



# Creative Arts in Career Counseling Activities

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**Abstract.** This research aims to analyze role art creatively in the context of career counseling through literature review approach. In an era of dynamics Jobs are increasingly developing, career counseling is becoming increasingly important to help individual in coping their career challenges. In this study, we detail the framework connecting theory art creative with the career counseling process, as well explore its impact on individual career development. this article aim. For describe usage art creative in career counseling activities. The scope discussed in the article This are: a) review counseling theory career, b) review theoretical about art creative, c) analysis use art creative in career counseling activities. The results of this research provide valuable insight about potency art creative as tools that can improve effectiveness of career counseling. We also identify research gaps that still need to be filled to understand more deeply how art creativity can be integrated into career counseling practice more effectively. This research provides base theoretical and practical for career counseling professionals, researchers, and practitioners art creative to use art creative as source valuable power in support individual career development.

**Keywords:** Creative Arts, Career Counseling, Counseling.

## 1 Introduction

Discussion career- related matters are a discussion that never exists it's finished. A lot of research has been done to reveal and provide outlook about career with everything type problems in it. This is because career is part essential for travel life human. From the start everyone needs to be prepared for plan and determine his career in a way perfect. Various career counseling theories have emerged. Career counseling itself has was born a long time ago, for the first time in 1908 Frank Parson expel term guidance career (vocational guidance), He formed purposeful institution to help the children young obtain job. Frank Parson in 1909, published book entitled *Choosing a Vocational* in it explain There is three retrieval process variables decision career, that is individuals, jobs and the relationships between them both. At the moment that's guidance career seen as a process for get work, with method Matching characteristics and factors selfindividual with characteristics and factors jobs in the environment (Napitupulu, 2019). The implementation of career guidance and career counseling is increasing rapidly from time to time. There are many career counseling theories Career counseling strategies and models have emerged Lots found. However continuing career- related discussions and research done, in order to find the right

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formula and always follow its developments over time. Interesting counseling techniques that make career counseling more effective need to be continued and developed. Many concepts related to careers that need to be researched and developed.

One of the key aspects in career development is the concept of career development itself. This term signifies that individuals are engaged in a prolonged process when making career decisions. According to (Herr, E.L. & Cramer, 1979), career development encompasses a comprehensive amalgamation of psychological factors, social relationships, education, physical health, economic conditions, and the opportunities available for shaping one's career. These elements collectively contribute to an individual's decision-making process when choosing their educational path, developing their skills and expertise, and ultimately achieving success in their chosen vocation. The career development process evolves and refines itself through the recognition of personal characteristics and career-related attributes, as well as through thoughtful planning, leading to the maturation of one's career.

This journey can take different directions, some of which are smoother and less challenging, while others are steep and demanding. It can either have a positive or negative outcome, and it may occur with or without the guidance and educational support. In essence, career development is not an external intervention but rather a result of various interventions. The maturation of one's career becomes apparent as individuals step into the realm of education (pre-occupation). This is manifested in their personal decisions to enter specific career fields, pursue further studies, and acquire the necessary skills. These choices ultimately shape their career (occupation) in a satisfying work environment, which ideally leads to a fulfilling retirement (post-occupation) as elucidated (Yusuf, 2005).

Super (Isaacson, 1986) in (Afriyati & Herawati, 2022) explain the career development process for someone, in line with stages of development himself. First Phase, Growth (0-15 years) at this time child shares lots of very potent characteristics, attitudes, interests, & needs which are integrated into the structure of the self. Second Phase, exploration (15-24 years old) at this time a person thinks about lots of work, however, not yet own that decision binding. Third Phase, stabilization (25-44) currently individual has steady self in choice of career and has through lots of experience undergone career choices. Fourth Phase, Cultivation (45-64) at this time a person is appropriate to himself in his post. Final Phase, Decadence (65 years and over) currently someone has entered retirement tasks. From the description above seen that students (aged 15-24 years) are in the phase of exploration. This student already starts to differentiate types of their jobs and positions search, that will they choose and what not will they choose, however they not yet determine choice about job and position. Student through task its development this student is capable to prepare himself with direct choice of career in a way realistic or in other words maturity of careers in students can be seen past direction choice his career. Factors that influence student career maturity are broadly divided into two, namely internal and external factors, both of which interact and have a positive effect on individual careers (Winkel, 1997).

