

A Basic Study on Creative Career Paths

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1. Overview

This study aims to explore those persons who have creative career paths that cross various barriers, such as existing career domains, educational backgrounds, gender, or physical handicap, and so on. The study consists of four main parts:

First, we examined creatively built life-long careers that succeed despite some of the barriers mentioned.

Second, we analyzed the environment, conditions, and concrete processes that tend to mold creative career paths.

Third, we analyzed factors that facilitate persons in crossing existing career domains, educational backgrounds, gender, or physical handicaps, and so on.

Fourth, we prepared back data of creative career paths to help inform others of their choices.

2. Research Method

The main method for this study was in-depth interviews. The interviewees were 13 persons selected in consideration of their educational backgrounds, age, occupations, and gender.

The contents of the in-depth interviews are the dreams and careers of interviewees' school days, life vision, career preparation, self-managed development, and career transitions. In-depth interviews were conducted two times per interviewee. In the first interview, we questioned the subject on matters about dreams and career goals during their school days, success and hardship, and life vision. In the second interview, we questioned subjects on matters relating to career preparation, self-managed development, and career transitions.

3. Meaning and Types of Creative Career Paths

This paper defines creative career paths as the life passages of persons who get positive results and win social recognition. Creative career paths mean the passages of persons who found and exploited emerging jobs nobody had developed. Creative career paths also refer to the passages of persons who win public recognition.

Creative career paths can be understood by being divided into three types. The first is pioneer oriented career paths. This type describes the passages of workers who found and exploited emerging jobs nobody had previously developed. They have made their own occupations. They are initial pioneers of their occupations.

The second type describes the challenge oriented career paths, formed by workers who cross various barriers, such as existing career domains, educational backgrounds, gender, or physical handicaps, and so on. In Korean society, it is very difficult to surpass barriers such as educational backgrounds, gender, or physical handicap.

The third type describes value oriented career paths. This is the passage of workers who sacrifice their comfortable and easy lives to protect and enhance social values such as human rights, peace, democracy, and citizenship. This type means the passage of civil rights activists who exploit brand new social movements. An example is someone who uses the peace movement as a new kind of civil movement.