TRANSACTIONAL ANALYSIS AND VOCATIONAL GUIDANCE

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The monograph provides a brief theoretical overview of transactional analysis theory and brings together results from research conducted over the past few years studied the influence of the functional ego states and the life positions on the subjective career success. The aim is to reveal the relationships between the personality constructs proposed in transactional analysis theory with the subjective career success and the vocational choice. The main concepts for describing personality in transactional analysis theory that are having a significant impact on a person's functioning in adulthood and interaction with other people as structural and functional model of ego states, transactions and strokes, life positions, script and drivers are presented as personality characteristics formed predominantly in early childhood. The concept of games and their function related to time structuring and ensuring the stability of personality behavior is briefly discussed.

The possible applications of transactional analysis in an organizational context and in the process of career development - from the choice of a profession to the establishment and stabilization in it and the further professional realization, viewed from a subjective point of view through the perception of success and job satisfaction - are analyzed. Results from recently conducted studies on the relationships between functional ego states, life positions, and subjective career success in subjects from eight occupational fields are presented in a summarized and systematic form, and results from a study aimed to investigate the manifestation of functional ego states and vocational choice in seventh-grade students are analyzed. Important and significant results are found for the predictive role of personality characteristics for subjective career success by individuals in the different occupational fields. The Nurturing Parent, Adult and Natural Child ego states have significant positive effect and contribute to increase the subjective career success. The "I am OK, you are OK" life position also has a significant predictive role on the subjective career success. The results of the empirical investigation of the role of ego states and life positions of the individual are considered as a starting point to apply transactional analysis for the purposes of the career counseling, to achieve a career-life balance and to improve the subjective well-being and the personal quality of life.

A brief overview of the importance of the main factors influencing vocational choice and career development in adolescence are outlined. A brief theoretical review is provided of three of the most prevalent theories of vocational guidance in childhood and adolescence: the ten-dimensional model of career development by Super, social-cognitive career theory by Lent and colleagues, and Gottfredson's theory of Circumscrption and Compromise. Organizational transactional analysis is presented as an approach to study the important processes of organizations such as communication, group dynamics, leadership, goals setting, and conflict resolution. The significant results obtained from theoretical and practical perspectives are analyzed, and after that are summarized and systematized in two models for vocational guidance and career counseling. The theoretical framework is presented in the form of a generalized profile of personality characteristics, ego states, life position, and

working styles that are identified as predictors of successful realization in a particular professional field. The results are relevant to establishing the personal-career maturity-self-actualization relationship, revealing the different patterns of interaction between ego states, life positions, working styles, and vocational choice. The presented outcomes can be used not only in career counseling, but also in individual counseling, insofar as job satisfaction and professional self-realization are a significant component of the life satisfaction, quality of life, and subjective well-being of the personality. Specific practical guidelines for the use of four questionnaires adapted for Bulgarian conditions for the study of ego states, life positions, working style and life script are outlined, thus validating the application of transactional analysis as an approach in organizational field, vocational guidance, and career development.