



Research Article

Career Counseling for Resilience and Emotional Well-being: Skills and Responsibilities of Counselors

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Abstract

Career counselling is an important developmental process that helps students make informed decisions about their future. Professional counsellors recommend appropriate professional options and promote self-awareness and understanding of the workplace by assessing individuals' interests, abilities, values, and personality qualities. Effective career advising programs are critical in today's fast-changing employment market, when students face a plethora of career options and struggle to match aspirations with capabilities. Career counsellors play an important role in influencing students' futures by promoting career resilience and emotional well-being. This study investigates the important skills and duties that career counsellors must have in order to effectively guide students as they navigate academic and professional landscapes. Using secondary data, the study demonstrates the transforming impact of career counselling on students' decision-making and self-awareness. The main conclusions highlight the importance of empathy, emotional intelligence, and adaptability in counselling. In order to help students' overall development and employment performance, the study highlights the significance of structured career advice programs in schools.

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1. INTRODUCTION

Career counselling is a specialised counselling technique that assists individuals in determining the best professional path. Career counselling tries to provide assistance on vocations, courses, and institutions while also creating a career map by detecting and matching potential. A scientific career assessment tool is used to identify aptitude, skill set, personality, interest, attitude, and motivation level. A career counsellor can help reduce career anxiety, overcome the frustration of choosing a suitable career, and recognise one's capabilities to make informed decisions. Career counsellors are professionally qualified to give career information resources and conduct scientific career, personality, and interest assessments. Career counsellors interpret and discuss career growth with clients, assisting them in making reasonable selections. (Talk to Angel, 2025)

A career counsellor is a professional who helps people negotiate their career paths, whether they are students deciding what to major in or professionals wishing to change careers. They offer profession-focused assistance, such as tailoring education plans or providing guidance on career advancement. Understanding how to become a career counsellor might help you make an informed decision if you are considering this as a potential career option. (Indeed editorial team, 2025)

School Career Counsellors: School counsellors provide academic, career, and personal/social counselling to students in elementary, middle, and high schools. They support students as they plan their coursework, investigate career alternatives, and make the move from school to post-secondary education or the workforce. (Sokonu, 2025)

NEP 2020 about Career Counselling

The New Education Policy creates an environment that supports students' abilities, interests, and well-informed career decisions. The inclusion of skill-based and vocational subjects in the NEP, for instance, equips students with real-world knowledge and prepares them for careers outside of the traditional academic realm. Through an emphasis on flexibility and practical skills, career counselling in NEP schools prepares students for success in a variety of fields. (IICC, 2023)

Key components of career counselling (Kate Jacob, 2024)

1. **Needs assessment:** Determining the needs, interests, and objectives of each student.
2. **Career exploration:** Introducing a variety of job possibilities and their prerequisites to pupils.
3. **Skills assessment:** Assessing the student's growth potential, shortcomings, and strengths.
4. **Goal setting:** Assisting students in setting specific, attainable professional goals.
5. **Education and training planning:** Helping students choose the right courses of study.
6. **Job search preparation:** Offering advice on networking, interviewing, and resume writing.

Eligibility of Career Counsellors in Schools

Master's or graduate degree in development communication, psychology, social work, child development, or community

resource management, Extension, nursing, special education, or a master's or bachelor's degree in education with prior experience dealing with children. Candidates should speak English fluently when they apply for admission. (Physics Wallah, 2025)

Courses in Educational Vocational School Counsellor

Advanced Diploma of Child Guidance and Counselling Diploma and Certificate courses in Guidance & Counselling are available.

BA/MA in psychology, child development, or social work (MSW).

Essential Skills of Career Counsellors (Dheya, 2024)

1. **Active Listening:** Genuinely hearing verbal and nonverbal signs to understand client concerns, which is regarded as the most significant counselling ability.
2. **Empathy:** The ability to comprehend and share customers' sentiments, allowing for a more intimate connection.
3. **Effective Communication:** Simplifying complex material and utilising excellent verbal and written skills to guide and provide advice.
4. **Interpersonal Skills:** Establishing rapport and trust with a broad clientele.
5. **Problem-Solving & Critical Thinking:** Analysing client situations to identify challenges and develop effective action plans.
6. **Decision-Making Guidance:** Helping clients evaluate possibilities and make informed career decisions.
7. **Self-Awareness and Objectivity:** Recognising personal biases while keeping a professional, nonjudgmental attitude.