These internal factors shape an individual's unique personality: level of intelligence, giftedness, interests, personality, life values, knowledge. These external factors are a group of things or factors that are outside a person and have a direct or indirect influence on a person. External factors can be differentiated but cannot be separated from each other because together they form the entire habitat. External

factors include: family socio-economic status (parents' level of education, parents' income and employment status), a student's academic achievement, education, requirements attached to each position and to each study or training program that prepares a person to be accepted and succeed in a particular position. environment that has a positive relationship.

Returning to the realm of counseling, this profession is dedicated to transforming an individual's experiences into something positive, meaningful, and enjoyable, while addressing both prevention and recovery. It resembles an art form, emphasizing the importance of expression, structure, and individuality. Furthermore, it thrives on creativity, originality, and delivering practical and substantial outcomes. This innovative and result-oriented approach is often referred to as expressive art therapy (Levine & Levine, 2017). There is a diverse array of art forms that can be employed in this context, including auditory, written, and visual mediums.

In certain counseling activities, multiple art forms are integrated, combining elements such as literature with drama or dance with music. This amalgamation is effective because "music, art, dance/movement, drama therapy, psychodrama, and poetry therapy all share a strong, common bond" (Summer, 1997).

Creative arts in counseling help counselee more sensitive to self they yourself and push they For involved active in the therapeutic process that can be help they grow develop more Far (Kennedy, 2008). Someone involved with art creative inside or outside counseling usually get benefit in various way. Art is means main for help individual become integrated and connected, involving energy and processes, create the client becomes focused, enabling client for see more clear what are they struggle and progress what they 're made for reach goal. This art is also involving creativity, so expanding the outer and inner world for client, more interesting again because art will create side artistic from counseling who will possible counseling become pleasant and relax. Next is art will help client build flavor believe self Which new, client capable conceptualize and duplicate useful activities, clients will see situation with different way from moment counseling started (Robbins & Pehrsson, 2009).

Unification art creative with counseling activities, incl of course career counseling, is expected capable make counseling sessions become more interesting, more open counselee in doing counseling activities and many impact positive others will support effectiveness counseling activities carried out.

## 2 Methods

Study This done with literature review approach or review library. This method chosen Because possible researcher For compile deep understanding \_ about role art creative in context counseling career through analysis relevant literature (Tranfield et al., 2003). Source of research data This consists from article scientific, book, thesis, dissertation, report research, and other related publications with topic " art creative in counseling career." Source of data obtained through search in academic databases such as PubMed, PsycINFO, Google Scholar, and university (Fink, 2019). Election data source is carried out based on criteria inclusion and exclusion that have been determined before. Source of entered data must own high relevance with topic study

this and must fulfil standard quality specified academic (Baumeister & Leary, 1997). The data source is not fulfil criteria This will excluded from research.

Every data sources are evaluated with carefully For evaluate quality , validity and relevance with focus study (Kitchenham, 2004). Evaluation This covers consideration to methodology research used, findings main points expressed, and contributions to understanding about role art creative in counseling career. Data obtained from various source literature analyzed in a way thematic. Analysis thematic involve identification and tracing patterns, findings, and concepts main thing that appears from investigated literature (Braun & Clarke, 2006). Analysis results This used for understand role art creative in context counseling career.

Findings from various source literature arranged in a way systematic for form understanding comprehensive about role art creative in counseling career. Synthesis This will give framework solid and comprehensive work about topic study (Torraco, 2005). Methodology of this literature review possible investigation deep about role art creative in counseling career based on analysis literature that has there is. With use approach this, research This aim for serve powerful and diverse insights about topic this, that can become base for understanding more further and development practice counseling career oriented art creative.

