turkey.
9. Maree, J. G. (2021, September 25). Read keynote titled *"Facilitating autobiographicity to promote gifted and talented learners' self-designing and career construction: Connecting conscious knowledge with subconscious insights"* at the 5th International Congress of Special Education, AAB University, Pristina, Kosovo, 24-26 September 2021 (hybrid event).
10. Maree, J. G. (2021, September 25). Presented "Guest of honour paper", titled *"(Post-)Postmodernising Career Counselling to enhance 'best practice' in South Africa: At the coalface, while 'tradition' dictates"* at the Polish Association of Educational and Vocational Guidance.
11. Maree, J. G. (2021, November). Read keynote titled *"Reimagining the future: Using narrative career counselling to*

**enhance innovation, creativity, hope, and purpose” at the 3rd International Congress on Life, Social, and Health Sciences in a Changing World, 2021-11-13, Istanbul, Turkey.**

## **2020**

**1.a. Maree, J. G. (2020-12-14). Congress Invited Keynote Paper: “The merits of an integrative, qualitative+quantitative approach to career counselling during and after the Covid-19 pandemic.” International Conference on Multidisciplinary Research (MYRES), Voila Hotel, Bagatelle, Moka, Mauritius.**

**1.b. Maree, J. G. (2020-10-29). Congress Invited Keynote Paper: “Innovating and contextualising career counselling to enhance people’s career adaptability and career creativity, promoting their employability, and helping them design purposeful lives.” International Conference on Education (online conference), National Kapodistrian University of Athens, Athens, Greece, 29-31 October 2020.12.03**

**2. Maree, J. G. (2020-11-27). Congress Invited Keynote Paper: “Is purposeful work about to disappear forever?” Connecting conscious knowledge with subconscious insight in self- and career construction to rekindle a sense of meaning and hope in the workplace.” 9th World Conference on Psychology and Sociology and 7th Global Conference on Psychology Research (online conference), Sapienza University, Rome, Italy.**

**3. Maree, J. G. (2020-08-19). Congress Invited Keynote Paper: “Counselling for self- and career construction: Guidelines to promote individuals’ career-life stories”. The 7th Global Conference on Contemporary Issues in Education, Washington, USA.**

## **2019**

**1.b. Maree, J. G. (2019). Invited keynote: *Counselling for self- and career construction: Guidelines to promote individuals’ career-life story.* International Conference of the Association of Career Education, Seoul, South Korea.**

**1.c.i. Maree, J. G. (2019, November). Read keynote titled “Connecting past ‘stories’ with present ‘realities’ to design a purposeful future” at 8th World Conference on Psychology and Sociology (29 November 2019) (Ayvansaray University, Istanbul, Turkey)**

**1.c.ii. Maree, J. G. (2019, November). Presented invited workshop on “The art and science of scholarly writing” (30 November 2019) (Ayvansaray University, Istanbul, Turkey)**

**2.a. Maree, J. G. (2019, September 12). *Indigenizing and contextualizing career construction counselling for Global South countries.* Keynote Address at the 43rd Edition of the highly prestigious International Association for Vocational Guidance (Congress Topic: *Career guidance for an inclusive society*), Bratislava, Slovakia.**

**2.b. Maree, J. G. (2019, September 13). *Group career***

**construction counselling (using an integrative qualitative+quantitative approach).** Invited workshop at the 43rd Edition of the highly prestigious International Association for Vocational Guidance (Congress Topic: *Career guidance for an inclusive society*), Bratislava, Slovakia.

3. Invited to present an Invited Address at the 25th Anniversary Congress, 3 to 6 September 2019, at Emperors Palace Conference Centre, Kempton Park.

**2019**

4. Invited to visit and present a workshop entitled “Using the *Career Interest Profile* to facilitate career construction counselling in group contexts” at the University of Lausanne (June 2019).

5. Invited and presented at the XVI European Congress of Psychology (“Creating the future together”). This congress took place in Moscow from the 2nd to the 5th of July 2019.

i. Invitation by Chair: UNITWIN Network to Prof. Maree (a member of this network) to participate in two symposia at the Congress.

ii. Invited presentation 1: “Group-based life design counselling to advance sustainable decent work among women in a seriously disadvantaged, deep rural context: Preliminary findings.”

ii. Invited presentation 2: “The effect of group-based career construction counselling on the career adaptability and career decision-making capacity of people with unemployment in a seriously disadvantaged, deep rural context: Some findings.”

iii. Invited to participate in full-day, invited UNITWIN Executive meeting one day before Congress.

6. 2019: Invited to Read keynote at 8th World Conference on Psychology and Sociology (29 November - 01 December 2019) (Ayvansaray University, Istanbul, Turkey)

**2018**

1. Maree, J. G. (2018, June). Congress Invited. Keynote. *Contextualizing and decontextualizing different approaches to career counselling for use in diverse social contexts: some research findings*. 29th International Congress of Applied Psychology (ICAP 2018), Palais des Congrès, Montréal, Québec, Canada. Thursday, June 28.

2. Maree, J. G. *Using life design-based career counselling in a developing country context to promote reflexivity and expedite change*. Paper read during Symposium: Chair: Prof. Paul Hartung. 29th International Congress of Applied Psychology (ICAP 2018), Palais des Congrès, Montréal, Québec, Canada. Thursday, June 28.

3. Maree, J. G. *How to draw on ‘stories’ and ‘scores’ to facilitate career construction counselling to individuals and group contexts: Part 1: Theoretical aspects*. 29th International Congress of Applied Psychology (ICAP 2018), Palais des Congrès, Montréal, Québec, Canada. Friday, June 28.

4. Maree, J. G. *How to integrate the outcomes of the Career Interest Profile and the Maree Career Matrix: Part 2: Practical exercises*. 29th International Congress of Applied Psychology (ICAP 2018), Palais des Congrès, Montréal, Québec, Canada. Friday, June 28.

56. Maree, J. G. (2018). Keynote: (Re-)Conceptualising, innovating, and integrating methodologies and career counselling interventions to promote dialogues, advance sustainable decent work, and facilitate social justice. International UNESCO UNITWIN Conference GUIDANCE AND COUNSELLING FOR SOLIDARITY, SOCIAL JUSTICE AND DIALOGUES IN A DIVERSE WORLD. 25 May 2018, University of Wrocław, Poland.

