



**DIVISION 17 SIG  
ANNUAL REPORT OF  
ACCOMPLISHMENTS**

1. Sponsored a conference on "Convergence in Theories of Career Choice and Development on April 23-24, 1992 at the Kellogg Center of Michigan State University.
2. Obtained a contract from Consulting Psychologist Press to publish a book based on the convergence Conference.
3. Initiated plans for a second SIG conference to be held at The Ohio State University on May 4- 5, 1994.
4. Presented a Symposium and a follow-up Roundtable session at APA in Washington on "Multicultural Career Counseling." Sixteen members of the SIG led the programs; attendance was about 150.
5. Participated in the Division 17 SIG Roundtable session, represented by two SIG members.
6. Conducted a business meeting attended by 27 SIG members during the APA Convention in Washington.
7. Distributed two issues of the "Z-letter" to all SIG members in November, 1991 (Vol. 3, No. 3) and March, 1992 (Vol. 4, No. 1).
8. Produced Volume Two (Blustein/Spokane) in the SIG's series of videotaped Career Psychology Colloquia.
9. Planned a joint meeting of our SIG with the Career Development SIG of the Organizational Psychology Division of the International Association for Applied Psychology. The joint meeting will be held at the University of Toronto on Thursday, August 19, 1993.

**BLUSTEIN and SPOKANE  
in VOLUME II of  
SIG COLLOQUIUM SERIES**

Many SIG members have infrequent or no opportunity to attend colloquia on vocational behavior and career intervention topics. To address this problem, our SIG produces and distributes free of charge a series of colloquia on videotape. The tapes are intended to be used for personal in-service education, in teaching graduate classes, and as a supplemental resource in our subspecialty.

Volume II in the series is now ready for distribution. The two hour colloquium addressed the topic "Career Concerns: Contemporary Approaches to Conceptualization and Intervention." The presenters are David Blustein from the Counseling Psychology Program at the University Albany - SUNY and Arnold Spokane from the Counseling Psychology Program at Lehigh University. The colloquium was conducted at the Northeastern Ohio Universities College of Medicine on October 30, 1992. It was sponsored jointly by the counseling psychology programs at The University of Akron and Kent State University through the efforts of Linda Subich and Dan Sanders.

To obtain a copy of the videotape, send a blank videotape with a self-addressed, stamped tape mailer to:

Mark Savickas  
Behavioral Sciences Department  
NEOUCOM  
P.O. Box 95  
Rootstown, OH 44272-0095.

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## SIG MEMBERS ATTEND BALTIMORE AMERICAN COUNSELING ASSOCIATION

At the National Career Development Association Luncheon, Martin Katz received the Eminent Career award. In his acceptance speech, he expressed appreciation for NCDCA's willingness to give the award to a "maverick". He explained that he had stopped attending professional meetings as his hearing became progressively impaired. Now 76 years old, Dr. Katz joked that he was glad to receive the award "before it was too late."

Three highlights of the Convention were John Krumboltz's invited address on "Career Beliefs" which was sponsored by Chi Sigma Iota; the symposium on "The Marriage between Tests and Counseling Redux: Still a Failure After 20 Years?" conducted by Richard Bradley, Leo Goldman, Dale Prediger, and Donald Zytowski; and James Sampson's keynote address for the Software Festival.

Presentations made by SIG members included Judy Chartrand on Differential Intervention Outcomes and on Older Adult Attributes and the Effectiveness of a Career Planning Intervention; Lawrence Gerstein on Research on Counseling Outcomes and on Building Excellence in Training and Practice; Paul Hartung on Multicultural Perspectives of the Self; David Hershenson on An Innovative Approach to Job Placement and on Vocational Assessment of Special Populations; Greg and Bob Neimeyer on Constructivist Counseling and Development; Linda and Sandra Perosa on Relationship among Family Variables in COA's; Diane Prosser on Women's Childbearing Decisions in the 1990's; Robert Reardon on Career Information Delivery Systems; Linda Subich on Self-Efficacy and Inventoried Vocational Interests; Mark Savickas on Career Counseling Using the Narrative Paradigm and How to Publish in AACD Journals; Sarah Toman on Integration of the Family Systems Perspective and Career Counseling and on From Confusion to Career Choice.

