

Vocational Psychology News

THE NEWSLETTER OF THE SOCIETY FOR VOCATIONAL PSYCHOLOGY: A SECTION OF THE SOCIETY OF COUNSELING PSYCHOLOGY (DIVISION 17) OF THE AMERICAN PSYCHOLOGICAL ASSOCIATION

Volume XXV, Number 1

Winter, 2019

Message from the Chair

Dr. V. Scott Solberg



Dr. V. Scott Solberg
Boston University
SVP Chair

Greetings! It is a tremendous honor to be writing my first “Message from the Chair.”

Division 17/SCP has just completed a strategic planning process ([President’s Welcome Page](#)) that re-embraces a common set of values. These values affirm a prevention research paradigm that aims to promote social justice, equity, and access in all realms touched by counseling psychologists, including education and work. Our Division 17 President, and founding SVP Section member, Ruth Fassinger reached out to me recently to discuss ways to support SVP members in becoming more connected with this emerging prevention and advocacy paradigm. I assured her that many of our SVP members are already engaged in prevention efforts that address social injustice, equity and access to decent work. She concurs that by affirming our identity as vocational *counseling* psychologists, we have tremendous potential to influence national conversations, research priorities, community and individual interventions, laws, and educational and workplace policies and practices centered around social justice aims. And, she is concerned that other Sections within our Division and leadership within the Society for Counseling Psychology may not be aware of our important prevention and social justice efforts.

As an initial step in making our contributions more visible, Ruth is using her allotted time at APA to convene two symposia. Both symposia include a substantial number of SVP members. The first symposium is titled the **Susan L. Morrow Symposium on Social Justice: When Concerns Collide -- Toward an Ethics of Social Justice**. The session will include five teams that will each provide a brief presentation. SVP participants include: Saba Ali, Kathy Bieschke, Gali Cinamon, Lisa Flores, Nadya Fouad, Ellen McWhirter, Karen O'Brien, Rachel Navarro and Kerrie Wilkins-Yel. The **Rosie Phillips Davis Symposium on Deep Poverty: Guidelines for Psychological Practice with Economically Marginalized Populations** will be Chaired by Cindy Juntunen.

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Division 17's strategic planning process comes at a time when membership has successfully become more inclusive. This effort to become more inclusive received a tremendous boost by Rosie Bingham who is our current APA President, past Division 17 President and SVP founding member. In her 1999 [Division 17 Presidential](#) address, Rosie argued that if we want a more inclusive Society for Counseling Psychology, then we needed to "draw the circle bigger." This sentiment was reflected recently in our SVP Conversation Hour with Lisa Flores who encouraged us to consider how we can become more inclusive. We need to draw our circle bigger to more effectively reflect the rich and diverse demographic backgrounds of our Division. By doing so, we bring new voices and perspectives that are necessary to move our research programs forward.

We must also become more inclusive by creating room for the varied paradigms of research being conducted by our members. In order to thrive as a Society of Vocational Psychology, we need a circle that is large enough to encompass the strands of theory and research that represent and honor the rich legacy of career choice and decision-making research while also making room for the increasing number of our members that embrace new research agendas, many of which involve prevention efforts that are designed to address social justice, equity and access to decent work.

Our Society for Vocational Psychology has been evolving for some time. Career choice and decision-making has been a dominant paradigm in vocational psychology and is a legacy rooted in individual differences psychology that for many decades defined our field of research and practice. Throughout our history, the legacy of Frank Parson's vision was most often articulated through the design of interest inventories and assessments. The Journal of Vocational Behavior and the Journal of Career Assessment were synonymous with the goals and purpose of our Society. In addition to the many Handbooks and texts that have been written over the years, our first vocational psychology conference sought to create an inclusive perspective on the varied career choice and decision-making theories that were dominant at that time. Held at Michigan State University in 1992, Mark Savickas and Bob Lent organized the conference as an opportunity to share our differences. Our legacy is filled with many theories and perspectives about career choice and decision-making. John Holland, Donald Super and Renee Dawis presented our most dominant perspectives – RIASEC, Life-Span, Life-Space, and Theory of Work Adjustment. Susan Phillips introduced the value of intuition into a field dominated by rational career choice and decision-making theory. The question for that conference was whether we, as a community, could converge on a single shared perspective.

Soon after our first conference, a major branch was added to the career choice and decision-making paradigm. Drawing from Bandura's Social Cognitive Theory and more specifically the seminal self-efficacy research by Nancy Betz and Gail Hackett, in 1994, the publication of Social Cognitive Career Theory (SCCT) by Bob Lent, Steven Brown, and Gail Hackett created a new era in career choice and decision-making research. According to Google Scholar, Nancy and Gail's two 1981 articles collectively received over 4000 citations and the 1994 SCCT article has been cited over 5700 times. These are amazing numbers given the fact that the book that launched Counseling Psychology and Vocational Psychology – Frank Parson's Choosing a Vocation – has been cited 2700 times.

In 2009, another branch was established by Mark Savickas and his colleagues. Their goal is to create a theory of career counseling, career choice and decision-making that focuses on "career construction" and narratives. They call it Life Designing.

At the first vocational psychology conference, John Krumboltz projected a mountaineering map and a road map to make his point that all of our career choice and decision-making theories were relevant. His point at that time was that different maps are used for different purposes and needs, and therefore theory served to address different challenges and issues. I am dusting off John's metaphor to make the point that in as much as SCCT and Life Designing offer new ways of conceptualizing career choice and decision-making, many of our members are moving away from the career choice and decision-making paradigm. As David Blustein pointed out in his recent [Chapter](#) describing the evolution of

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Continued from p. 2 our field, while career choice and decision-making remains relevant for many college students and college educated adults, there are many within the world of work who are not in a position of privilege to access stable careers. In point of fact, the vast majority of working age youth and adults throughout the world are in search of decent work offering safe working conditions and livable wages.

David Blustein's 2006 publication of the *Psychology of Working* offers an exciting line of research that has brought many in SVP together to begin working on this problem. There are a number of colleagues working with high need and at-risk youth populations to help them develop the resiliency skills needed to successfully pursue their career and life goals. Saba Ali and I recently published an edited Handbook on Career and Workforce Development with a number of SVP members and the proceeds of this Handbook will go directly to our Society. The point of the Handbook was to describe a new paradigm whereby access to quality career development programs results in a range of positive youth and adult development outcomes.

There are many within SVP who are creating new maps and forging alternative paradigms to address the needs of these individuals. The *Journal of Career Development* reflects these changing paradigms and is seeking to publish articles that widen the circle with respect to the populations studied and the range of research questions being addressed. It is within these new paradigms that many in SVP are engaged in career development research and practice that align with our Division's new focus on prevention research that seeks to promote social justice, equity and access to decent work. As a Society, a key question is whether we have evolved to a point whereby we can value the role and purpose of these various maps? Can we offer a place that values all research and practice paradigms both old and new?