6. Maree, J. G. (2018). Chair: Invited Symposium. International UNESCO UNITWIN Conference GUIDANCE AND COUNSELLING FOR SOLIDARITY, SOCIAL JUSTICE AND DIALOGUES IN A DIVERSE WORLD. 24 May 2018, University of Wrocław, Poland.

7. Maree, J. G. (2018). Read paper at Invited Symposium: Drawing on a contextualised career counselling strategy to promote guidance and counselling for solidarity, dialogues, and social justice. International UNESCO UNITWIN Conference GUIDANCE AND COUNSELLING FOR SOLIDARITY, SOCIAL JUSTICE AND DIALOGUES IN A DIVERSE WORLD. 24 May 2018, University of Wrocław, Poland.

1. Maree, J. G. (2018). *Intertwining scores, stages, and stories to help people make meaning and find a sense of purpose in life: The heartbeat of happiness*. Keynote read at 5th Global Conference on Educational Researches, Istanbul University, Istanbul, Turkey, 30 March-1 April 2018.

2. Maree, J. G. (2018). Read a congress keynote (*Contextualizing and decontextualizing different career counselling approaches for use in diverse social contexts: Some research findings*), Montreal, Canada (25-30 June 2018).

3. Maree, J. G. (2018). Presented at an invited symposium that included all Div. 16 past presidents, as well as one senior person from each continent not already represented by the past presidents), Montreal, Canada (25-30 June 2018).

4. Maree, J. G. (2018). Presented at an invited symposium (*Using life design-based career counselling in a developing country context to promote reflexivity and expedite change*), Montreal, Canada (25-30 June 2018).

5. Maree, J. G. (2018). Present a full-day workshop on using his two instruments (*Integrating 'stories' and 'scores' to facilitate life- and career construction counselling to individuals and group contexts*), Montreal, Canada (25-30 June 2018).

6. Maree, J. G. (2017). *Career (Construction) Counselling using Early Recollections and auxiliary techniques and strategies*. Invited workshop entitled at 1st Pan-African Psychology Union (PAPU) Congress in Durban, 18 September 2017.

7. Maree, J. G. (2017). Chaired plenary session and read an invited paper: *Promoting sustainable decent work: Integrating approaches and paradigms to career counselling and life design*. Counseling and Support. Decent work, Equity and Inclusion: Passwords for the present and the future, the University of Padova (Italy), October 6, 2017
8. Maree, J. G. (2017). *Promoting decent work and sustainable development in a resource-scarce environment: A case study*. Counseling and Support. Decent work, Equity and Inclusion: Passwords for the present and the future, the University of Padova (Italy), October 5, 2017.
9. Maree, J. G. (2017). *Integrated career counselling with an early career black male to instil hope and allay fear*. 1st Pan-African Psychology Union (PAPU) Congress in Durban, 19 September 2017.
10. Maree, J. G. (2017). *Promoting decent work and sustainable development in a resource-scarce environment: Group-based life design counselling*. 1st Pan-African Psychology Union (PAPU) Congress in Durban, 19 September 2017.
11. Maree, J. G. (2017). *Improving people's (career) adaptability and (career) resilience to promote their employability, help them find sustainable decent work, and alleviate poverty*. Keynote address, 1st Pan-African Psychology Union (PAPU) Congress in Durban, 20 September 2017.
12. Maree, J. G. (2017). a. *Revitalising learning facilitation in Mathematics to promote learners' achievement and understanding and help them find sustainable, decent work*. Keynote read on 19 June 2017 at The Third Interdisciplinary Scientific Conference Mathematical Transgressions, Cracow, Poland.
13. b. Presented two invited workshops, entitled:
  - a. *The art and science scholarly of writing*, and
  - b. *Utilising career construction counselling to motivate and bolster achievement in Mathematics in a rapidly changing and unpredictable world*.
14. Read keynote entitled *Ugly duckling or beautiful swan? Reflections on a classic framework for 'change' counselling* at 8th World Conference on Psychology, Counselling, and Guidance, Antalya, Turkey, 28 April 2017, and presented invited workshop entitled *The art and science scholarly of writing* on 29 April 2017.
6. Maree, J. G. Chaired paper presentation session: 7th International Conference on Learning, Teaching and Educational Leadership. Budapest, Hungary, 27 October 2016.
- 7 . Invited scholarly workshop: Maree, J. G. *How to get published in high impact journals*. 7th International Conference on Learning, Teaching and Educational Leadership. Budapest, Hungary, 28 October 2016.
4. UNESCO Chair Conference, Wroclaw, Poland, 6 June 2016: "Should career and life designing interventions contribute to fair

and sustainable development and the implementation of decent work over the world (if so: how can they)?" Four invited presentations:

a. Symposium 1 (Chair: Guichard, J.): Kobus Maree: *"What lessons can we learn on the topic from the 2015 Florence conference?"*. 6 June 2016.

b. Symposium 2 (Chair: M. E. Duarte): Guidance and counseling promoting decent work: old problems, new challenges. Kobus Maree: *"How can career counselling impact positively on improving the living conditions of people with poverty?: A 'filling the half-empty glass' perspective"*. 8 June 2016.

c. Symposium 3: Chairs: Annamaria Di Fabio and Kobus Maree: Symposium: *"Career-Life Construction and Sustainability"*. Maree, J. G.: *"Demonstrating the Practical Application and Sustainability of Career-life Construction"*. 7 June 2016.

d. Symposium 4: (Chairs: Valérie Cohen-Scali & Geneviève Fournier): Round Table: *"The concept of relationship to working: An international research about the people's representations of work "*. Maree, J. G.: *"Career and Life Design interventions for sustainable development and decent work in Africa"*. 7 June 2016).

3. Maree, J. G. Read keynote: *The challenge of integrating qualitative and quantitative research approach*, at International Conference entitled *Promuovere la ricerca innovativa per le organizzazioni, le comunità, le scuole*, Florence, Italy, 29 April 2016.

2a. Maree, J. G. Read keynote paper at the University of the North-West Research Colloquium on 30 March 2016. Keynote title: *Advancing the language of education research discourse: personal implications of addressing power, politics and innovation issues*.

2b. Maree, J. G. (2015). Read a Keynote entitled *Career Construction in the mathematics classroom: Using an integrated, qualitative+quantitative approach to enhance learners' sense of self* at the International Interdisciplinary Scientific Conference (Conference theme: *"Mathematical Transgressions"*), Pedagogical University of Cracow, Cracow, Poland, 19 March 2015.