### **3 Results and Discussion**

#### **3.1 Theoretical Review of Career Counseling**

Choosing and building the right career can be a difficult and confusing process for many people. In this ever-changing and complex world, career counseling plays a vital role in helping people explore, discover their potential and succeed in a successful career. Career counseling is a process in which counselors work with people to help them explore their interests, talents, values, and personalities. Career counselors help people find career opportunities that match their potential through structured and individual counseling sessions. Counselors also help people develop the skills they need to achieve their career goals.

Career counseling is a psychological discipline that focuses on helping individuals understand, manage, and develop their career development. It involves a series of interactions between career counselors and clients to help clients explore career options, overcome obstacles, and make decisions oriented toward their career goals. One of the main functions of career counseling is to help individuals explore career options that suit their interests, talents, values, and personality. This involves identifying career opportunities, understanding job requirements, and matching them with individual preferences (Brown & Lent, 2013).

Career counseling also helps individuals in making good career decisions. Counselors assist clients in evaluating career options , designing structured (Krumboltz et al., 1976). Career counseling recognizes that career development is a lifelong process. Counselors provide support for managing changes and transitions in careers , including the development of new skills, job changes, or retirement (Savickas, 2013). Career counseling also considers the balance between work life and personal life. Counselors assist individuals in planning careers that align with their personal needs and values (Hartung & Taber, 2008).

Career counseling encompasses a broad spectrum of counseling interventions associated with making career choices over the course of an individual's lifetime. Within the career counseling process, every facet that an individual requires, such as familial considerations, job-related factors, personal well-being, and leisure pursuits, is acknowledged as an essential component of career decision-making and strategic planning. Moreover, career counseling extends to encompass counseling endeavors associated with addressing issues like workplace non-conformity, stress management, mental health concerns, and programs aimed at enhancing employment skills, fostering interpersonal relationships, and promoting adaptability, flexibility, and other developmental aspects that contribute to one's self-agency (Zunker, 2006).

The career counseling process, akin to other counseling processes, can be conceptualized using stages. For instance, (Stadler & Cormier, 2013) introduced a widely embraced stage model of the counseling process, comprising five stages: (1) establishing rapport and building a therapeutic relationship, (2) conducting assessments, (3) setting goals, (4) implementing interventions, and (5) concluding the counseling process. Conversely, there are stage models that focus more specifically on career counseling practice. (Isaacson, 1986), for instance, outlines six elements of career counseling: (1) initiating the counseling process, (2) addressing the dynamics of change, (3) self-assessment, (4) gaining insights into the world of work, (5) expanding or narrowing career options, and (6) devising a strategic plan.

Given the contention that distinguishing between personal and career counseling is often challenging, if not impossible, the stage model presented in this text is designed to be applicable to all counseling processes, not just limited to career counseling. This model is structured around three stages that encompass eight distinct counseling tasks (Suzanne M. Dugger, 2016).

In summary, the stages of career counseling are a structured and sequential process that helps people explore, choose and plan careers according to their interests and opportunities. By working with a career counselor, people can make informed decisions about their careers and take concrete steps to achieve their career goals.

### 3.2 Theoretical Review of Creative Arts

Art therapy is grounded in the concept that engaging in the creative process of art creation can promote healing and recuperation while serving as a means of nonverbal expression of one's thoughts and emotions. Similar to other therapeutic and counseling modalities, it is employed to foster individual development and has found application in a diverse range of settings, including those involving children, adults, families, and groups. This approach is instrumental in assisting individuals of all age groups in attributing meaning to their experiences, gaining deeper insights, coping with overwhelming emotions or traumatic events, resolving conflicts and difficulties, enhancing their daily lives, and ultimately achieving an enhanced sense of overall well-being (Malchiodi, 2016).

