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VOICES OFF: RECONSTRUCTING CAREER THEORY AND PRACTICE FOR CULTURAL DIVERSITY MARK B. WATSON, Nelson Mandela Metropolitan University The most fundamental challenge that career psychology faces is the construction of a newVoices Off: Reconstructing Career Theory and Practice for Cultural Diversity Mark B. Watson Nelson Mandela Metropolitan University Mark Watson is a professor in the Psychology Department of the Nelson Mandela Metropolitan University in South Africa. The most fundamental challenge that career psychology faces is the construction of a new identity that will challenge the career theories and counselling practices that have occupied centre stage in evolving forms for over a century. The voices of career practitioners and the diverse voices of their career clients can send existing career theories and career measures back for re-construction, back for re-imagining. Rather than be a voice over reading a dated career script, career practitioners could be more centre stage themselves, a voice on for all those voices off. - Voices Off Reconstructing Career Theory And Practice For Cultural Diversity.