Specific Roles of Career Counsellors in Schools (Ekal, 2025)

1. **Psychometric and aptitude tests:** Determine pupils' areas of interest, strength, and growth.
2. **Personal Counselling:** Individualised career planning based on personal objectives is provided through one-on-one counselling.
3. **Guidance on Stream and Course Selection:** Assists students in selecting courses and subjects that best suit their skills.
4. **Goal Setting and Planning:** Establishes a path to success in school and the workplace.

Responsibilities and Duties of Career Counsellors (Sokonu, 2025 a)

1. **Career Exploration and Assessment:** Through a variety of tests and conversations, career counsellors help clients discover their beliefs, interests, personality traits, and abilities. They assist people in being more self-aware and defining their professional aims and objectives.
2. **Individual Counselling and Guidance:** To help clients with their work-related issues, decisions, and challenges, career counsellors offer one-on-one therapy sessions. To assist customers in making wise professional decisions, overcoming challenges, and navigating career changes, they provide individualised advice and support.

3. Job Search and Resume Writing Skills: Career counsellors assist clients in creating strong cover letters, resumes, and other application materials. To help customers effectively market themselves and land jobs, they provide advice on networking tactics, interview approaches, and job search strategies.
4. Career Development Workshops and Programs: Career counsellors create and lead workshops, seminars, and career development programs on themes like career exploration, job search skills, interview methods, and professional networking. These programs seek to provide learners with the necessary information and skills for professional success.
5. Educational and career Information: Career counsellors provide information and resources on educational programs, training possibilities, certification needs, and career trends across industries. They assist customers in exploring various career pathways and making educated judgments regarding their educational and professional goals.
6. Crisis Intervention and assistance: Career counsellors provide assistance and guidance for persons experiencing career-related crises, such as job loss or workplace problems. They assist customers in managing stress and developing resilience in the face of professional obstacles.
7. Collaboration and Referrals: To meet the comprehensive needs of their clients, career counsellors work in conjunction with other experts, including academic advisers, employment specialists, and mental health counsellors. When necessary, they could direct clients to other services and resources to aid with their general well-being and professional growth.
8. Professional Development and Networking: To stay current on market developments, counseling approaches, and career development tactics, career counsellors participate in continuous professional development. To establish connections with companies, neighbourhood associations, and other players in the career development space, they might also take part in professional networking events.

2. REVIEW OF LITERATURE

1. Suchitra Academy, 2025

The goal of career counselling is to match students with appropriate professional options while assisting them in understanding their abilities, interests, and skills. It involves more than just picking a career; it also includes determining academic tracks, possible industries, and long-term objectives. Professional involvement is required in light of today's increasingly complex employment alternatives. Clarity and the knowledge necessary to make wise professional selections are provided by a well-designed career counselling program. Students will succeed academically and find personal fulfilment in their chosen fields because of this.

2. Nilesh Sinha, 2025

In today's rapidly evolving educational and employment landscape, academic success is insufficient for pupils to thrive. Students' academic abilities must be supported by schools and

colleges, but so must their emotional well-being, life skills, and preparedness for the workforce. Therefore, it is crucial to have a career counsellor, a wellness teacher, and a counsellor in order to create a well-rounded educational system that equips children for the future.

3. OBJECTIVES

1. To investigate the Essential Skills and Responsibilities of Career Counsellors.
2. Assessing Career Counsellors' Role in Promoting Adolescent Career Resilience and Emotional Well-being.

Research Design

The researcher used a descriptive research design in the study.

Data Collection Source

Researcher data collected from secondary sources of data like journals, websites, magazines, newspapers, etc.

4. DISCUSSION

Role of Career Counsellors in Promoting Career Resilience of Students (Study Planner, 2025)

Resilience is the capacity to quickly recover from setbacks. It calls for emotional intelligence, mental toughness, and a proactive approach. Both professionals and students must overcome numerous obstacles to test their resilience, including academic limitations and job difficulties. It is necessary to cultivate resilience for long-term success.