Art therapy upholds the notion that every individual possesses the capacity for creative self-expression, and the emphasis lies more on the process of expression rather than the end product. The primary focus of the therapist is not solely on the artistic merits of art creation but on the individual's therapeutic necessity to articulate themselves. In essence, what holds significance is the individual's active involvement

in the artistic endeavors, the selection and initiation of creative activities that resonate with them, the assistance in uncovering meaning within the creative process, and the facilitation of sharing these image-making experiences with the therapist. This form of creative art therapy is efficacious, benefiting professionals working with individuals of diverse age groups and varied populations.

Counselors incorporate creative arts into their counseling sessions to enhance their effectiveness. They have discovered that utilizing art activities can expedite the communication of pertinent concerns and issues, leading to quicker assessments and interventions. Even the most basic drawing exercises provide distinct opportunities for expression that serve as a valuable complement, often enabling individuals, including children and adults, to convey thoughts and feelings that may be challenging to articulate through words (reference not provided).

With their clients know that it is an effective form of intervention, here are some reasons why creative arts are so important in counseling: **First**, Expressing Emotions That Are Difficult to Express: Some people may have difficulty verbally expressing their emotions or experiences. The creative arts provide an alternative outlet for expressing and processing difficult-to-express emotions. **Second**, building a Therapeutic Relationship: Creative arts can help build connection between counselor and client. Shared art activities create a safe and supportive environment, where clients feel heard, accepted and understood. **Third**, Processing and Understanding: Through the creative arts, clients can process traumatic experiences, complex feelings, or difficult-to-understand internal conflicts. **Fourth**, Encourages Creativity and Problem Solving: Through creative arts, clients can activate their creativity and develop problem-solving abilities. **Fifth**, Reduces Stress and Improves Well-Being: Engaging in creative arts in a counseling context can help reduce stress and improve client well-being. Following somen art creativity that can be used in counseling:

### *1. Music and Counselling*

Music holds great popularity among teenagers, with nearly all of them incorporating it into their lives (Kimbel & Protivnak, 2010). This form of self-expression and emotional release significantly contributes to the development of adolescents in diverse ways (Armstrong & Ricard, 2016). When asked to reflect on the connection between music and health, young individuals consistently highlight the positive impacts of engaging with music (McFerran & Saarikallio, 2014). Music exerts substantial influence on social communication and group dynamics within this age bracket (Ostlund & Kinnier, 1997). Community music therapy offers authentic opportunities for building meaningful relationships among students (Schwantes & Rivera, 2017).

The majority of teenagers actively participate in music-related activities, such as playing musical instruments, joining bands, attending concerts, and identifying with musical icons (Kimbel & Protivnak, 2010). For many, music serves as a powerful source of inspiration. The overwhelming prevalence of platforms like Spotify, which primarily cater to audiences under 30, underscores the significance of music in the lives of this age group. Moreover, television shows like "The Voice," "Indonesia Idol," and "Indonesia Got Talent," along with various music events, hold strong appeal for teenagers, resonating with them in distinctive and influential ways.

Similar to other counseling approaches, a comprehensive assessment and the establishment of a therapeutic relationship precede any efforts towards change. Counselors endeavor to broaden clients' understanding of the types of music that shape their lives. They employ written exercises, role-playing with song lyrics, and engage clients in creating and interpreting their own lyrics. Subsequently, clients are encouraged to transition into positive actions, with ongoing support through modeling and reinforcement.

## *2. Dance and Movement in Counseling*

Dance and movement therapy offer both preventative and therapeutic benefits for a broad spectrum of adolescents. In the context of prevention, dance and movement therapy assist teenagers in navigating the "profound shifts in body image and awareness that they undergo and the transient feelings of depersonalization that these changes may induce." Regardless of gender, ethnicity, or diagnosis, dance movement therapy (DMT) has a noticeable impact on the mood of adolescents (Anderson et al., 2014). Furthermore, dance and movement activities encourage teenagers to express their creativity in a healthy and authentic manner.