3. Maree, J. G. (2015). Presented an invited workshop on scholarly article writing, entitled *How to get published in high impact scholarly journals: The art, science and skill of article writing* at the International Interdisciplinary Scientific Conference (entitled *"Mathematical Transgressions"*), Pedagogical University of Cracow, Cracow, Poland, 16 March 2015.

4. Maree, J. G. Presented invited paper at the UNESCO Chair on Lifelong Guidance and Counseling Conference in Florence, 4-6 June 2015. Conference theme: *How can career and life designing interventions contribute to equitable and sustainable*

**development and the implementation of decent work worldwide?**  
**My paper: Career counselling with diverse clients: The starting point of finding decent work.**

5. Read a Keynote entitled *Integrating qualitative and quantitative approaches to facilitate best practice in career counselling* at Global Conference in Psychology, Ephesus, Turkey, 17-18 November 2014.

5. Prof. Maree read a keynote paper at the 28<sup>th</sup> International Congress of Applied Psychology. Palais Des Congrès, Paris, France, 11 July 2014. Topic: *Connecting life themes to construct self-portraits.*

6. Maree, J. G. (2014). Attended invited full-day pre-conference workshop on *Life Designing and Career Adaptability* (16-country project). 28<sup>th</sup> International Congress of Applied Psychology. Palais Des Congrès, Paris, France, 07 July 2014.

7. Maree, J. G. (2014). Chair and discussant: *Educational and Vocational Development as a Foundation for Sustainable Well-Being: Complementary Theoretical and International Perspectives*, 28<sup>th</sup> International Congress of Applied Psychology. Palais Des Congrès, Paris, France, 10 July 2014.

15. Maree, J. G. (2014). *Educating life themes to co-construct life portraits and turn decision into movement.* Keynote read at invited Symposium: *Using narratives in life-career design*, 28<sup>th</sup> International Congress of Applied Psychology. Palais Des Congrès, Paris, France, 12 July 2014.

16. Maree, J. G. (2014). *Utilising life themes to construct life portraits: A longitudinal case study on an early-career woman.* Paper read at an invited symposium, *Narratability and biographicity: new perspectives on positive psychology in the postmodern era*, 28<sup>th</sup> International Congress of Applied Psychology. Palais Des Congrès, Paris, France, 13 July 2014.

17. Maree, J. G. (2014). *Career counselling in a turbulent context: A longitudinal case study on a gifted young woman.* Paper read at an invited symposium, *Career development in turbulent times*, 28<sup>th</sup> International Congress of Applied Psychology. Palais Des Congrès, Paris, France, 07 July 2014.

18. Read a keynote address at international Conference: 5<sup>th</sup> World Conference on Psychology, Counseling and Guidance, May 02, 2014, in Dubrovnik, Croatia keynote title: *Psychology for all: Examining the merits of a brief, simultaneous, quantitative+qualitative (career) counselling strategy.*

19. Read keynote address at the Annual Post-Graduate Education Research Conference, Mauritius, Friday 18 April 2014, University of Mauritius. Keynote title: *Psychology for all: Research informing curriculum design and implementation development at school level: The case of Career Counselling and Mathematics.*

20. Read a keynote at the 6th Nexus EQ International Conference on Emotional-Social Intelligence, 6 March 2014, Cape Town.

21. Read Keynote at International Conference on Psychology and

**Sociology, Brussels, Belgium, 29 November 2013: *Combining quantitative and qualitative career counselling strategies and techniques to facilitate 'best practice'*.**

**22. Invited to read keynote on *Life designing* at 5<sup>th</sup> World Conference on Educational Sciences (5-8 February 2013), Rome, Italy.**

**23. Accepted invitation to read Keynote and present invited workshop on *Career Construction Counselling: Connecting Life Themes to Construct Life Portraits* at South African Association for Counselling and development in Higher Education, Port Elizabeth, 8-11 September 2013.**

**24. Invited to read a keynote at the Quadrennial Conference on Education, Manipal, India, October 2013.**

#### Overview

i. General observations. My main priority is finding ways to help people, members of the most disadvantaged and vulnerable populations in particular, individually but in groups especially, deal with the effect of global changes in the world of work. My research questions long-held career counselling beliefs that have lost their currency in today's world. Acknowledging the pioneering work of the most eminent global scholar in our field, Savickas, and other distinguished scholars such as Guichard, Duarte, Hartung, and others, I endeavour to facilitate contemporary, cutting-edge career counselling that transcends the limits of an antiquated, overly positivist approach.

ii. Golden thread. Two quotes best summarise the unifying theme running through my research. Basset (2015) wrote: "Maree has been engaged in Narrative Career Counselling in severely disadvantaged areas in (South) Africa, which makes his [work] distinctly different from many texts that are written from a Western or Australian/New Zealand perspective." Isaacs (2014) wrote: "[Maree's approach is] convincingly progressive in [its] embrace of a constructivist approach to agentic dynamism and vitality that is context sensitive as much as it is reliant on the agent in self-conceptualization by making meaning for ourselves which cleaves to a notion of emancipatory and transformative practice." These quotes describe my attempt to promote a contextualised and inclusive approach to career counselling. Distinctive features of my work are, first, my belief that career counsellors should be able to contextualise interventions in a way that makes such interventions valuable to all people and not to just a select, privileged few; second, my call to the career counselling profession to advance the discourse on career counselling theories, models, and methods to respond to fundamental changes in the world of work. This includes addressing the career counselling needs of marginalised, excluded people across the diversity spectrum, irrespective of colour, creed, financial status, or geographic location – in line with the "Leave No One Behind" pledge of the 2030 Agenda for Sustainable Development.

iii. Brief overview and critique of my research over the past eight years

a. Generalised comments. Over the past eight years, my research has resulted in numerous a) invitations to read keynote papers at national



and international congresses and b) the publication of invited and other articles in accredited journals and scholarly books and book chapters in the field of career counselling.