Also attending the convention were Arnie Spokane who chaired the AACD Media Committee meeting, Bruce Walsh who unveiled the Journal of Career Assessment, Dick Scharf who discussed his new book Applying Career Development Theory to Counseling, Mark Pope who attended the NCDCA Board of Directors meeting, and Louise Vetter who received an award for her contributions to the success of the NCDCA biannual conference in San Antonio.

The 1993 American Counseling Association convention will meet in Atlanta from March 14 to 17 to address President Lee Richmond's theme of Diversity, Development, and Dignity.

### UPCOMING CONFERENCES

The Sixth Annual Great Lakes Regional Conference for Counseling Psychology: Counseling Psychology in Our Technological World will be held April 9th and 10th, 1993 at Indiana University, School of Education. Creative and informal presentation formats will be used to maximize dialogue among participants.

For program information contact Susan Young, Program Committee Chair, Dept. of Couns. & Ed. Psychology, School of Education, 201 N. Rose Avenue, Bloomington, IN 47405.

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The International Association of Applied Psychology will meet in Madrid from July 17 to 22, 1994.

Information may be obtained from Dr. Fernandez-Ballesteros, Chair of the Scientific Committee, Jardin Del Soto B.6, 28109 Alvobendas, Madrid, SPAIN.

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## ELUSIVE ARTICLES by David A. Jepsen

SIG members may want to take note of three very interesting and intriguing articles that appeared recently in journals outside the counseling psychology mainstream. The theme of the three articles centers on "developmental transitions." The first article (Kalimo & Vuori, 1991), a 25-year follow-up study of Finnish children into adult employment, gives some clues about how childhood experiences affect the relationship between job factors and subjective strain symptoms (i.e., stress). Weak intellectual capacity, poor self-esteem, and deficient social conditions in childhood constrained the development of "psychic health resources" which, in turn, acts as a buffer against entering inadequate working conditions and health disturbances in adulthood.

The second article of note (Clausen, 1991), summarizes the findings from a follow-up study of the Guidance Study portion of the Berkeley Longitudinal Studies initiated in 1928. Clausen studied the impact of adolescent competence on, among other things, adult life-span occupational attainment for both males and females. The females, it should be noted, averaged working only 17% of their adult years which generally coincided with the mid-1930's and beyond. A composite measure of adolescent planfulness predicted occupational attainment for men but not for women, whereas socioeconomic status was a major predictor for women but not for men. Educational attainment and intelligence predicted attainment for both groups.

The third article of interest and intrigue (Elder, Pavalko, & Hastings, 1991), explores the long-term consequences of historic events (i.e., the Great Depression and World War II) on the career achievements of men from the Terman Life Cycle Study of Children with High Ability who lived through those periods. The findings of this study are too complex to summarize so a small sample will have to suffice. For example, the older men entering

WWII tended to have lower life-span career achievements (when education is controlled) as compared to younger men entering the war. There was one important exception: older physicians who had notably higher achievements after WWII than the younger physicians, largely because they could utilize their medical skills readily in WWII and build upon them afterward. The authors' general summary of this detailed study is that adaptations to change in later life are influenced by what people bring to the new situation.

### References

Clausen, J.S. (1991). Adolescent competence and the shaping of the life course. American Journal of Sociology, *96*, 805-842.

Elder, G.H., Pavalko, E.K., & Hastings, T.J. (1991). Talent, history, and the fulfillment of promise. Psychiatry, *54*, 251-267.

Kalimo, R. & Vuori, J. (1991). Work factors and health: The predicative role of pre-employment experiences. Journal of Occupational Psychology, *64*, 97-116.