DMT provides a means for adolescents to manifest their inner conflicts through active and behavioral forms, which is often a more accessible outlet for them compared to verbally articulating their emotions. Teenagers grappling with anger or confusion can effectively externalize their feelings in a secure and dynamic manner through dance and movement, often accompanied by music. In cases involving clients with severe conditions, such as those dealing with nervous anorexia nervosa, specific exercises like body boundary awareness help clients recognize the tactile distinctions "between their bodies and other objects in the environment." Additionally, other movement and dance-related exercises, such as muscle relaxation, deep breathing, and centering techniques, prove beneficial for this population despite the challenges they may face.

## *3. Fine Arts and Counseling*

Educational settings expose students to a diverse range of art forms, yet many students tend to perceive art as something of lesser significance. Essentially, visual arts programs are well-suited for college students and can be implemented through counseling centers. These on-campus art activities, typically spanning a minimum of one hour, require minimal equipment and revolve around a collective group experience. They are designed with the objectives of: (a) alleviating stress and promoting relaxation among students, (b) fostering a sense of community through shared group engagement, (c) providing a platform for students to voice their concerns, such as adjusting to college life, dealing with roommates, and managing their studies, (d) facilitating self-awareness, and (e) nurturing creative energy. The art breaks encompass various forms of expression, including (a) collaborative mural creation, (b) working with clay, and (c) individual art pieces. In these art breaks, students' creativity is unleashed and made manifest, with an acknowledgment of the emotions that accompany this creative expression, as well as the encouragement of healthy interpersonal interactions (reference not provided).

## *4. Writing and Literature in Counseling*

Adolescence is a phase marked by tumult as young individuals navigate the quest for their identities. In this context, literature serves a valuable purpose by assisting teenagers in discovering possibilities and meaning in their lives. Biography and autobiography are particularly pertinent to this population, as they provide valuable insights into what is achievable and how growth can be attained. Works that delve into life's challenges can also offer guidance on overcoming obstacles and provide perspectives on life's difficulties.

As noted (Pehrsson et al., 2007), a thoughtfully chosen book can effectively aid preteens and teenagers dealing with the upheaval of divorce. Furthermore, some novels not only serve as engaging literary pieces but also help students comprehend the experiences they undergo during adolescence (Monseau, 1994). In essence, engaging with literature that is well-suited for teenagers and preteens through guided reading and discussion proves to be an excellent method for helping them navigate and develop during the transitional, challenging, and often perplexing period of adolescence, especially concerning family and societal aspects.

To derive maximum benefit from bibliotherapy, teenagers and children should progress through four distinct stages: identification, catharsis, gaining a new perspective, and recognizing the universality of their experiences (Kelsch & Emry, 2003).

### *5. Drama and Counseling*

Adolescents often exhibit a proclivity for dramatic behaviors. Engaging in various daily activities, such as sports or participation in a band, offers them a meaningful and physical avenue to act out different aspects of life and maintain control over their impulses. Utilizing drama can be a valuable means of assisting adolescents in achieving greater self-control and acquiring new roles, ultimately enabling them to navigate their lives more effectively (Nelson & Finneran, 2006).

Another approach to working with teenagers, particularly those who are at-risk, underprivileged, or marginalized, is to encourage them to write their own plays and subsequently stage them for a live audience. Such initiatives offer teenagers a constructive channel for self-expression and serve as an outlet for catharsis. Moreover, this creative process provides valuable insights into how adolescents perceive the world and sheds light on some of the underlying reasons behind their perspectives (Bernstein et al., 2014).

### *6. Humor in Counseling*

Adolescents frequently, as articulated in Cyndi Lauper's lyrics, simply "want to have fun." They often achieve this by engaging in playful banter, imitation, or acting out scenarios. While such lighthearted moments can be enjoyable for both individuals and groups, it is essential to ensure that humor and laughter are channeled in a constructive manner, and that issues that provoke laughter are addressed thoughtfully. One approach to accomplishing this is to collaborate with librarians to make popular and prosocial humor readily available in school and community settings. Books, magazines, and even cartoons can serve as educational materials for instructional purposes or other community presentations.



