

FIRST Framework Questions

Career counseling techniques are “more effective when they are in line with the client’s developmental stage” (Kidd, 2006, p. 22).

The mnemonic FIRST (focus, information, realism, scope, and tactics) is a helpful and practical tool for understanding the client’s current developmental stage.

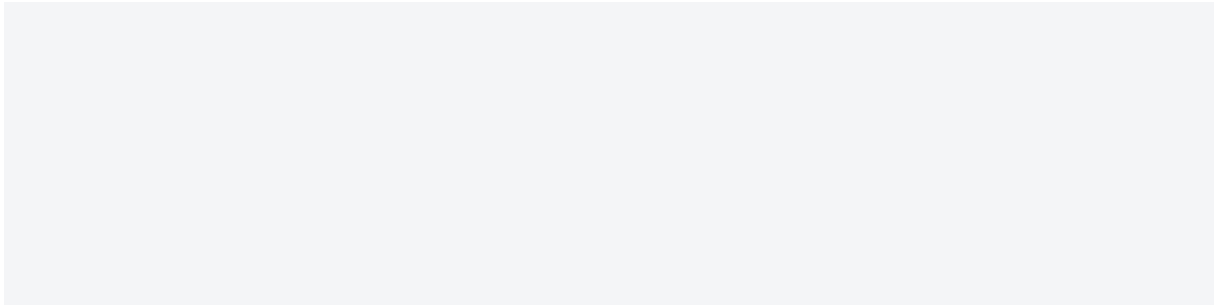
Ask a series of questions (based on FIRST) of the client to understand the development stage they have reached (modified from Kidd, 2006):

Focus: How far have you narrowed down your career options?

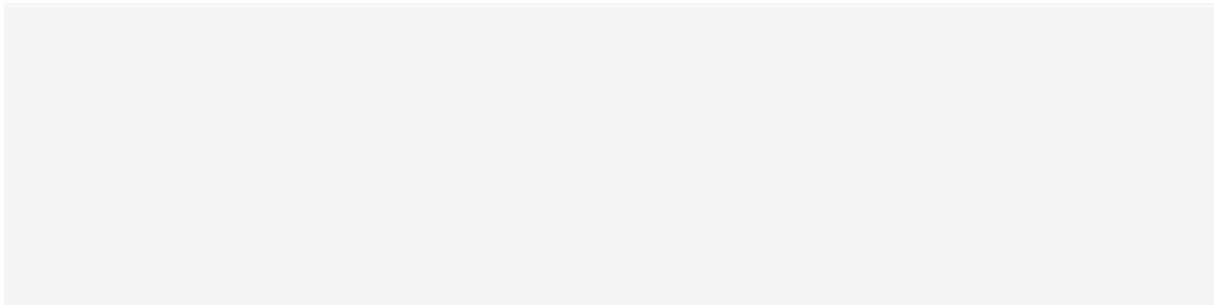
Information: How well informed are you about the career options you have in mind?

Realism: How realistic do you think you are regarding your abilities and external constraints (for example, the job market)?

Scope: How aware are you of the range of options available to you?



Tactics: How far have you worked out the practical steps to reach your career objective(s)?



The counselor can assess the answers to understand how far the client is along the path to a new career decision.

References

- Kidd, J. M. (2006). *Understanding career counselling: Theory, research and Practice*. London: SAGE Publ.

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