### THE LETTER

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## WALSH IN NEW RELEASE

A preface to a new release informs readers that environmental psychology has roots as far back as 1924, when J. R. Kantor was distinguishing between the physical and psychological environment. In 1935, Kurt Lewin made a profound contribution to person-environment psychology by more explicitly suggesting that a person's behavior is a function of the person and of the environment.

In 1992, contemporary views on person-environment psychology are presented in the recently released volume Person-Environment Psychology: Models and Perspectives, edited by W. Bruce Walsh, Kenneth H. Craik and Richard H. Price.

Walsh also serves as co-author of two of the eight chapters of this volume which presents seven contemporary approaches to person-environment psychology.

Chapter 2, A Theory of Personality Types and Work Environments, by Walsh and John L. Holland, presents Holland's theory combining vocational psychology, personality, and person-environment psychology. The theory assumes that there are six personality types, six parallel model environments, and that person-environment congruence is associated with a variety of healthy outcomes. Chapter 8, Person-Environment Psychology: A Summary and Commentary, by Walsh and his co-editors summarizes and integrates the book's approaches by addressing three comparative issues:

1. Is an emerging consensus evident in these models of person-environment relations?
2. Are the models of person-environment relations different and, if so, what are these distinctive elements?
3. What of importance, if anything, is being left out of these models?

Person-Environment Psychology is published by Lawrence Erlbaum Associates, Inc., Publishers, 365 Broadway, Hillsdale, New Jersey 07642.

## BULLET-PROOF CAREER

In his recent book 51 Ways to Save Your Job, Paul Timm, Ph.D., presents an uncommon sense approach to becoming a valued asset to one's employer, thereby "bullet-proofing your position." Through active skill attainment and attitude adjustment an individual can improve her or his job security. This is a nice bit of preventative career counseling. The book targets four areas: Skill development, attitude, vision and effectiveness.

This clever introduction sets the tone of the book:

"Two hikers stumbled upon a huge grizzly bear. The animal caught their scent and the chase began. After running just a few yards, one hiker suddenly dropped his pack and pulled out a pair of track shoes. His buddy yelled, 'are you crazy? You can't outrun a grizzly.' The other hiker just smiled and yelled back, 'I don't have to. I just have to outrun you!'"

Published by: Career Press  
180 Fifth Ave.  
P.O. Box 34  
Hawthorne, NJ 07507.  
Tel: 1-800-CAREER-1 or (outside U.S.)  
201-427-2037. Fax: 201-427-2037.

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### **Book Review by David L. Blustein**

In talking with a colleague recently about how I spent my sabbatical leave, I described Basic Books (NY) new release, Thinking for a living: Education and the wealth of nations by R. Marshall and M. Tucker with great enthusiasm. As we were talking, we realized that a brief report of this book to the SIG may be useful. As we have been hearing in recent years, the quality of the U.S. work force (particularly the non-college educated) has been cited as one of the major reasons for the decline in the economic productivity in this country, with resulting losses in our overall wealth. The loss of this wealth consequently affects our capacity to pay for a host of important services, such as education and mental health.

The book by Marshall and Tucker describes in great detail the reasons for the gradual decline of our work force. In addition, the authors describe a broad set of proposals to reinvigorate the work force, encompassing interventions in schools, families, work settings, and in the overall social support system. The chapter devoted to professional and technical education is particularly relevant to vocational psychologists. However, the need for intensive and broadly available career counseling services to the work bound high school student is not discussed at any great length in this book (or in others that I have read). As such, I believe that vocational psychologists need to review pertinent publications on the school-to-work transition, labor economics, and educational reform in order to (a) educate ourselves more fully about the current public policy debates and (b) provide informed input into the discussions on the nature of the work force. I would recommend the book by Marshall and Tucker as a useful place to begin; it summarizes the issues well and outlines a number of solutions to address the apparent weaknesses in the work force. The book does have some problems, notably in its tendency to repeat its major points and its political (as opposed to scholarly) writing style.

In sum, I would give it four stars on a five star scale.