Another method for engaging with teenagers is to encourage them to create skits that humorously address topics of concern, such as the environment, war, dating, and substance abuse. Such efforts could culminate in a cooperative action night activity at school, where the skits are performed and recorded, allowing participants to view them during a post-event gathering. By integrating actions and processes that incorporate humor as described here, teenagers can develop a sense of empowerment and empathy, which enables them to navigate the boundaries of public conduct in a constructive manner. This approach offers young individuals greater latitude to operate responsibly within society (reference not provided).

### 3.3 Analysis of the Use of Creative Arts in Career Counseling Activities

Counselor challenged for help client find What Which best for they, when, and even why. Counselor provide material and examples for client for used in every session counseling, that is can push experience positive ones according to culture For face problem. Use art creative in activity counseling career has proven become effective and innovative methods for help individual in explore, express, and understand self they in context career.

Following This is analysis about use art creative in activity counseling career: **Expressions and Emotions:** Creative arts, such as painting, drawing, or write, can become channel strong expression for individual in convey and express emotion they related with career. Use art creative in counseling career possible individual for explore complex feelings, confusion, or worries they with no way limited by words. Creative arts can too help individual obtain more insightnin about feeling they yourself and help counselor career in give more guidance focused.

**Exploration of Interests and Talents:** Creative arts can become effective tool for help individual dig interests and talents they in context career. For example, individuals can create work representative art interest or hobby them, drawing map interest or talent them, or make collage reflective image their activities enjoy. This helps individual in ponder and visualize interests and talents them, and help counselor career in identify linkages between interest the with choice possible career suitable.

**Understanding Values and Priorities:** Creative arts can too help individual understand values and priorities they in context career. For example, individuals can make work reflective art important values for them, like justice, freedom, cooperation, or achievement. Creative arts possible individual for contemplating about importance values This in choice career them and help counselor career in guide they going to appropriate choice with values that.

**Reflection and Self- Understanding:** Creative arts can become powerful tool for reflection and understanding self in context career. Individual can requested For make work reflective art vision they about desired career, important values for them, or possible challenges they facing in reach objective career. Manufacturing process art and reflection on it can help individual dig more understanding in about self they themselves and what they are search in career. Creative arts can help individual dig more understanding in about personality, interests, and values them. This can become strong foundation for taking decision the right career (Hinz, 2009).

**Career Planning and Action Plans:** Creative arts can also be done used in stage planning career and development plan action. Individual can requested for make map

a visual career that includes steps necessary concrete taken For reach objective career them. Through art creative, individual can visualize objective they, identify barriers and resources existing power, as well plan steps necessary action for reach objective that. Creative arts can help individual designing plan more career inspired. Use art in plan career can help individual visualize objective they, design steps concrete, and get more perspective creative about choice career (Brown & Lent, 2008).

In overall, use art creative in counseling career give dimensions new rich and deep in the counseling process. With involve art creative, individual can explore, express, and understand self they Alone with unique and meaningful way. This thing help counselor career in build more relationship in with individual, facilitating deep understanding about interests, values, talents, and goals career them

## 4 Conclusion

Maturity career defined as series related behavior ability somebody for identify, select, plan and implement objective his career, oh Because that's us need notice aspects maturity career. Maturity career can developed one his with counseling career. Order activities counseling career This can taking place with add art creative. Furthermore a number of things that can noticed is; First, Counselor must understand maturity career in a way philosophical and theoretical, order can give intervention This Later in activity counseling career. Second, Counselor can do research about maturity career linked with other appropriate variables. Third, One counselor must Can know orientation or inclination art creative to suit client and the problems they experienced. Lastly, Counselor should Can make client involved in all counseling activities, especially in matter career his.

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