Our SVP Board is looking at ways to support our members to connect with one another around these different paradigms. Our hope is to establish informal "affinity" groups where we can share our research interests with those who share common interests. As I am writing this, I can honestly hear Mark Savickas on my shoulder saying "Remember Scott, that was the whole point of establishing the Vocational Psychology Special Interest Group" – to create a forum where we could talk about our research and connect with like-minded colleagues. It was the point then and together we can reaffirm this point now. The aim is to find new ways to engage with each other so that we can become more inclusive by widening our circle and thereby create a Society where all members feel valued.

One effort is to find time for face to face conversations about our research and work. As an SVP Board, we are working with Debra Nolan, our Division 17 Executive Director, to find space the day before APA in order to create an opportunity to begin these conversations in person. This effort will be in addition to our traditional SVP sessions that we hold on the first day of the APA conference.

Secondly, we have acted on Gali Cinamon's proposal to create an online forum where we can begin to share our work and accomplishments. In December, Gali, Rachel Navarro and I launched the Society for Vocational Psychology Discussion Forum on Linked In. Currently, this Forum is open to all Society members. In order to be added you will need to go to this link <https://www.linkedin.com/groups/12173792/> to request access.

It is understood that there are many in our Society who do not use social media and may not have a LinkedIn account. And, there are many that do. By creating both face to face and social media opportunities to establish discourse about our work, it is hoped everyone will find opportunities to engage in meaningful dialogue. Phone and email also work.

We also need to expand opportunities for leadership within our Section. We are hoping that each affinity group can identify both faculty and student leaders who can communicate with our SVP board about each groups progress. Perhaps discussion groups can meet monthly using Skype or Zoom that enable virtual face to face conversations. The hope is that forming affinity groups can *Continued on p. 4*

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also enable new leaders to emerge and that we can widen our circle by reengaging SVP members who may have stopped attending our conferences while also attracting new members from Division 17 who share common or related interests.

Ruth Fassinger is also very interested in finding a place for our members on Division 17 committees and task groups. Please let me or Ruth know if you are interested in being considered for Division 17 committees or want to be considered for Division 17 related activities. Keep in mind that if we want more of our work accepted for APA programming then we need more SVP members to participate on the APA Proposal Committee. (Just saying...).

Finally, our Scottsdale SVP Conference received positive feedback for the location and the fact that by staying in the same place it offered opportunities for discourse and informal conversations about our research. If the idea of creating affinity groups is successful, I am hoping that representatives from each group will be willing to serve on our 2020 SVP conference committee. We have a business model and event planner – what we need is to have a committee form to create the program agenda.

We hope you enjoy our first newsletter of 2019. As you will see, we have much to celebrate and look forward to in the new year!

V. Scott Solberg
SVP Chair

SVP Dinner at APA

Building on the success of the last two year's SVP dinners honoring retiring faculty, we are planning to make arrangements for a similar celebration at the American Psychological Association Convention in Chicago. Time and date to be determined. Please send Mike Cadaret (mcadaret@springfield.edu) the names of any retiring colleagues who you would like to be recognized at the dinner. Details regarding time and location will be forthcoming. We hope to see you there!

Summer 2019 Edition of Vocational Psychology News

Send your news, notes, and
newsletter articles as a word document attachment to:
Pat Garriott at Pat.Garriott@du.edu

Deadline for summer issue: 6/15/19

2019 SVP Officer Elections

Society for Vocational Psychology Chair-Elect Candidate Statement for Dr. Rachel L. Navarro University of North Dakota



I am humbled by my colleagues and their nomination to serve as the Society for Vocational Psychology's (SVP) Chair-Elect. It is an honor to be considered for such a role in an organization that I consider to be an integral part of my career development and stability as a counseling psychologist. I have been a member of SVP since I was a first-year doctoral student at the University of Missouri and have remained a member through various life and work transitions. SVP has always been a much-needed source of support for me and others. I cannot think of a better way to give back to our community than to engage as a member of the SVP leadership team in the role of Chair-Elect.

What drew me to SVP as a graduate student still draws me to SVP today, namely SVP's historical roots in social justice and its contemporary focus on diversity, inclusion, and equity in the world of work. We are a diverse group of professionals who engage in vocational psychology research and practice by focusing on a wide range of personal and work-related outcomes using a multitude of theoretical lens. Given our diverse foci, as a group, we have the means to transform the lives of individuals, communities, and society in ways that others do not. Thus, I am dedicated to supporting current SVP initiatives focused at increasing discussion and collaboration across SVP constituent groups to achieve such transformation via scholarship, community action, and advocacy. I also am dedicated to creating systemic mechanisms for disseminating the good works of SVP members in a hope to influence practice and policy locally, nationally, and internationally. Finally, I am open to hearing from SVP membership about your ideas about vocational psychology projects and initiatives that would be meaningful to you.

To the role of Chair-Elect of SVP, I will bring the lessons and skills that I learned and acquired in other leadership roles with Division 17's Society of Counseling Psychology, the National Latinx Psychological Association, and the Council of Counseling Psychology Training Programs as well as my home institutions. I will be a fierce advocate for SVP members and Vocational Psychology as a discipline within SCP and the larger APA as well as nationally and internationally. I will work to convey and uphold our traditions and support our innovations. Ultimately, I am committed to engaging in ways that maintain the integrity of our organization and foster the supportive and nurturing environment that we have built as a group. This environment truly is a means of professional growth for all regardless of career stage. At the same time, I would like to focus particular attention to our graduate students who are the future of SVP. Thank you for your consideration in this process.

In solidarity,

Rachel L. Navarro, Ph.D.

Please use the link below to cast your vote for the position of SVP Chair-Elect:

https://udenver.qualtrics.com/jfe/form/SV_9pCW676hEQxaSh

2019 SVP Officer Elections

Call for SVP Treasurer Nominations

We seek nominations for a new Treasurer for the SVP Executive Board. The term for Michael Cadaret as Treasurer will expire in August of 2019. Please nominate yourself or colleague for this important section office. In accordance with our by-laws, this is an elected office. Nominees must be members of the section, commit to attending APA and periodic conference call meetings, and desire to act as a steward for, and to contribute to, the ongoing development of the section. The Treasurer is responsible for budget and planning, managing revenue, and other associated tasks. Nomination letters should address the strengths and qualifications of the nominee relative to this position. The Treasurer serves for two years and responsibilities will commence in August of 2019. Please forward all nomination letters and a current CV of the nominee by **May 1, 2019** to:

Pat Garriott Ph.D
Email: Pat.Garriott@du.edu

Call for SVP Communications Officer Nominations

We seek nominations for a new Communications Officer for the SVP Executive Board. The term for Pat Garriott as Communications Officer will expire in August of 2019. Please nominate yourself or colleague for this important section office. In accordance with our by-laws, this is an elected office. Nominees must be members of the section, commit to attending APA and periodic conference call meetings, and desire to act as a steward for, and to contribute to, the ongoing development of the section. The Communications Officer is responsible for meeting minutes, the biannual newsletter of the section, and other associated tasks. Nomination letters should address the strengths and qualifications of the nominee relative to this position. The Communications Officer serves for two years and responsibilities will commence in August of 2019. Please forward all nomination letters and a current CV of the nominee by **May 1, 2019** to:

Pat Garriott Ph.D
Email: Pat.Garriott@du.edu

2019 SVP Officer Elections

Call for SVP Webmaster Nominations

We seek nominations for a new Webmaster for the SVP Executive Board. The term for Kerrie Wilkins-Yel as Webmaster will expire in August of 2019. Please nominate yourself or colleague for this important section office. In accordance with our by-laws, this is an elected office. Nominees must be members of the section, commit to attending APA and periodic conference call meetings, and desire to act as a steward for, and to contribute to, the ongoing development of the section. The Webmaster is responsible for maintaining and updating the official SVP website and other associated tasks. Nomination letters should address the strengths and qualifications of the nominee relative to this position. The Webmaster serves for two years and responsibilities will commence in August of 2019. Please forward all nomination letters and a current CV of the nominee by **May 1, 2019** to:

Pat Garriott Ph.D
Email: Pat.Garriott@du.edu

Call for SVP Student Representative Nominations

We seek nominations for a new student representative to the SVP Executive Board. There are two student representatives and the term for Bo Hyun Lee expires in August of 2019. The student representative is an active member of the board who is able to make a two-year commitment to attend the annual APA convention and to participate in the SVP executive board meetings both at APA and on conference calls (approximately 4-6 calls of one hour each) throughout the year. The student should also demonstrate an interest in becoming actively involved in section activities and in encouraging the involvement of other student members. Faculty are encouraged to nominate interested students. If you are a student interested in serving SVP in this capacity for a two-year term, please ask a faculty member to nominate you. Nominators should address leadership abilities, commitment to vocational research and/or practice, and interest in the position. Please include the nominee's current CV along with the letter. The student representative is selected by the SVP Executive Board and will commence responsibilities in August 2019. Please forward all nominations by **May 1, 2019** to:

Pat Garriott Ph.D
Email: Pat.Garriott@du.edu

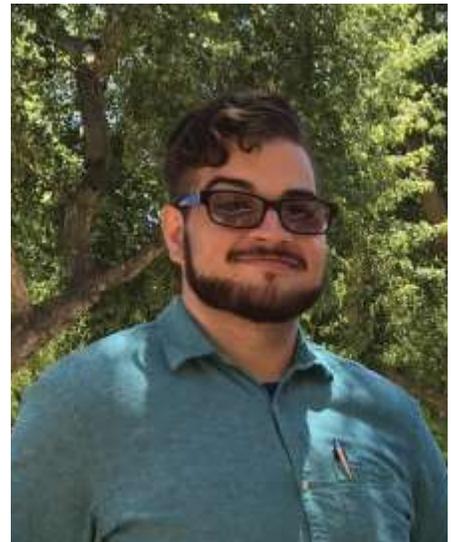
Message from SVP Student Representatives

Bo Hyun Lee and Dylan Richard

Greetings and Happy New Year to the members of the Society for Vocational Psychology! We have had many new graduate students join and hope to continue to promote and increase graduate student involvement. There are numerous benefits for graduate students within SVP, including graduate student awards when funding is available, and sponsorship for poster sessions for the annual APA convention. If you know of any graduate students interested in vocational or career-related psychology, please encourage them to join our society! To join SVP as a Student Affiliate, one must first be a member of APAGS (www.apa.org/apags) or Division 17 SAS (www.div17.org/students/student-affiliates-of-17). Once that is complete, go to the membership section of the SVP website to become a member (<http://www.div17.org/vocpsych/pages/membership.htm>). This is an excellent networking opportunity as well as a great way for students to remain updated on the latest research and happenings within vocational psychology. There are also several opportunities coming up for students. SVP will be seeking a new graduate student representative to serve as the Student Representative to the SVP board. This is an excellent opportunity to gain experience and connect with professionals in the field. Also, SVP will be accepting poster submissions for the SVP Social at the upcoming APA Convention in Chicago, IL. Please stay tuned for future announcements to learn more about these opportunities! We are both grateful that we joined SVP, as it has allowed us to meet so many wonderful experts in the field and fostered connection with fellow students who share our interests and passion for vocational psychology. We hope everyone is surviving the spring semester and wish the best of luck to those involved in the internship process this year! If you have any questions regarding opportunities for networking or joining SVP, feel free to contact Bo Hyun Lee (bldn8@mail.missouri.edu) or Dylan Richard (Dylan.r.richard@usm.edu).



*Bo Hyun Lee, M.A.
University of Missouri*



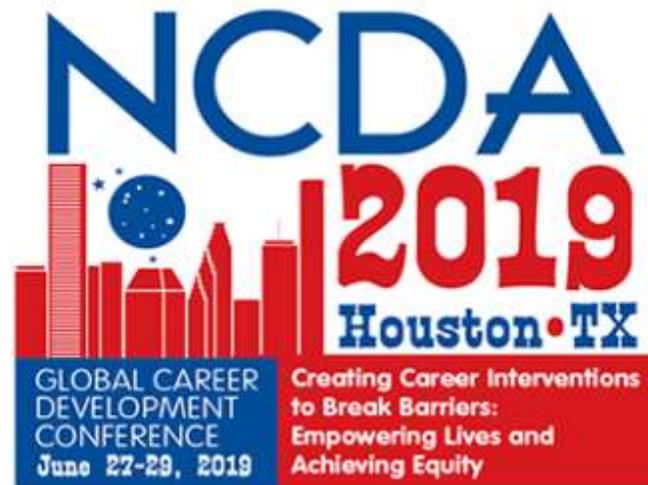
*Dylan Richard, M.A.
University of Southern
Mississippi*

SVP LISTSERV

Stay up-to-date on the latest SVP news and developments—
join the SVP Listserv!

Simply send an email to the listserv administrator,
Jasmin Llamas, at jasminllamasphd@gmail.com.

Forthcoming Conferences: NCDA and APA



APA 2019

Chicago IL, August 8-11





Newsmakers

Section Member News and Notes



2018 SVP Award Winners



Congratulations to Dr. Itamar Gati for winning the 2018 SVP Distinguished Achievement Award

Dr. Gati is Professor Emeritus at The Hebrew University of Jerusalem. His research interests include making better career decisions, facilitating career decision making, career decision-making difficulties, career compromises, internet-based self-help career decision making, and career decision-making styles.