### **NCDA DIVERSITY CLEARINGHOUSE**

The National Career Development Association, in recognition of the increasing cultural diversity of the workforce in the United States and the clientele of the career counselors, has decided to establish the Racial and Ethnic Minority Career Development Information Clearinghouse (pronounced REM-SEE-DIC). The purpose of REMCDIC, which is a non-profit Clearinghouse, is threefold: (a) to facilitate further research on the career development of racial and ethnic minority groups in this country, (b) to improve the training of career counselors who work with racial and ethnic minority clients, and (c) to promote effective career counseling practices for counselors serving racial and ethnic minority clients by the exchange of ideas and materials. Examples of materials to be housed at REMCDIC include course syllabi, unpublished papers, research instruments and unpublished research reports, bibliographies, lists of Masters Thesis and Dissertations focused on the career development of racial/ethnic minority groups, and a list of consulting firms specializing in diversity training, etc. Information about relevant materials will be disseminated via a cumulative catalog and a periodic Newsletter (newly added materials and information). Individuals will be able to subscribe to the REMCDIC Catalog and Newsletter and order materials for a nominal charge.

For submissions, please include the following information on a separate sheet of paper: (a) Title of item, (b) Brief abstract describing the item, and (c) Source (e.g., your name and address). Individuals interested in submitting materials to the Clearinghouse or being placed on a mailing list of regular subscribers should write to the coordinator:

Dr. Fred Leong

REMCDIC

Ohio State University

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1885 Neil Avenue

Columbus, OH 43210-1222

Tel: 614-292-8219 Fax: 614-292-4537 E-Mail:

FLEONG@MAGNUS.ACS.OHIO-STATE.EDU

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## JOURNAL OF COGNITIVE PSYCHOTHERAPY: SPECIAL WORK ISSUE

The Winter 1992 special issue of *Journal of Cognitive Psychology*, "Cognitive Therapy at Work", provides an opportunity for practitioners to share their experiences in applying cognitive interventions to a variety of workplace and work-related issues.

Guest editor Diana R. Richman indicates that articles were chosen that acknowledge and clarify the cognitive component, so often neglected by well intentioned career development programs, in treating work-related issues. Richman's article "Working Together: Belief Systems of Individuals and Organizations" introduces the strong influence of organization theory and the cognitive structure of organizations and individuals on the success of their relationship.

In his article "Cognitive Therapy on Wall Street: Schemas and Scripts of Invulnerability", Robert L. Leahy presents an in-depth view of the schema and script development of narcissistic Wall Street clients.

Through "R.A.D.A.R.: A Five-Session Approach for Referrals of Employee Assistance Programs", G. Barry Morris delineates a rational-emotive approach that can be used for clients referred to practitioners through EAP's.

In his article "A Cognitive Perspective on Organizational Change", William Knaus points out how consultants can help organizations develop a rational perspective for staff selection, retention, decision making, and effective communication.

Alfred R. Miller's article "The Application of RET to Improve Supervisory and Managerial Response to Subordinate Survey Feedback" relates how Miller found that by incorporating rational-emotive therapy concepts into a program to help managers and supervisors benefit from supervisory feedback from subordinates, they were more open to the survey feedback, felt less threatened, and were perceived to improve their managerial and supervisory styles.

Richman believes the issue describes the significant role cognitive techniques play in promoting productive long-term change for the individual and organization in a variety of settings.

For information on obtaining a copy of this issue, contact Heldref Publications, Customer Service/Subscription Orders at 1-800-365-9753.

### SIG TO SPONSOR A SECOND NATIONAL CONFERENCE

The second conference in our SIG's *New Directions in Career Psychology* series will address the topic, "Toward Convergence of Career Theory and Practice." This national conference will be held at the Holiday Inn on the Lane, at The Ohio State University.

For more conference information, contact: Bruce Walsh, Psychology Department, The Ohio State University, 1885 Neil Avenue Mall, Columbus, OH 43210. Tel. 614-292-4165, or Mark Savickas, NEOUCOM, Tel. 216-325-2511.