b. National Research

A longitudinal and ongoing NRF project led by me and involving national and international colleagues working in affluent, average, and disadvantaged individual and group contexts was conducted in five South African provinces. The aim was to develop an integrative, group-based QUALITATIVE-quantitative career counselling strategy in South Africa and other countries. We drew on and contextualised the pioneering work of Savickas (and other leading scholars in our field) to determine how people can be helped to construct their career lives by understanding their work-related behaviour. This strategy includes assisting people in drawing on reflection and reflexivity to construct, deconstruct, reconstruct, and co-construct their career-life stories, thereby helping them contextualise and integrate their multiple micro-life stories to bring about change in their lives. Their life themes are identified through the narration of their autobiographies, uncovering their interests, values, strengths, and development areas, and helping them draw on their autobiographies for inner advice regarding career choices and construction and self-designing. Key life themes emerge when assesses recount their earliest recollections (in individual contexts) and when (in individual and group contexts) they respond to questions about their biggest challenges early in their lives. Pain/Trauma experienced early (and later) in life and unmastered developmental tasks are converted into themes of hope, social contributions, and the healing of others and themselves. This research resulted in the development of two questionnaires - a storied questionnaire (the Career Interest Profile, CIP) and a traditional test (the Maree Career Matrix, MCM). The CIP is a qualitative questionnaire designed for use in individual and group contexts. It has already been translated into various languages and is due to be translated into Arabic and Albanian. It facilitates people's reflection and reflexivity and helps counsellors qualitatively establish people's traits, strengths, areas for development, career values, beliefs, and especially their key life themes. The MCM is a quantitative measure used to obtain (in individual and group contexts) people's interest patterns coupled with their confidence or perceived ability to execute specific careers. Used integratively, the two questionnaires exemplify the global move away from the 'expert' type of test-and-tell approach still common in large parts of the developing world, particularly towards an integrative, QUALITATIVE-quantitative approach (uppercase denoting my preference for this orientation) in group career counselling. The instruments enable career counsellors to elicit, merge, and integrate 'stories' (subjective approach) and 'scores' (positivist approach) individually and in group contexts. The aim is to investigate the effectiveness of integrative career counselling in promoting people's narratability, adaptability, and employability.

Three years ago, I accepted an invitation to join (in a pro bono capacity) the South African Career Development Association (SACDA) Board. My

efforts led to the establishment of the African J of Career Development (AJCD) (of which I was elected founding editor-in-chief) to promote scientific rigour in career counselling research and practice on the continent and abroad. Since 2019, in a project under the umbrella of my ongoing NRF project, a SACDA research team led by me has been working towards indigenising career counselling and life design interventions for youth and adults (the MERSETA project).

c. International research

1. In a significant project that began in 2013 and ended in 2018, I, with project leader Prof. Elias Mpofu and the late Prof. Thomas Oakland (USA), led a research team that devised a framework for implementing psychometric tests in primary and secondary schools in Botswana. My contribution included designing a storied career counselling questionnaire for use in Botswana (and elsewhere in Africa) as well as providing guidance on how to test outcomes and responses to qualitative questionnaires that could be integrated to promote career construction and, subsequently, life design counselling in schools, universities, and other higher education and training institutions.

2. I, invited as the only African representative, had earlier participated in a major international (16 country) research project on standardising a psychometric measure of career adaptability that culminated in the development of a global and subsequently national version of the Career Adapt-Abilities Scale (CAAS; Savickas and Porfeli). My contribution to the project resulted in an article in a special issue of the J of Vocational Behaviour. In 2015, I was invited to participate in a research project on evaluating the effect of the interpersonal recall process on people. My research findings resulted again in an article in a special issue of the above journal in 2016. In a related development, I was invited by Guichard (former UNESCO academic chair in lifelong guidance and counselling) to join his Network. Since then, I have presented papers on integrating quantitative and qualitative career counselling strategies and techniques to promote best practices at various annual Network meetings in countries such as Poland, Italy, and Switzerland.

iv. Summarised impact of my research

Invaluable discussions with Savickas informed and clarified my perspective on and strengthened my resolve and belief in the need for a major paradigm shift in career counselling assessment and intervention globally - and, from my perspective, in Global South countries in particular. My research projects have contributed to global efforts to make the theory base in career counselling more holistic, contextual, inclusive, and diverse (multicultural). Since 2014, I have shown how the traditional approach to career counselling compares with the postmodern, narrative approach and how the latter can better help people (re-)construct and -design their careers and lives. I have also shown how multiple approaches can be used to collect biographical and other data to assist people (individually and in group contexts) in making appropriate career choices and designing their lives successfully.

The findings of my various projects have resulted in the publication of numerous invited and other articles in scholarly journals, books, and book

chapters. They have also led to invitations to deliver keynote addresses and participate in workshops worldwide (as shown in my CV). Summarised, my research aims to elicit and integrate people's stories, and scores in career counselling to a. bolster people's internal and external dialogues and b. help them connect what they know consciously (outcomes revealed by their test scores and responses to qualitative questions) with what they are aware of subconsciously (outcomes revealed by answers to questions about their earliest (and sometimes even their later) recollections (Savickas, Freud). The latter includes careful examination of the biggest challenges people have experienced early in their lives, early trauma they have experienced ('suffered'), and unmastered developmental tasks in the early years of their lives (Erikson). Ultimately, the aim is to help them make meaning in their career lives, (re-)establish a sense of purpose, and (re)discover a sense of hope for the future.

v. Limitations in my research: Some reviewers have suggested that my ideal of devising a contemporary, contextualised career counselling approach that will be of value to everyone across the diversity spectrum is overly idealistic and too challenging to achieve. However, I believe that effective career counselling should be the right of every person, and I keep this belief in mind when endeavouring to advance the theory and praxis of career counselling as discussed above.

## 7.2 Membership in national and international bodies

List all the scientific associations or societies to which you belong. Name your involvement, e.g. honorary member, founder member, full member, chairman, president, secretary.

**See page 6**

## 7.4 Examples of visits to local and overseas universities or research institutes as a guest professor or researcher (See: 4; a few examples should suffice here.)

- Visited the Univ. of Florence as a visiting professor for five weeks (23 April to 26 May 2016).
- Visited the University of Pécs, Hungary, as a Visiting professor (2015).
- Invited to visit the University of Florence, Italy as a Visiting professor (2013).
- Visited the University of Southern Queensland, Australia, as a Visiting professor (2013).
- Invited present Guest lectures at the majority of Universities in South Africa (including the University of the Witwatersrand, the University of the Free State, the University of the North-West (both Potchefstroom and Vanderbijlpark Campuses), the University of the Stellenbosch) for lectures and workshops on topics related to career counselling and Life designing. There are too many of these presentations to list here.