Congratulations to Dr. Peyman Abkhezer and Dr. Young Hwa Kim for winning the 2018 SVP Graduate Student Research Awards



Dr. Abkhezer's research interests include the career development of young people with refugee backgrounds and narrative inquiry.



Dr. Kim's research interests include women's career development, multicultural issues in counseling, and carrier barriers of women of color.



Newsmakers

Section Member News and Notes



2018 SVP Award Winners



Congratulations to Dr. Blake Allan for winning the 2018 SVP Early Ca- reer Award

Dr. Allan is an Associate Professor at Purdue University. His research interests include access to decent and meaningful work and how social class, classism, work volition, underemployment, and working poverty influence well-being both in and outside of work.

Submit Your Nominations for 2019 SVP Awards

SVP will be recognizing its members for outstanding contributions to vocational psychology at the 2019 Annual American Psychological Association Convention in Chicago, IL. Please see page 17 for more details!

Interviews with SVP Award Winners:

Itamar Gati

The Hebrew University of Jerusalem



How did you become interested in vocational psychology, and in particular, what led to your interest in assessment in vocational psychology?

My first encounter with vocational psychology was towards the end of my three years of mandatory military service, when I thought about my majors what I wanted to study at university. In Israel, applicants have to declare their majors as part of the admission process. I deliberated among chemistry, which was my favorite high school subject, economics, as a basis for business administration, and psychology, because understanding how people think seemed interesting. I heard incidentally about the Hadassah Career Institute. My career counselor asked me if I had any idea about my future career, but I didn't see why I should tell her what I was thinking about since I was paying for the service and she was the expert, so she should tell me what to major in. But she was a very experienced counselor and in three minutes she got me to reveal what I was thinking about. The conclusion was that I should do a double major in psychology and economics. This was my first encounter with career counseling.

As an undergraduate I worked as a research assistant for Daniel Kahneman. Later, as a graduate student, I participated in a seminar led by Kahneman and Amos Tversky on the psychological aspects of decision making, which kindled my interest in this field. Tversky was my advisor for both my MA and my PhD. In parallel, after I got my BA, I asked my career counselor at the Hadassah Career Institute whether they had a part-time job available, and joined the research department, which was run by Elchanan Meir, where I became familiar with the psychometric aspects of developing, improving, and validating vocational interest inventories and ability tests.

The combination of my work in the research department at the Hadassah Career Institute and my interest in the psychological aspects of decision making led me to career decision making – specifically, how to facilitate career decision making and help individuals make better career decisions even though they may not be perfect or ideal.

Having become familiar with computers during my sophomore year, I recognized their potential not only as a tool for providing career information and expediting assessments, but also for providing interpretive feedback about the assessments and guiding individuals through their career decision-making. Later on, I proposed the PIC (Prescreening, In-depth exploration, Choice) model, and developed computerized tools to guide individuals through these 3 stages.

At the same time, I began to working with others on ways to assess individuals on a variety of aspects involved in decision making. First, Sam Osipow and I developed the career decision-making difficulty questionnaire, which locates the foci and roots of individuals' difficulties in making career decisions. Then, with emergence of the internet, we put the questionnaire and the feedback (validated with career counselors' expert judgments) online at www.cddq.org, a free and anonymous site that aims to facilitate better career decisions. The Internet allowed us to collect data from young adults that actually deliberating about their career decision making, although there were challenges involving the validity of responses on the Internet. To

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overcome the challenge of validity of the responses, validity items were added to the questionnaire and measured response times. When there is some concern about the individual's attentiveness in filling out the questionnaire, no feedback is provided. We have continued developing assessments of additional aspects of career decision-making, all available for free at www.cddq.org.

What do you know now that you wish you would have known when you were a student/you first began your doctoral program?

It is acceptable and in fact quite useful to share concerns, questions, and deliberations with fellow students. Even if their suggestions do not provide the solution you are looking for, they may help you find it yourself.

Any final thoughts or comments?

I am concerned about the abundance of deceptive and improper free websites that get income from advertisements in Israel (and I suppose in other countries as well) that pretend to provide career guidance, inviting surfers to fill out a questionnaire and saying: "In five minutes you will know your perfect occupation." When I manage to locate contact information (which is often a real challenge), the responses I get to my questions about the rationale of the questionnaire, the qualifications of the developmental team, psychometric properties, validity studies, etc., range from "We are in the process of planning such study" to no response at all. Vocational psychology faces a challenge in increasing public awareness and educating adolescents and young adults by presenting guidelines and criteria for them to use to identify such deceptive sites.

Blake Allan
Purdue University



How did you become interested in vocational psychology, and in particular, what led to your interest in meaningful work ?

Like a lot of us, my path to vocational psychology was highly affected by chance events. I was initially interested in positive psychology, particularly meaning in life, and this was mostly due to my own desire for a life well lived. I applied to a bunch of programs in Canada to study positive psychology, assuming I would stay in Vancouver for graduate school. But after I applied to Canadian programs, I decided to apply to some schools in the US while I waited for the results. When I randomly found my future graduate school advisor, Ryan Duffy, I discovered that positive psychology and vocational psychology shared a lot of overlap, particularly a focus on strengths and optimal functioning. As I learned more about vocational psychology, I realized how work touches every part of the human experience and how it can bring fulfillment or perpetuate social inequities. So I decided to study in Florida, and my interest in vocational psychology has continued to grow. My specific interest in meaningful work grew out of Ryan's research and my own search to find work that matters to myself and my community. This includes factors that facilitate meaningful work but also socioeconomic factors that prevent people from choosing work that they find meaningful.

What do you know now that you wish you would have known when you were a student or when you first began your doctoral program?

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Criticism is not personal: it's a way to help you grow and more effectively work to benefit others, whether that's through teaching, research, or clinical work. It took me too long to learn this important lesson. Defensiveness over feedback or taking feedback personally hurts your ability to learn from it and causes more suffering than it's worth! Lowering your guard and embracing imperfection is a great way to become to be more effective in whatever you are doing, personally or professional. It also has the added benefit of improving your well-being and the well-being of people around you. Your friends and family will thank you!

Any final thoughts or comments?

The Society for Vocational Psychology is a great place to be, and I'm honored to be a member. I wouldn't have had any success without my mentors, collaborators, and students, and I'm grateful to be connected with all of them. I'm looking forward to many more years of friendship and doing work that makes a difference.

Young Hwa Kim
University of Maryland

How did you become interested in vocational psychology?



