

THE ROLE OF COMPREHENSIVE SCHOOL PREPARING STUDENTS FOR SUCCESSFUL LIFE-CAREER

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Career choice is one of the most important steps in person's life. Contemporary way of life and fast pace change people's perception about what is important for them, what is life purpose. Life-career conception is more and more actual, emphasizing not only professional person's activity sphere, but also his life success, psychological satisfaction with his activity, self-realisation (Greenhaus, Callanan, 2006; Arnold, 1997; Baruch, 2001). Nowadays, it is difficult to imagine successful career otherwise than the person himself planned, developed and controlled process, therefore today career development is highlighted as one of the most important active labour market participant's abilities.

Labour market rapidly changing, appearing new professions in today's society, choosing a perspective profession, corresponding to the society and individual person's demands, becomes more and more complicated. The student spends most of the time in a comprehensive school, emotional, intellectual and physical person's abilities are being matured in it, it is sought to educate an active, creative, responsible citizen, having acquired general and every subject competencies, necessary for successful social integration, professional activity and lifelong learning (General education programmes, 2015). Therefore, a comprehensive school, preparing students for a successful life-career gets an exceptional role. School has to be the place, where the student could find himself, cognise, perceive his real wishes, try himself, would learn to choose important and complicated things, such as profession and learn to make decisions.

Though, choosing a profession goes through all learning time at school, in the most intensive person's development stage – at the end of adolescence and at the beginning of youth, a very important question arises for him – to decide, which profession to choose and to understand the meaning of his decision in future. A demand of help for the student emerges. Therefore, career education at school occupies a very important place, various career education activities, forming assumptions for the student to get ready for profession choice are organised in it.

Education process in a comprehensive school, professional orientation, consultation help the student to cognise one's professional calling, personal abilities, interests, acquire career planning and its managing abilities, to accumulate necessary knowledge and skills, general competencies for career goal implementation, to learn flexibly react to changes, be able to accept proper decisions, acquire lifelong learning motivation, to solve personal life questions. Preparing a young person for successful life-career in a comprehensive school, it is important:

- Learning achievements. School's main aim is to prepare a young man for life. Education content has to be valuable and important for further learning, professional activity, self-

expression. Constant encouragement and keeping of inner motivation to learn improves learning subject mastering and achievement results. Further plans choosing a profession and creating future financial wellbeing motivate the students to learn. Learning achievements often extend or limit study possibilities and the desired profession acquisition.

- Learning importance perception. A person has to develop the demand to constantly learn already at school. Today's school has to awaken students' motivation to learn, to encourage them work a lot, honestly and skilfully. Conditions have to be made for the students to experience learning success joy, to acquire trust in one's efforts, to take up the responsibility for one's learning results. Therefore, especially important in the teaching process is good result motivation (achievement motivation) – success, achievement demand, wish to do something well, desire to see the result of one's achievements. School has not only to awaken children's motivation to learn but also to fully develop lifelong learning attitude. It is also very important for the student to understand the meaning of lifelong learning, to be able to motivate oneself to learn, to have a positive learning attitude, because ambition to constantly improve is one of the most important factors of successful career. For the person, seeking career, it is important to develop in two aspects: to improve professional, subject area competencies (systematically acquire new theoretical subject knowledge, develop practical experience acquiring new skills and experience); to improve general abilities (initiative, independence, flexibility, ability to work in a team and so on). Therefore, continual learning has to become an important value. For this purpose, school has to reveal education, professional readiness and constant learning requirements raised for the person by complex and rapidly changing work and profession world and modern society work conditions. Labour market is very rapidly changing, the requirements for the specialists increase therefore, already at school an attitude has to be formed, that only a person constantly improving and learning can make a successful career.
- Self-expression education (self-actualisation). Stimulus to realise one's own potential is natural and necessary. Self-expression is personality's expression of oneself in activity i.e. one's own ability, talent realisation, demand satisfaction, ambition achievement and self-embodiment in the results of this activity. At school it is important to educate students' demand to realise oneself. The final purpose of self-expression education is - to help the student find his own life purpose, to choose a meaningful life direction, content and style, having personal and social meaning and protecting from existential emptiness. School must form conditions, enabling the student not only to realise his real wishes, desires, feelings and abilities, but also to take them into consideration, try in a concrete activity, i.e. create a favourable environment for free and creative student's self-realisation (Aramavičiūtė, 1998). Generalising one can claim, that person's self-realisation and his career are in many aspects overlapping (closely related) processes. Self-realisation, as the highest person's demand, is inseparable from value orientations, and is a stimulus for his activity. Professional activity is an important part of person's self-realisation.
- Career decision making. Profession choice is one of the most complicated life tasks and decisions. Modern society suggests various career and way of life possibilities. However, the more possibilities, the more difficult to decide. Because, a possibility to choose is inevitably related with responsibility. One wants to choose sensibly, there is fear of being mistaken. In the knowledge society based on market economy, it is the most important but at the same time also the most difficult decision. The right decision enables the personality to universally realise oneself, improve and feel useful for the society. Making a decision it is important to know what you are seeking, i.e. to define the goals. The ability to make oneself decisions, to manage one's own life, to be active, responsible, well behaved and determined, and not to be the other's used tool, not to be determined by others. To be autonomic means to be strong, but not weak (Maslow, 2006).
- Matching of various life spheres. Work makes quite a big and even the main part of personality's lifetime. For many people work is a life axe both in everyday life and in seeking big ambitions. However, complete life does not consist only of work – there are