## 8. ARTISTIC OUTPUTS (if applicable)

### **8.1 SINGLE-AUTHORED PUBLICATIONS (BOTH TEXTBOOKS AND CREATIVE WORK) (SINCE 2013)**

1.i. 1.i. Maree, J. G. (2021). *The Career Interest Profile (CIP) (Version 7)*. Randburg, South Africa: JvR Psychometrics. **(ONLINE AS WELL AS HARD COPY FORMATS)**

ii. Maree, J. G. (2017). *The Career Interest Profile (CIP) (Version 5): Obtaining, qualitatively, a profile of personal career-life themes and interests*. Randburg, South Africa: JvR Psychometrics.

1.i. Maree, J. G. (2018). *The Career Interest Profile (CIP) (Version 6)*. Randburg, South Africa: JvR Psychometrics.

ii. Maree, J. G. (2017). *The Career Interest Profile (CIP) (Version 5): Obtaining, qualitatively, a profile of personal career-life themes and interests*. Randburg, South Africa: JvR Psychometrics.

2. Maree, J. G. (2016). *Intervista CIP (Career Interest Profile) valutare e rilevare gli interessi professionali per la carriera*. Trento, Italy: Erickson.

3a. Maree, J. G. (2020-2021). *The Maree Career Matrix*. Randburg, South Africa: JvR Psychometrics.

#### **(ONLINE AS WELL AS HARD COPY FORMATS)**

3b. Maree, J. G. (2016). *Manual for the Maree Career Matrix (MCM)*. Randburg, South Africa: JvR Psychometrics.

4. Maree, J. G. (2016). *The Maree Career Matrix*. Randburg, South Africa: JvR Psychometrics.

3. Maree, J. G. (2015). *The Career Interest Profile (Version 5)*. Randburg, South Africa: JvR Psychometrics.

5. Maree, J. G. (2014). *Beroepsbelangstellingsprofiel (Version 4)*. Randburg, South Africa: JvR Psychometrics.

#### a. **DVD 1:**

1. Introductory Interview with Prof. Maree
2. Administration of the *Career Interest Profile (CIP)*
3. Case Study 1: Competing career paths

#### b. **DVD 2:**

4. Study 2: Leaving school
  5. Debriefing the reflective counselling process

## **9. MANAGEMENT AND ADMINISTRATIVE DUTIES**

9.1 List your involvement in departmental activities (e.g. administrative functions), faculty (e.g. faculty committees) or other university activities.

1. Appointed as an Adjunct Supervisor (adjunct professor), School of Management and Enterprise (University of Southern Queensland, Australia): 2014-2016.

2. Appointed as an Adjunct Professor at the University of Southern Queensland, Australia (01-07-2012 – 30-06-2015).

3. Acting Dean: Faculty of Education. Various occasions.

2. Acting Head of Department (Educational Psychology): Faculty of Education. Various occasions.

#### **COMPLETE LIST, SEE SECTION 4.3**

**1. Member of the Council: Psychological Society of South Africa (2008-2012; 2015-09-01 – present)**

**2. Presided over (acted as President of) World Conference on Psychology and Sociology, Brussels, Belgium (27-29 November 2013), read Keynote address and presented invited article on Scholarly writing.**

3. I am a member of the Editorial Boards and Executive of various scholarly journals (see 10.5.1).

## **10. COMMUNITY SERVICE OR PROFESSIONAL SKILLS**

### **10.1 Outreach projects**

The measuring instruments developed either by myself or in collaboration with national and international colleagues have been adapted for use in primary, secondary and tertiary environments. These instruments are also often referred to in theses, dissertations and research projects across the country and further afield. Numerous persons now concur with me on the need for Career Counselling for all learners in South Africa, especially in schools in previously (and currently) disadvantaged regions where this facility is practically non-existent. My consistent appeal to stakeholders that a clear need exists to bridge the divide between a *status quo* of virtually no assessment in South African schools and the exclusive use of tests in this context is leading academics and practitioners to the conviction that a Career Counselling strategy is needed for all learners in SA. I have consistently argued for the provision of career counselling to even the traditionally most disadvantaged. I have shown that the focus on Career Counselling internationally needs to be adapted and implemented locally. I have consistently used my expertise in Mathematics education, emotional intelligence and Narrative Career Counselling to establish development projects in (especially) seriously disadvantaged regions. The projects included the establishment of vegetable gardens, the distribution of clothes and technical equipment to underprivileged schools, and raising funds for the various projects listed in my curriculum vitae. My research has thus impacted positively on poverty alleviation.

My role as a psychologist, humanitarian/philanthropist, teacher, author and researcher has always had a clear social dimension. I translated 'thick' research findings into understandable information for the broader psychology community and the person in the street. An example of this was my use of the Career Construction Counselling approach to Life Designing to facilitate personal growth and help people design their entire lives instead of merely 'choosing a career'. My teaching, research results and views were extensively aired in national and international mass communication media (radio, television, print), and, as can be seen in my CV, I am routinely requested by the major print media and the major radio and TV stations in South Africa to share my views on topical issues. My thoughts have also promoted public dialogue on the topics referred to elsewhere in this CV. A quick Internet search will reveal the hundreds of communications I was responsible for over the past number of years, which were aimed primarily at making a difference, particularly in the lives of the most vulnerable component of South African society - the disadvantaged, who often cannot speak for themselves.

### **10.2 Professional service performed**

**Evaluation by colleagues** is implicit in the fact that Prof Maree's publications serve as **scholarly books** (on Research Methodology and topics in (Educational) Psychology) that his colleagues regularly prescribe at tertiary institutions internationally, as well as locally (e.g. UNISA, the University of Pretoria, The University of Johannesburg, The University of KwaZulu-Natal, The University of Potchefstroom).

#### **Consultations across the academic spectrum**

- Prof Maree has been consulted by colleagues attached to more universities that can be listed below (e.g., University of Cracow, Poland; University of Mauritius; Pécs (Hungary), University of Florence (Italy), University of Makerere (Uganda), Queensland Univ. of Technology, Univ. of South Dakota (USA), UJ, NMMU, UFS, UNISA, US, WITS, University of KwaZulu-Natal, National University of Lesotho, Research Councils, e.g. Human Sciences Research Council, Education Departments (e.g. Gauteng/ Northern Cape/ North West) and numerous schools on a variety of subjects that include Guidance/ Career Counselling, Educational Psychology, and the Didactics of Mathematics.