I wanted to study vocational psychology because I felt that individuals' career play a central part of how they view themselves and how they shape their life path. Particularly, my mom was my biggest role model who showed strong passion and enthusiasm for her career. Her life inspired me to know what I want to do and to follow my own dreams instead of choosing what others want me to do. I was always proud of what she has achieved at work but I also knew that she encountered challenges and pushbacks while prioritizing her career as a mother with two kids in a traditional Korean cultural environment. It made me curious about how cultural and social expectations interact with individuals' life values, goals, and choices. So it felt natural to me to start to delve into vocational theories around culture, socialization, and identity development.

What do you know now that you wish you would have known when you were a student or when you first began your doctoral program?

I remember I was struggling with adjusting to a new environment as a new international student when I began my doctoral program. The biggest challenge that I had was accepting my weakness, challenges, and disappointments but still being able to empower myself as someone who is resilient, thoughtful, and insightful. So I wish that I would have known that I am strong enough even when I did not feel that way about myself. Looking back, I wish that I were able to use my time to enjoy my learning experience more rather than worrying about things that could go wrong in the future. I also want to tell new doctoral students who are going through a big transition in their life that things will get better but it just takes time.

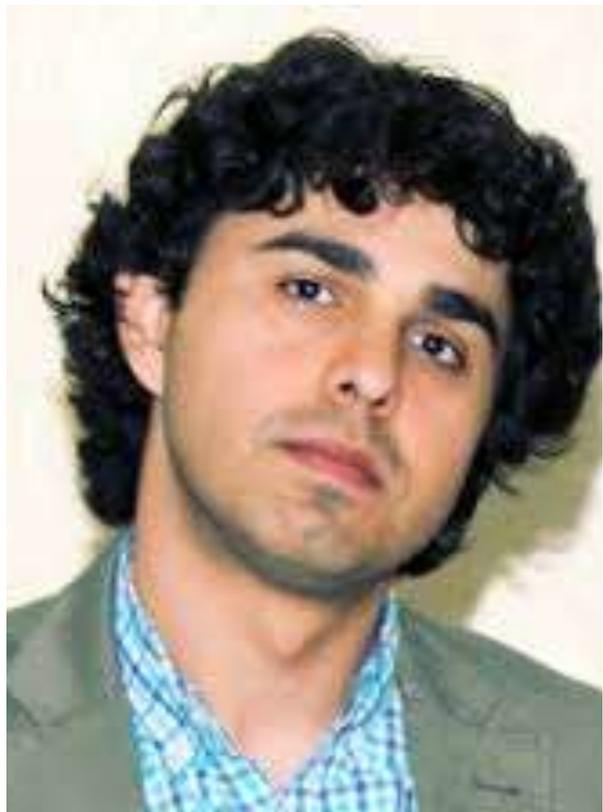
Any final thoughts or comments?

I love being a vocational psychologist! I feel super fortunate that I found deep meaning of my life journey as a psychologist. I can see that my cross-cultural life experience helped me incorporate more complexity and diversity in my perspective. I hope to

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continue to work on understanding the role of culture, marginalization, stereotypes that impact the vocational experience of women and people of color. I feel grateful for being part of the vocational psychology community that advocates for diversity, equity, and inclusion in psychology.

Peyman Abkhezer
Australian Institute of Professional Counsellors



How did you become interested in vocational psychology?

In my counselling encounters with adolescents with refugee backgrounds in Malaysia, I learned that they valued conversations involving their future career plans. These conversations seemed to help them story what was most important for their lives and as a result enabled them to learn more about themselves and their priorities. I considered these experiences an invitation to stay curious about young people with refugee backgrounds' career development. I became more invested in vocational psychology and career development practices throughout my PhD studies. Eventually, researching the career development of disadvantaged and marginalized young people with an aim of exploring alternative ways of assisting them to pursue their desired stories of self, became a focal point of my work.

What do you know now that you wish you would have known when you were a student/you first began your doctoral program?

When I started my doctoral studies, I never planned to pursue the path of PhD by publication. I was afraid my work wouldn't be good enough to be published. However, this false belief was soon to give way to other stories of possibility. After about a year and through the support of wonderful and encouraging supervisors, it became clear to me that publications during my studies would be very useful for my own academic career and also will significantly enhance the value of my final thesis output. The other important learning throughout my doctoral studies was the importance of networking with both the academic and professional communities. Planning for as many conference presentations as possible, conducting workshops for organizations that value my research output and collaborating with other researchers and professionals are what I strongly suggest to every PhD student.

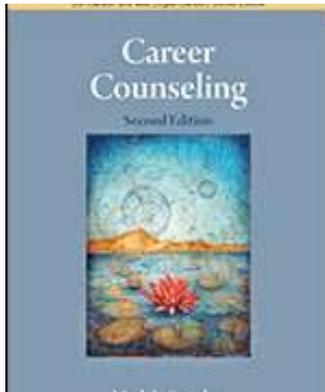
Any final thoughts or comments?

I would like to consider this as another opportunity to appreciate Dr Mary McMahon and her wonderful exemplary support as a supervisor. I still have a lot to learn from her. I would also thank my other two supervisors, Dr Kevin Glasheen and Professor Marilyn Campbell, who contributed to my learning experience throughout this PhD journey. Finally, I want to thank the SVP for this award. I hope that my contributions to the fields of vocational psychology and career development continue and remain useful to researchers and practitioners who work with disadvantaged populations such as those with refugee and migration backgrounds.



Newsmakers

Section Member News and Notes



APA Press has published an extensively revised, second edition of Career Counseling by Mark Savickas. The original edition remains available in Chinese, Italian, and Japanese.



The faculty of the Career Construction Institute is planning a two-day workshop in Baltimore during the week of March 25, 2019. Look to the website for information updates.
<http://www.careerconstructioninstitute.org>

**Have an interesting idea for a Guest Column for the 2019 Summer Newsletter?
Received an award or published a new book recently?**

Please send your news, notes, and newsletter articles as a word document attachment to:

Pat Garriott at:
Pat.Garriott@du.edu

**Deadline for summer
issue: 6/25/19**



Newsmakers

Section Member News and Notes



The University of Coimbra, Portugal, has published a Festschrift in honor of Dr. Fred W. Vondracek: Ferreira, J. A., Reitzle, M., & Santos, E. (Eds.). (2018). *Career development in context: Festschrift for Fred Vondracek*. Coimbra, Portugal: University of Coimbra Press



Dr. David Blustein has received a 2018 Elizabeth Hurlock Beckman Award. These awards are given to seven distinguished professors nationally who motivated a former student to make a difference in their community.

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**Deadline for summer
issue: 6/25/19**

2019 SVP Award Nominations

Distinguished Achievement Award

Purpose: To acknowledge and reward the research or professional achievement of vocational psychologists who have made significant contributions to the field of vocational psychology. The terms research and professional achievement shall be broadly construed.