### AUSTRALIA'S FIRST JOURNAL OF CAREER DEVELOPMENT

Newly appointed editor, Meredith Shears, announces the inaugural edition of the new *Australian Journal of Career Development*. Focusing on current theory, practice and policy relating to the careers field predominantly in the Australian arena, the journal will include research based articles, case studies of innovative programs, reviews of books and computer programs, and a section devoted towards conferences, seminars and relevant issues.

The journal now begins its regular schedule of publication in March, June and September. For information on the journal or subscriptions contact: Customer Services, The Australian Council for Educational Research, Frederick Street, Hawthorn, Victoria 3122, Australia. Tel: +61 3 819 1400 Fax: (03) 819 5502

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## SMALL PACKAGES: FROM A TO



.....Brown and Lent's Handbook of counseling psychology, 2nd Ed. is available from Wiley. Seven of its 24 chapters treat career assessment and counseling, including Gail Hackett and editor Lent on theoretical advances, Nancy Betz on career assessment, Susan Phillips on career counseling, Roger Myers and Peter Cairo on career adjustment, Larry Gerstein and Sandra Shullman on career counseling in the workplace, and Diane Tinsley and Mary Schwendener-Holt on Retirement and Leisure.

.....Mark Savickas received a plaque and cash award for administrative excellence during Founder's Day ceremonies at the Northeastern Ohio Universities College of Medicine.

.....Deborah Serling has completed her internship at Virginia Commonwealth, and has joined the counseling staff at Dennison University. She is completing her dissertation on adult children of alcoholics and career decision making.

.....Judy Chartrand and Steve Robbins have completed, with Karen McFadden and Wayne Martin, their study of the effectiveness of career and life planning interventions with older adults, for the AARP Andrus Foundation. They found that leader-led and self directed users of the AARP Think of Your Future program both reported positive attitudinal changes, but that the former reported slightly more satisfaction with their explorations.

.....Helen Farmer reports that her proposal for a 2-year follow up of women students aspiring to Science and Engineering careers that she reported on in 1985 in JCP has been approved by NSF.

.....Fred Leong has edited, with Uma Sekaran, Womanpower: Managing in times of demographic turbulence, from Sage Publications, 2455 Teller Rd., Newbury Park, CA 91320.

.....The Winter 91-92 issue of Career Planning and Adult Development Journal, (available from the CP & AD Network, 4965 Sierra Rd., San Jose, CA 95132) contains short reviews of

nearly 50 books published in the last few years on topics such as career counseling theory and skills, career development, life management, and creativity.

.....In The Industrial Psychologist, July 1992, Ahlstrom, Mezas, and Starbuck report the impact factors (average number of citations received by an article in one year after publication) for a number of journals of interest to I/O psychologists. The top three, as might be expected, are Psych Review, Annual Review, and Psych Bulletin. Journal of Applied Psychology comes in 17th, just after Measurement and Evaluation in Counseling and Development, followed six ranks later by Journal of Counseling and Journal of Vocational Behavior, in a list of 137 journals. Is vocational psychology getting to be of interest to I/O?

### SUPER SYMPOSIUM at the APA CENTENNIAL CONVENTION

Among the few invited symposia found at the Centennial Convention of the American Psychological Association in August, 1992 was the symposium on Roles, Values, and Life-Careers Viewed Cross-Nationally, chaired by Donald E. Super. Participants included:

- Dorothy D. Nevill - International Work Importance Study: Objectives Methods & Outcomes
- Branimir Sverko - Structure and Hierarchy of Values, Viewed Cross-Nationally
- Donald E. Super - The Relative Importance of Major Life Roles: A Cross-National Analysis
- Ronelle Langley - Roles and Values in South Africa Cultures
- Janice J. Lokan - An Item-Response Analysis of the Salience Inventory and Values Scale of the Work Importance Study
- Grace Martin - Discussant