- Prof Maree is a presenter of Continuing Professional Development service training courses for psychologists (See: Below) nationally. These courses have been ratified by the Health Professions Council of South Africa.

- The following **three courses** offered by Prof Maree have been ratified by the **Health Professions Council of South Africa (HPCSA)** for **Continuing Professional Development (CPD)** purposes:

- a. How to get published: the skill of article writing.

- b. Use of the study orientation questionnaire in mathematics in research and practice.

- c. Facilitating Narrative/ Storied Career Counselling/ Life Designing

- Prof Maree's *Job Analysis Questionnaire* (which resulted from his first doctoral thesis) is used by several universities and universities of technology.

- Prof Maree is a national reviewer and selector for the National Research Foundation (NRF). He is also an evaluator of research requests for financial support by the NRF.

#### **Consultations across the professional spectrum**

The professional community continuously refers clients to Prof Maree for evaluation and handling. He is also consulted by members of the psychiatric community, the medical profession, the psychology profession, the teaching community and schools.

#### **Consultations by postgraduate students**

- Postgraduate students at all levels continually testify that they have the highest regard and appreciation for Prof Maree's input and contribution to their development and progress.

#### **Consultations by the wider community**

- Over the past ten years, Prof Maree has been invited by numerous interest groups to present talks, and he has delivered more than 240 such lectures and discussions.

- Over the past 10 years, Prof Maree has given more than 800 radio talks (East Coast Radio, 702 Talk Radio, Cape Talk, Islam International,

RadioSonderGrense, FM Stereo/Radio South Africa, Radio Namibia, Radio Rippel, etc.) on topics mainly of an educational, psychological or mathematics-related nature. He has participated in more than 25 television broadcasts (national television).

- Prof Maree is regularly asked for professional advice by the media, radio and television, and various organisations.
- Prof Maree conducts contract work and completes development projects continually.

### **10.3 Clinical service**

- Psychologist (Educational) (Health Professions Council of South Africa): since 1 February 1989.
- Personnel Practitioner (SA Council for Personnel Practitioners): 1 January 1986 (Received Lifelong Honorary Membership in 1999).
- South African Council for Educators: 1 July 1998.
- Hypnotherapist (South African Society for Clinical Hypnosis) (Completed advanced courses in Ericksonian and Medical Hypnotherapy).
- Received Level Two Training in Eye Movement and Reprocessing Procedure (EMDR) and Play Therapy.

#### 10.4 Involvement with other universities/scientific institutions

##### EXTERNAL EXAMINER/ REVIEWER/ OTHER WORK-RELATED EXPERIENCE

1. Officially appointed: Test evaluator for Professional Board for Psychology.
2. MEd (Educational Psychology): Multiple universities.
3. External examiner: Educational Theory and Practice (UNISA) (Hons level) (ongoing basis).
4. External Examiner: Research Methodology (Walther Sisulu University) (Hons and Masters level) (ongoing basis).
5. External Examiner: Research Methodology WITS (MEd (Educational Psychology) (ongoing basis).
6. External examiner; Research Methodology (UJ) (ongoing basis).
7. Examiner: Ethics examination (Professional Board for Psychology).
8. Examiner: Master's dissertations and Doctoral theses (University of Zululand).
9. Invited to visit the Univ. of Florence in February 2012 and 2013 in the capacity of visiting professor to conduct collaborative research, lecture at master's level (Counselling Psychology) and present workshops on
  - a. Student Supervision, and
  - b. Counselling for Career Construction.
10. Approached by French colleagues to have the *Career Interest Profile* and its Narrative Supplement translated into French.
- 11a. Acted as external examiner of Doctoral students (University of Botswana) in Gaborone, Botswana.
- 11b. Acted as external examiner, University of Eswatini: Master's Educational Psychology.
12. Presented guest lectures in the Dept. of Psychology, Univ. of KZN, Pietermaritzburg, on 29 and 30 August 2012.  
**Topic:** *Narrative/hermeneutic/ storied and constructivist/social constructionist approaches to Career Counselling* (Hons and Master's level; Clinical, Counselling and Educational).
13. 2015: Appointed by the Professional Board for Psychology as moderator of six National Examinations, including examinations for Psychometrists, Professional Counsellors, and industrial Psychologists.
14. For many years now, Prof Maree has evaluated several dissertations and theses for the following universities, both **Internationally (e.g. the University of Sydney, University of Melbourne, Queensland University of Technology, the University of Botswana) and Nationally, for instance**, University of Johannesburg; NMU, University of South Africa; University of the Witwatersrand; University of KwaZulu-Natal; University of the Free State; University of Stellenbosch, Potchefstroom University. Prof Maree has acted as supervisor in the EQ field at the University of Stellenbosch and the North-West, Potchefstroom Campus. Fields of study and level of training involved: Guidance and Counselling (graduate and postgraduate level; Educational and Counselling Psychology (Master's and Doctoral levels); Methodology (Postgraduate level);



Education; Didactics of Mathematics.

## **10.5 Referee duties**

### **10.5.1 Editorial activities: Academic journals**

1. Prof. Maree has acted and still acts as a reviewer for 21 scholarly journals, including, for example, all those journals of which he is a member of the Editorial Boards
2. Editor-in-Chief of *African Journal of Career Development*.
3. Regional Editor for Southern Africa: *Early Child Development and Care*.
4. Former Editor: *SA J of Psychology* (01-01-2008 to 31-12-2013).
5. Former Editor: *Perspectives in Education*; 01-01-2001 – 31-03-2011
6. Guest editor: *Gifted Education International*: 23(2), 2008
7. Guest editor: *Cyprian Journal of Educational Sciences*. May 2022,
8. He is or was a member of the **Editorial Boards/ Editorial Committees** of
  - A. International**
    - a) *Career Development Quarterly*
    - b) **International Journal of Educational and Vocational Guidance and Counselling**  
*Journal of Employment Counselling*
    - c) *Australian Journal of Career Development*.
    - d) *Psychological Reports* (Associate editor)
    - e) *Journal of Counseling & Development* (USA)
    - f) *Early Childhood Development and Care* (UK)
    - g) *Gifted Education International* (UK),  
(Consultant Editor: *Gifted Education International*)
    - h) *International Journal of Adolescence & Youth* (UK)
    - i) *Journal for Psychology in Africa* (USA)
    - j) *Counseling. Giornale Italiano di Ricerca e Applicazioni* (Italy)
    - k) *Risorsa Uomo: Rivista di Psicologia del Lavoro e dell'Organizzazione*
  - B. National**
    - a) *African Journal of Career Development*
    - b) *South African Journal of Education*
    - c) *Transdisciplinary Research in South Africa*,
    - d) *South African Journal of Higher Education*
    - e) *South African Journal of Psychology* (and former Editor: *SA Journal of Psychology*).