Past winners include: Karen O'Brien, Lisa Flores, Consuelo Arbona, Ellen McWhirter, Nadya Fouad, David Blustein, Terence Tracey, Steven Brown, Robert Lent, Nancy Betz, Jo -Ida Hansen, Mark Savickas, Don Zytowski and John Holland. The award includes a check for \$500.00 and a citation from the Chair of the Society for Vocational Psychology.

Eligibility: APA members are eligible for the award. The only ineligible candidates are the members of the SVP Executive Committee and the SVP Awards Committee.

Early Career Professional Award

Purpose: To recognize new professionals who have made substantial or cutting edge contributions to the field of career or vocational psychology.

Past winners include: Patton Garriott, Mindi Thompson, Ryan Duffy, Patrick Armstrong, Erik Porfeli, Bryan Dik, Patrick Rottinghaus, and Matthew Diemer. The award includes a check for \$500.00 and a citation from the Chair of the Society for Vocational Psychology.

Eligibility: 1) 1 to 10 years past date of doctoral degree. 2) Substantial contributions to the fields of career and/or vocational psychology as evidenced by at least one publication on which the nominee is first or only author. 3) Nomination by colleagues, members of the awards committee, or members of SVP as having made a substantial or cutting edge contribution to the field. 4) Demonstration of a commitment to continuing to conduct research in vocational psychology. 5) An active member in SVP.

Nomination Procedure

Nominations should include a nomination letter that discusses the significance of the nominee's contributions to vocational psychology. This nomination letter may be accompanied by a vita and no more than two letters of support.

Deadline: June 30, 2019

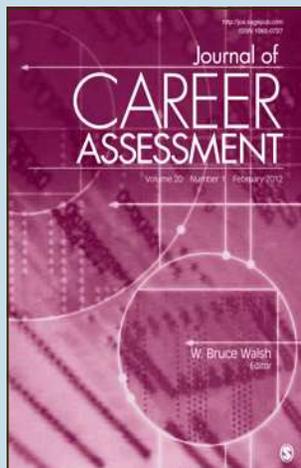
Please send nominations to: Dr. Pat Garriott SVP Award Committee Chair, Pat.Garriott@du.edu

Graduate Student in Vocational Psychology Awards

The Society for Vocational Psychology (SVP) is pleased to offer two graduate student research awards in vocational psychology. This \$250 award honors student contributions to vocational psychology. This award will be for work on an accepted conference proposal, master's thesis, doctoral dissertation, journal article, or other advisor-approved research in the area of vocational psychology. The research need not be complete, but the data must be collected and analyzed at the time of application submission. The student does not have to be first author, but if the student is not first author then the faculty letter should specify the student's substantive contributions to the final product.

DEADLINE: Nomination letters for the 2019 SVP Graduate Student Award in Vocational Psychology are due **May 15, 2019**. Please send electronic copies (pdf preferred) of the nomination letter and the research paper (in published, manuscript, or proposal form) to: Dr. Patrick Rottinghaus, SVP Past Chair at rottinghausp@missouri.edu .

Journal Spotlight



Journal of Career Assessment Volume 27, Issue 1, February 2019

Featured Article

Expanding the Impact of the Psychology of Working: Engaging Psychology in the Struggle for Decent Work and Human Rights by David L. Blustein, Maureen E. Kenny, Annamaria Di Fabio, and Jean Guichard

Articles

A Meta-Analysis of the Correlates of Educational and Vocational Goals for Latina/o Students by Cristina M. Risco, Karen M. O'Brien, Margaux M. Grivel, and Janice E. Castro

Measuring Noncognitive Factors Related to College Student Outcomes: Development and Initial Construct Validation of the Student Strengths Inventory by Paul A. Gore Jr, Wade C. Leuwerke, A. J. Metz, Steve Brown, and Alexandra R. Kelly

Integrating Occupational Complexity Levels to Interest Assessments in Social and Enterprising Areas: Development of the Vertical Social Interest Scale by Yaçın Açıköz and Yonca Toker

STEM Interest Complexity Inventory Short Form With IRT and DIF Applications by Yonca Toker and Mehmet Gültaş

Age and Gender Differences in the Variability of Vocational Interests by Andrei Ion, Christopher D. Nye, and Dragoş Iliescu

Contextualizing Interest Scales With Emojis: Implications for Measurement and Validity by Wei Ming Jonathan Phan, Rachel Amrhein, James Rounds, and Phil Lewis

SES, Gender, and STEM Career Interests, Goals, and Actions: A Test of SCCT by Sherri L. Turner, Ju Ri Joeng, Marcueta D. Sims, Shari N. Dade, and Monica Froman Reid

Character Strengths in Counselors: Relations With Meaningful Work and Burnout by Blake A. Allan, Rhea L. Owens, and Richard P. Douglass

The Academic Environment and Faculty Well-Being: The Role of Psychological Needs by Lisa M. Larson, Matthew T. Seipel, Mack C. Shelley, Sandra W. Gahn, Stacy Y. Ko, Mary Schenkenfelder, Diane T. Rover, Beate Schmittmann, and Megan M. Heitmann

Journal of Career Development Volume 46, Issue 1, February 2019

Occupational Future Time Perspective and Successful Aging at Work by Francis Cheung, Dannii Y. Yeung, Anise M. S. Wu

Journal Spotlight

The Reciprocal Relationship Between Resources and Psychological Distress Among Unemployed Job Seekers by Nele De Cuyper, Kristien Philippaers, Dorien Vanhercke, Hans De Witte

Personal Growth and Well-Being at Work: Contributions of Vocational Psychology by Bryan J. Dik, William O'Connor, Adelyn Shimizu, Ryan D. Duffy

Long-Term Effect of Parents' Support on Adolescents' Career Maturity by Sun Ah Lim, Sukkyung You

Improving Career Decision-Making Self-Efficacy and STEM Self-Efficacy in High School Girls: A Proposed Intervention by Lia D. Falco, Jessica J. Summers

The Use of The Middle School Self-Efficacy Scale for Diverse Adolescents: A Validity Study by Jessica J. Summers, Lia D. Falco

Journal of Career Development

Volume 46, Issue 2, April 2019

Employability Capital: A Conceptual Framework Tested Through Expert Analysis by Ellen Peeters, Jill Nelissen, Nele De Cuyper, Anneleen Forrier, Marijke Verbruggen, Hans De Witte

A Qualitative Analysis of Career Choice Pathways of College-Oriented Rural Central Appalachian High School Students by Cheryl Carrico, Holly Matusovich, Marie C. Parette

Social Class Fragility and College Students' Career Decision-Making at a Private University by Keaton Zucker, Aaron Hudyma, Patton Garriott, Dana Santiago, Jessica Morse

Personality and Specialty Choice in Speech-Language Pathology Students by Morgan V. Leonard, Laura W. Plexico, Allison M. Plumb

INTUIT: A Career Decision-Making Intervention for Female Offenders in Reentry by Victoria A. Shivy, David B. Guion, Brooke A. Green, Jesse Wingate