Techniques for Cultivating Resilience

1. Develop a Growth attitude

Developing resilience requires a growth attitude. Recognise that intelligence and skills are things that may be acquired over time. Rather than considering failures as setbacks, consider them as chances for development and learning. Perseverance in the face of difficulties is encouraged by this viewpoint.

2. Set Realistic Goals

This will help you stay motivated and focused. Dividing more complex tasks into smaller, more doable steps might help people feel less overwhelmed and more accomplished. Recognise minor accomplishments along the way to strengthen your fortitude.

3. Build strong support networks

Developing and maintaining relationships with peers, mentors, and instructors can provide critical assistance during difficult times. Sharing experiences and asking advice from others can help people manage difficult situations more effectively. A strong support network builds resilience via teamwork and encouragement.

4. Practice self-care

Prioritising physical and mental well-being is critical for developing resilience. Exercise often, eat a well-balanced diet, and get enough sleep. Incorporating mindfulness activities such as meditation or yoga can help improve emotional resilience, allowing people to better manage stress.

5. Learn Problem-Solving Skills

Building good problem-solving abilities is critical for resilience. Practice analysing circumstances, brainstorming potential solutions, and evaluating results. This proactive approach enables individuals to face obstacles head-on, promoting flexibility in a variety of contexts.

6. Be Flexible and Open to Change: Change is unavoidable in both educational and professional environments. Developing the ability to adjust to changing situations is an important aspect of resilience. Continue to be open to new ideas, tactics, and ways of thinking that can help you address problems more effectively.

Role of Career Counsellors in Promoting Emotional Well-being of Students

Helping young people choose their courses of study and careers is only one aspect of career counselling. Its goal is to assist kids in developing the inner resources necessary to develop into robust, self-assured adults. I use Social-Emotional Learning (SEL) in my counselling practice because it helps students become more self-aware so they can recognise their strengths and feelings, helps them regulate their emotions so they can deal with stress and anxiety, builds resilience so they can bounce back from setbacks, and fosters empathy by creating safe spaces where they feel respected, heard, and valued. These abilities serve as the cornerstone of a supportive educational system that fosters children's growth. (Vijay Laxmi Y, 2024)

Importance of Career Counselling

A career counsellor serves as a kind of beacon for students, helping them to identify their passions and ambitions while assisting them in developing the skills necessary to effectively accomplish their ultimate objectives. Career counselling helps students develop a sense of purpose and direction by offering a framework of assistance for making wise and informed decisions. Students can identify their areas of strength and weakness as a result. Students who are aware of their attributes will be able to match their interests and talents with the best vocation for them. A qualified and skilled career counsellor gathers information about a student's personality, aptitude, objectives, and potential before projecting a viable career route for them. (Provontus Education, 2025)

5. FINDINGS

1. Need to educate career counsellors in schools on essential skills and duties.
2. School students struggle with emotional well-being and choosing appropriate careers.

Suggestions

1. Suggest that career counselors have dynamic skills and responsibilities.
2. professional counselors take responsibility for their students' professional resiliency and emotional well-being.
3. Every school should have Career Counselors and Social and Emotional Wellbeing Counselors.

6. CONCLUSION

A transforming tool that aids students in navigating both academics and jobs, career counseling is more than simply a trendy term. Effective career counseling programs in schools are very essential in the quickly evolving work economy of today. There are many different job options available to students, and many find it difficult to match their goals with their strengths without the right support. In order to help kids make wise selections and create rewarding futures, schools are essential in offering them systematic career guidance. In order to enable college students to make confident and well-informed professional decisions, career counseling is essential. Career counselors give students the skills and resources they need to successfully navigate the job market and succeed professionally by helping them with self-evaluation, career exploration, and goal-setting. Additionally, we preserve their resilience and general well-being throughout their professional travels by including mental health assistance in career counselling techniques. Let's acknowledge the transforming power of competent career counselling in forming tomorrow's leaders and innovators as we continue to place a high priority on mental health awareness and assistance on college campuses and beyond. To support students' career resilience and emotional well-being, career counsellors must possess abilities including active listening, empathy, and flexibility. For long-term success, they ought to assist students in recognising their abilities, overcoming obstacles in their careers, and cultivating a growth mindset.

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