## **11. AWARDS AND SCIENTIFIC/SCHOLARLY RECOGNITION**

### **11.1 Evaluation status as scientist/scholar**

1. Appointed as an Adjunct Professor at the University of Southern Queensland, Australia (2013-2016).
2. Appointed as a Professor Extraordinaire University of Stellenbosch (2018-2021).
3. Visited the Department of Pedagogy and Psychology, University of South Bohemia, Czech Republic, from 18 November to 5 December 2018.
4. Visited Dept. of Psychology, Univ. of Florence, Italy, as a visiting professor 16- 23 September 2018.
5. Visited Dept. of Psychology, Univ. of Florence as a visiting professor

on three previous occasions (listed elsewhere)

6. Visited the Univ. of Pécs, Hungary, 07-16 March 2013, as a visiting professor.

7. Visited the Univ. of Southern Queensland in April and November 2012 as a visiting professor (twice).

8. Since 2003, Professor Maree has been a rated **RESEARCHER** by the **National Research Foundation** (Discipline: Psychology). He is the first senior researcher in the Education Faculty: at the University of Pretoria to be rated in the **Social Sciences**. (Prof. Maree currently holds a **B1** rating (the highest rated researcher in the history of the Faculty).) (Invited to re-apply in 2022; awaiting the outcome.)

### 11.2 Some research awards and prizes

- \* Received **Best Final Year Student Award** (HED).
- \* Awarded **Academic Colours** twice by the University of Pretoria.
- \* Professor Maree obtained the following degrees and other qualifications from the University of Pretoria:  
**D.Ed.** (Career Counselling); **PhD** (Subject Didactics: Mathematics);  
**D.Phil.** (Psychology)  
**M.Ed.** (Career Counselling); **BA; BEd** (Career Counselling); **HED** (Higher Education Diploma)  
 (Professor Maree received all his degrees (including the diploma) *cum laude*. Although doctoral degrees are not awarded *cum laude*, Prof Maree was highly commended for all three doctorates.)
- \* Professor Maree has been registered as a **Personnel Practitioner** with the SA Council for Personnel Practitioners since 1 January 1986. He was made a **Lifelong Honorary Member** in 1999.
- \* He was awarded the annual **Research Medal for the Promotion of Education** in 2002 by the Educational Association of South Africa (**EASA**).
- \* He was awarded the annual **Research Medal for Outstanding Research** in January 2006 by **EASA**.
- \* He was **elected a South African Academy of Science and Arts member** in 2003.
- \* He was **elected as a member** of the **Association of Science of South Africa (ASSAf)** in October 2006.
- \* Awarded the Stals Prize of the South African Academy of Science and Arts for research and contributions to Education in 2014.
- \* **Elected a fellow of the International Association of Assessment in Psychology (2014). Received award at the closing ceremony, ICAP Congress, Paris, 13 July 2014.**
- \* **Prof. Maree read a keynote paper at the 28<sup>th</sup> International Congress of Applied Psychology. Palais Des Congrès, Paris, France, 11 July 2014. Topic: *Connecting life themes to construct self-portraits.***
- \* Received Psychological Society of South Africa's (PsySSA) Award for Excellence in Science during the 20<sup>th</sup> South African Psychology Congress on 18 September 2014
- \* **Prof. Maree was awarded Honorary Membership of the Golden Key International Honour Society for exceptional**

**academic achievements, leadership skills and community involvement in October 2014.**

\* **Prof Maree has been invited to read scores of keynote papers at International Conferences (e.g. Australia, Croatia, Egypt, France, Hungary, India, Italy, Mauritius, Poland, South Africa, Turkey, and the USA).**

\* **Prof. Maree was awarded the Chancellor's Medal for Teaching and Learning from the University of Pretoria in 2010 and was nominated as an Exceptional Academic Achiever on four consecutive occasions (2003-2016). He has a B1 rating from the National Research Foundation (the highest rating in the history of the Faculty).**

**In September 2017, Prof. Maree was awarded PsySSA's Fellow Award (Lifetime Award in recognition of a person who has made exceptional contributions to Psychology in their life) at the PAPU Congress in Durban, South Africa.**

\* **Prof. Maree's scholarly monograph Maree, J. G. (2013). *Counselling for career construction: Connecting life themes to construct life portraits. Turning pain into hope.* Rotterdam, The Netherlands: Sense was translated into Korean.**

### **Self-assessment**

i. Inspiration. Because the positivist approach to career counselling still predominates in most African countries, I have dedicated my working life to devising innovative strategies to help all people access the latest career counselling interventions. Inspired by Savickas, I have challenged the sole use of the test-and-tell approach. I have conducted extensive research demonstrating the value of individual and group qualitative-quantitative career counselling. I like to think that my work positively impacts disadvantaged, marginalised people (especially) here and elsewhere. These people generally have no one to turn to for effective career counselling.

ii. Innovating career counselling in Africa. I am generally credited with introducing career construction and life design counselling to training institutions in South Africa and other African countries. Basset (2015) writes: "Maree has been engaged in Narrative Career Counselling in severely disadvantaged areas in (South) Africa, which makes his [work] distinctly different from many texts that are written from a Western or Australian/New Zealand perspective."

iii. Sharing my views on a global platform. I have been invited to share my career counselling insights and findings by delivering keynote addresses, presenting workshops and webinars, and contributing articles to scholarly journals in 40+ countries on five continents. I have examined doctoral theses at universities worldwide and have consistently challenged fellow scholars to address career counselling's failure to meet career counselling needs globally. The strategies I have developed are being applied by many universities and other tertiary institutions (here and abroad) and are making a difference in the lives of

numerous people who would otherwise not have had the opportunity to choose and construct careers and design successful lives. My work has been translated into indigenous African languages and Spanish, South Korean, French, and Italian.