Capturing Serendipity in Careers: An evaluation of the Planned Happenstance Career Inventory with Lithuanian undergraduates by Ieva Urbanaviciute, Antanas Kairys, Kristina Paradnike, Birute Pociute

The Role of Mentoring in Protégés' Subjective Well-Being by Peng Wen, CHENG CHENG, LongZhu Dong, Xiaobing Shu

The Profound Influence of Unpaid Work on Women's Lives: An Overview and Future Directions by Ae-Kyung Jung, Karen O'Brien



Journal Spotlight

Journal of Career Development Volume 46, Issue 3, June 2019

Revisiting the Congruence-Satisfaction Relationship: The Role of External Forces by Mingchen Fu, Li-Fang Zhang, Bing Li

Exploring the Contextual Influences on Adolescent Career Identity Formation: A Qualitative Study of Hong Kong by Huixuan Xu, John Chi Kin Lee

Southeast and East Asian American Medical Students' Perceptions of Careers in Academic Medicine by Lindy Zhang, Edward S Lee, Charles A Kenworthy, Serena Chiang, Louisa Holaday, Dennis J Spencer, Norma Hunter-Poll, John-Paul Sanchez

Stress and Health Outcomes: Do Meaningful Work and Physical Activity Help? by Suzanne H. Lease, Christina L Ingram, Emily L. Brown

The Perceived Influence of Role Models and Early Career Development in Native and Migrant Youth by Domingo Valero, Anita C. Keller, Andreas Hirschi

Effects of Motivational Interviewing Training in Career Counseling: A Pilot Study by Shékina Rochat

Increasing Proactive Coping in Organizational Newcomers: Improving Job Adaptation or Rocking The Boat? by Katarzyna Slebarska, Roman Soucek, Klaus Moser

Exploring Subjective Career Success Among Blue-Collar Workers – Motivators That Matter by Eileen Koekemoer, Hendrik Le Roux Fourie, Lene Ilyna Jorgensen

The Mediating Influence of Fit Perceptions in the Relationship between Career Adaptability and Job Content and Hierarchical Plateaus by Sobia Shabeer, Shawn J Mohammed, I.M. “Jim” Jawahar, Ahmad Raza Bilal

Journal of Career Development Volume 46, Issue 4, August 2019

Future Perceptions of U.S. and Israeli Young Male Adults by Yamini Bellare, Rinat Michael, Lawrence H Gerstein, Rachel Gali Cinamon, Ashley Hutchison, TaeSun Kim, Yuri Choi

It's All Greek to Me: Recruiters' Perceptions of Résumé Items by Sydney M. Stout, Julie B Olson-Buchanan

What Happens When Employees Are Furloughed? A Resource Loss Perspective by Lisa E Baranik, Janelle H. Cheung, Robert Sinclair, Charles Lance

Job Insecurity and the Willingness to Undertake Training: The Moderating Role of Perceived Employability by Anahi Van Hootegem, Hans De Witte, Nele De Cuyper, Tinne Vander Elst

Experiences of Foreign-Born Immigrant, Undergraduate Women at a US Institution and Influences on Career-Life Planning Michael J Stebleton, Kate K. Diamond, Colleen Rost-Banik

Journal Spotlight

KEY Careers: Increasing Retention and Graduation Rates with Career Interventions by Karley Mae Clayton, Roger Wessel, Jim McAtee, William Knight

The relationship among stigma consciousness, perfectionism, and mental health in engaging and retaining STEM women by Erin Dawna Reilly, Germine H Awad, Megan M Kelly, Aaron B Rochlen

Examining the Use of Planned Happenstance with Students with Korean Cultural Background in the U.S. by Sun Hee Jang, Kristen Nadermann

"Learning to be Myself": Paths to the Future Career Development Curriculum for Young Women with Disabilities by Lauren Elizabeth Lindstrom, Kara Hirano, Angela Ingram, David DeGarmo, Cindy Post

The Career Development Quarterly Volume 67, Number 1, March 2019



Major Review

The Structure and Measurement of Career Indecision: A Critical Review by Hui Xu and Cecile H. Bhang

Articles

Group Career Construction Counseling: A Mixed-Methods Intervention Study with High School Students by Jacobus Gideon Maree

Individualized Career Counseling Outcome Assessment: A Case Study Using the Personal Questionnaire by Paulo Cardoso and Célia M. D. Sales

Career Decision Self-Efficacy of Asian-American Students: The Role of Curiosity and Ethnic-Identity by Young Hwa Kim and Na-Yeun Choi

Identification and Integration of Career Theory: Students' Perspectives on the Process by Natalya A. Lindo, Angie D. Cartwright, Peggy Ceballos, Charmaine Conner, Sarah Blalock, and Josh Edwards

Mindfulness and Decision-Making Style: Predicting Career Thoughts and Vocational Identity by Jacob Galles, Janet Lenz, Gary W. Peterson, and James P. Sampson

The Career Development Quarterly Volume 6, Number 2, June 2019

Articles

Identity, Campus Climate, and Burnout among Undergraduate Women in STEM Fields by Laura E. Jensen and Eric D. Deemer

Self-Focused Attention and Career Anxiety: The Mediating Role of Career Adaptability by Yun-Jeong Shin and Ji-yeon Lee

Journal Spotlight

Creative Use of the Career Construction Interview by Susan R. Barclay

Predicting STEM Major and Career Intentions with the Theory of Planned Behavior by Rael Moore and Jeremy Burrus

Construction and Initial Validation of the Career Maximizing Scale by Nathaniel M. Voss, Christopher J. Lake, and Cassandra Chlevin-Thiele

Situational Interest and Scientific Self-Efficacy: Influence of an Energy Science Career Intervention by Eric D. Deemer and Pankaj Sharma

Journal of Vocational Behavior Volume 110, Part A, February 2019

Antecedents of protean and boundaryless career orientations: The role of core self-evaluations, perceived employability and social capital by Ricardo Rodrigues, Christina L. Butler, David Guest



Gendered STEM career choices: Altruistic values, beliefs, and identity by Christopher M. Wegemer, Jacquelynne S. Eccles

Extracurricular activities and career indecision: A look at the mediating role of vocational exploration by Anne-Sophie Denault, Catherine F. Ratelle, Stéphane Duchesne, Frédéric Guay

Explaining gender-typed educational choice in adolescence: The role of social identity, self-concept, goals, grades, and interests by Samantha Sinclair, Artur Nilsson, Elmedina Cederskär

Hangover follows extroverts: Extraversion as a moderator in the curvilinear relationship between newcomers' organizational tenure and job satisfaction by Jooyeon Son, Chiho Ok

Does socioeconomic status shape young people's goal revision processes in the face of negative career feedback? by Shi Hu, Peter A. Creed, Michelle Hood