also family and leisure spheres encompassing it. Only harmonious all life sphere development can guarantee the feeling of satisfaction with life and fullness. Therefore, it is very important to be able not only to create and implement career plans, but also match one's career decisions with family and leisure question solutions. This is one of the most important career management competencies. The most important thing is to discover what gives meaning to life. You don't have to compare yourself with anybody, the most important thing is to decide, what is best and most suitable for a person himself. If a person devotes attention to his inclinations, goes deep into his desires and acknowledges their value, one can think, he will be able to escape working and personal life conflict. Going deep into yourself, constant self-cognition process are necessary for this. This has to be taught in a comprehensive school as well.

- Work world cognition. Professional information purpose is to provide the pupils with as exhaustive information as possible about profession and qualification system, their acquisition ways and institutions, where these qualifications can be acquired, requirements, which one or another professional activity raises for person's health, knowledge, abilities. Professional information also includes knowledge about profession's geography, type of work, profession's perspectives, economic, social and career possibilities and guarantees, labour market change prognoses.
- Self-personality trait cognition. Professional self-determination means not only active, independent and conscientious choice, but also self-personality development limit ascertainment, which is influenced by personality peculiarities, its maturity, intellect, interests, inclinations, abilities and so on. Person's professional calling as a gift for a certain activity is natural and remains steady and unchangeable. Thus, it is very important already in youth to choose such a profession, which would best suit natural professional calling. Social life reality requires to realise one's calling early. Calling is the activity's motivational, potential, characterological personality trait combination, determining working life quality and meaning. This is an internal activity imperative, concealed in human nature. It is very important to choose a job, conforming to person's professional calling, because the job according to calling is the main person's self-realisation assumption, giving meaning to human existence.
- Career planning. It is very often claimed, that a person can start planning career, when he makes a decision about the profession, i.e. chooses a profession, because every career plan is determined by a concrete profession nature (Pukelis, 2003). However, already at school the students have to discern their career possible perspective. In the career education process the students have to understand, that it is important to seek not a final career goal, but to create a broad future vision, to set the main career direction, but not a narrow specific goal. An understanding is being formed, that career plan is not a static work so, implementing a well prepared career plan, it is important to be able suitably and on time to renew it after changes having taken place in the internal or external world. It is important for the students to understand, that career planning is a process constantly taking place. Therefore, it is not recommended to strictly define this process in time. In the process of personality change, value system, success understanding also change, therefore professional career planning is affected not only by external factors (changes in the labour market, new activity direction appearance, study and work abroad possibility development and so on), but also by personality internal factors.

The main role in the education career process falls on comprehensive school and on functioning subjects in it: the students themselves, their self-managing institution representatives, form tutors, subject teachers, administration representatives, specialists. Rational profession choice is the main and most important career education part, because, having made a mistake in profession choice stage, career planning will not be successful – career will be planned in this professional activity, which does not correspond to human natural abilities, or does not have demand in the labour market.

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