iv. Others' views on my work. Leading international scholars have testified to my contribution to the discourse on theory development in career counselling. My contributions to psychological science (career counselling in particular) have been published in top-tier national and international peer-reviewed psychology and education journals and scholarly books. My research on career construction counselling has added to the field internationally. Briddick (2021), in the *SA J of Psychology*, writes: "Innovation serves humanity best, perhaps, when promise eclipses doubt, and catastrophic aftermath can ultimately be avoided. In an era where both the world and the world of work might be best described as VUCA (volatile, uncertain, complex, and ambiguous), it would appear that Maree's most recent contribution has arrived right on time. This is a comprehensive volume of an outstanding scholar's contributions to one of the present leading theories of career counseling. This is an excellent book for those interested in life-design counseling for career construction, particularly those interested in its adaptation for working with clients in places outside of the United States." In 2019 the President of the National Association of Career Guidance and Counselling (South Korea) said the following about the South Korean translation of my book "Counselling for career construction: Turning pain into hope": "This book is used and regarded as the Bible of career counselling and guidance in South Korea." Hartung comments as follows about the book: "[This book] harnesses the power of story to yield an innovative, inclusive, and context-rich perspective on career development and counselling for the digital age. Through brilliant scholarly analysis and vivid practical application, Maree explains and demonstrates "how self-reflection and reflexive self-construction - key processes of career construction - assist people across the diverse spectrum of life to use work as an instrument of self-making and self-healing." Pillay (2019) writes: "Disciplines that are both theory-driven and applied sciences, especially in the human services sector, are duty-bound to go beyond the ordinary in the quest for new knowledge and approaches that can meet developing and emerging needs in society. It is insufficient to continue pushing techniques of old because of romanticised notions of their origins or developers. Career counselling is an area where the pursuit of newer, innovative ways of working is essential. In addressing this crucial need, Maree has been particularly perceptive to the challenges in the field and those encountered by career counselling professionals." Patton (2019) states: "The themes of internationalization, integration and innovation have been strongly demonstrated throughout all chapters of [his] book." Jansen refers to my work as "a treasure trove of innovative thinking in career counselling that provides a launching pad for the next generation of research in this exciting field."

v. Summarised observation. I am a globally acknowledged education psychology researcher applying science-based solutions to present-day

challenges. My approach ensures that assessees (the sole experts on themselves) remain in control of the counselling situation and make career-life choices in collaboration with their counsellors instead of pursuing scripts crafted and promoted by others.

## APPENDIX 1

### Vision

#### **Ongoing and planned research**

Briddick's humbling observations about my work are worth mentioning here: "The highest compliment to paradigm or theory is when someone kindly and carefully nudges either toward further definition and utility. Maree has accomplished the aforementioned both thoroughly and brilliantly".

I surmise that in the years to come, increased emphasis will be placed on helping people rekindle the sense of meaning and purpose in their lives in general and in the workplace especially. The notion of 'work' and its meaning will have to be renegotiated, emphasising counselling shifting towards promoting social justice, ethical behaviour, and the common good. My research focus will be on innovating and contextualising theoretical developments and devising career counselling strategies that will be useful to all people and not just to a select few. Currently, more than ever before, a sense of hope and purpose needs to be rekindled in people at a time when 'work' as we know it is losing meaning in occupational contexts that no longer 'hold' people the way they used to. I will continue to explore how the framework for promoting career and self-construction and life designing relates to the overall ideal of enabling all people to become more resilient, adaptable, and employable.

I will continue participating in national and international projects on regnant theoretical career counselling models to refine my integrative strategy to overcome overly positivist career counselling deficiencies.

I agree with Niles, Bowsbey, and Hartung on the importance of promoting career development in the early years of people's lives (a largely neglected topic in the field) and will therefore examine the dynamics of how early trauma and unmastered developmental tasks translate into key life themes over time based on trauma theory and Erikson's developmental theory.

I will continue to collaborate with SACDA colleagues to enhance all people's access to career development counselling and promote "diversified and flexible ways of working" (Keidanren), social justice, and equity in providing psychosocial services in general and career counselling in particular in Africa and abroad. I will work closely with UNESCO's Lifelong Guidance and Counselling Network to promote the above aims. As a Dialogues for Self-Construction Research group member, I will use these forums to network with global scholars to ensure that my research contributions meet international standards. Colleagues working on a career development project in Kosovo have invited me to participate in their inspiring and important research project on the possible value of integrative group construction counselling in Jordan with Yemeni refugees and unemployed youth in Kosovo. These colleagues are interested in translating my instruments into Arabic and Albanian.

Among the publications (with me as sole, lead, or co-author) that have been accepted for publication but have not appeared in print yet are "Life design counselling with a learner with a visual impairment from a vocational school setting" (SA Journal of Higher Education); "The

outcomes of a mixed-methods, innovative group life design intervention with unemployed youths" (International Journal of Educational and Vocational Guidance (IJVO)); "Group counselling for self- and career construction for disadvantaged prospective university students" (Career Development Quarterly); "Enhancing the sense of self of a mid-career woman through career construction counselling" (IJVO); and "Enhancing group self- and career construction counseling: A review of outcome research" (Cypriot Journal of Educational Sciences).

The book "Life themes and narratives in career counselling: Promoting healing, engendering hope, and inspiring purpose" is under contract with Springer. Four key ideas (that talk to my envisaged future research) recur throughout the book. i. Conceptualising creative and innovative ways to promote colleagues' acknowledgement and understanding of the need to draw on contextualised (and indigenised) career construction counselling to elicit and reconstruct people's career-life stories by connecting their conscious knowledge about themselves with their subconscious insights. ii. Eliciting people's career-life stories and life themes in individual and group contexts to help them enact key life themes and resolve trauma experienced earlier (and later) in their lives. iii. Enabling career counsellors to help people master unmastered developmental tasks to deal successfully with ongoing changes and negotiate transitions in their work lives. iv. The view that career counselling should help resolve people's existential need to clarify who they are, where they fit in, what direction they should take in their career lives, and how they can find 'work' that will help them provide for their families and live meaningful, hope-filled lives.

In summary: During the next eight years, I will continue to conduct research to promote the (self- and) career construction approach in group contexts, especially to meet the needs of people who have not benefited from effective career counselling. I will collaborate with colleagues nationally and internationally, make (and learn from my) mistakes, and refine interventions to help people live meaning-, purpose-, and hope-filled lives - hopefully contributing marginally to efforts to change the career-life narratives of societies, communities; current and future generations positively.