Job strain, time strain, and well-being: A longitudinal, person-centered approach in two industries by Wen Fan, Phyllis Moen, Erin L. Kelly, Leslie B. Hammer, Lisa F. Berkman

Home is where the mind is: Family interference with work and safety performance in two high risk industries by Ryan C. Johnson, Erin M. Eatough, Chu-Hsiang (Daisy) Chang, Leslie B. Hammer, Donald Truxillo

The performance costs of illegitimate tasks: The role of job identity and flexible role orientation by Jie Ma, Yisheng Peng

Career doubt in a dual-domain model of coping and progress for academic and career goals by Melodie Chamandy, Patrick Gaudreau

Journal Spotlight

Motivated by future and challenges: A cross-cultural study on adolescents' investment in learning and career planning by Lucija Andre, Thea T.D. Peetsma, Annelies E.M. van Vianen, Joost Jansen in de Wal, ... Tomislav Bunjevac

Anger, anxiety, depression, and negative affect: Convergent or divergent? by Thomas W.H. Ng, Kelly L. Sorensen, Ying Zhang, Frederick H.K. Yim

Attributions of blame for customer mistreatment: Implications for employees' service performance and customers' negative word of mouth by Patrick Raymund James M. Garcia, Simon Lloyd D. Restubog, Vinh Nhat Lu, Rajiv K. Amarnani, ... Alessandra Capezio

Who earns more? Explicit traits, implicit motives and income growth trajectories by Catherine Apers, Jonas W.B. Lang, Eva Derous

Article(s) from the Special Issue on A Cross Cultural Exploration of Decent Work; Edited by Dr. Ryan D. Duffy and Dr. David L. Blustein.

Decent work in Switzerland: Context, conceptualization, and assessment by Jonas Masdonati, Marc Schreiber, Jenny Marcionetti, Jérôme Rossier

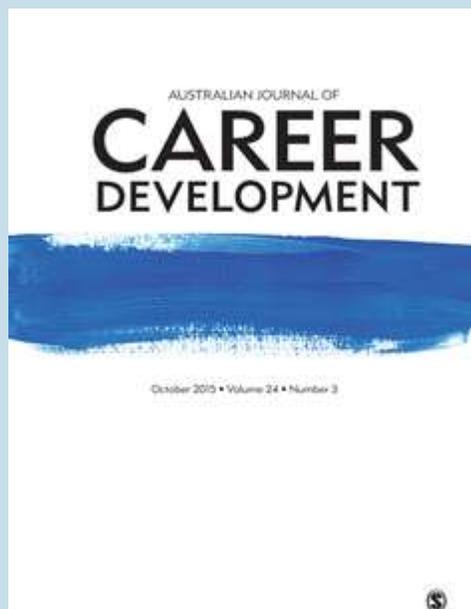
Decent work in Italy: Context, conceptualization, and assessment by Annamaria Di Fabio, Maureen E. Kenny

Call for Graduate Student Authors

The National Career Development Association's *Career Developments* magazine is looking for graduate student authors for the 2019 issues. *Career Developments* is a practitioner-focused, quarterly, in-print magazine received by all NCDA members. The Graduate Student Column is written by current or recent graduate students and follows the general theme of the issue. Past articles have included topics such as group career counseling and imposter phenomenon. Upcoming issue topics include the changing world of work and social justice in career counseling. More information about *Career Developments* can be found at <https://www.ncda.org/aws/NCDA/pt/sp/magazine>.

If you have further questions or if you would like to express interest in writing for future issues, contact Dylan Richard at Dylan.r.richard@usm.edu.

Journal Spotlight



Australian Journal of Career Development April 2019

Perceptions of students and employers regarding employability skills for entry-level positions in marketing and sales by Tamgid A Chowdhury and Mohammad K Miah

Kindness in career development interventions by Lila Pulsford

Improving graduate outcomes for technical colleges in Nigeria by Ugochukwu C Okolie, Paul A Igwe, and Elisha N Elom

Career counselling strategies to enhance the vocational wellness of journalists by Charles P. Chen and Madia Javid-Yazdi

Eight Types of 'Baby Boomer' Entrepreneurs by Ting Zhang

Encouraging students to draw on work experiences when articulating achievements and capabilities to enhance employability by Denise Jackson and Susan Edgar

Stress regarding academic expectations, career exploration, and school attachment: The mediating role adolescent-parent career congruence by Eyüp Çelik

Building a solution-focused career counselling strategy for career indecision: A case study by Elvan Y. Akyol and Feride Bacanlı

International Journal for Educational and Vocational Guidance Volume 18, Issue 3, October 2018



The paths between gender, barriers, social support, coping efficacy and vocational indecision by Isabelle Fort, Anca Murariu

Supporting the career decisions of Australian-based international Chinese doctoral students by Myra C. Y. Lee, Mary McMahan, Mark Watson

Medicine as a calling among male and female medical students in Israel: Does it make a difference? by Aryeh Lazar, Hadassah Littman-Ovadia, Tamar Ovadia

Validation of the Career Adapt-Abilities Scale-Short Form across different age groups in the Turkish context by Erkan Işık, Firuzan Yeğin, Sıddıka Koyuncu, Ayşe Eser, Fatma Çömlekciler, Kübra Yıldırım

Journal Spotlight

“Science of the singular”: an explanatory single case study of whole school guidance counselling in Ireland
by Lucy Hearne, Paul King, Tom Geary, Neil Kenny

A longitudinal examination of the causes and effects of burnout based on the job demands-resources model by Yunsoo Lee, SunHee J. Eissenstat

Introducing: *The Journal of Career Counseling*

To strengthen and increase the science and practice of career counseling in Turkey, The Journal of Career Counseling (JCC) will be starting to publish as a new journal. The Journal of Career Counseling (JCC) is the official journal of the Turkish Psychological Counseling and Guidance Association founded in 1989. The JCC will be accepting articles both in Turkish and English. Dr. Buyukgoze-Kavas (currently a postdoctoral researcher at the University of Florida, Counseling Psychology Program), Dr. Sahin, and Dr. Oztemel from Turkey are the current editors of the JCC. The first issue of the journal will be published at the end of December 2018. The Journal aims to provide the professional, the public, and policymakers with the most recent developments in research and practice, focusing on career counseling and development, work, leisure, career education, and career interventions. Many journal editors have expressed their pleasure and good wishes to the editors of the JCC. The editors hope to see JCC develop over the years and play a significant role in contributing high-quality scholarship to the profession.



SVP Society for
Vocational Psychology
A Section of the Society of Counseling Psychology of the American Psychological Association



***Remember to Save the Date:
 NCDA Conference in Houston in June
 APA Convention in Chicago in August***



For correspondence regarding the newsletter or SVP membership:

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