Career Development in multicultural working environments

and the impact on local societies

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Career development related to human behaviours and actions can be improved through continuous training and lifelong learning (Johnston et al, 2009). The importance of investing on issues related to 'cultural differences' and 'ethical behaviours' in order to create 'change' and 'innovation', have improved multicultural working environments, as well as the overall satisfaction of each employee needs and the local societies (Crites, 1981).

The implementation of career services in a multicultural environment is very important and does not vary when referring to geographic location but must be redesigned to align with the need of each country in order to be implemented successfully to create 'change' and to develop 'innovative' solutions (Young et al, 2007). Career services need continually to get improved with emerging technologies, innovative strategies and sustainable development plans.

Multicultural organizations, in the same way as human beings, must be creative, use 'motivation', look for 'innovative' solutions and get developed with respect to race, gender, religion and disability (Blustein, D. L., 2006). Researchers found that men and women continue to be victims of gender role stereotyping, and many perceive a highly restricted range of occupational alternatives due to their gender in most countries around the world (Cogin, J., 2012). The issues of occupational stereotyping, work and family conflict, cultural diversity etc are gender issues that by placing them in the right context, they become issues of universal concern whose resolution benefits everyone (Bender et al, 2005). For example, more women work in administrative positions or men hold managerial positions.

According to Brown and Lent (2013): *"The personal, interpersonal, educational and career development of high school students, young and mature people target into: a) adjust into the new environment, set goals and grow personally and academically, b) develop positive self-esteem and acquire the skills to deal effectively with personal, family and/or interpersonal issues, c) grow and accept themselves and others, d) learn and acquire decision making skills and techniques in order to make well informed decisions concerning educational, career development and personal choices, e) identify their individual capabilities, interests and skills – reach self-awareness, f) explore different types of careers and gain valuable knowledge about the modern socio-economic and cultural developments".*

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