

# THE LETTER

APA Division 17 Special Interest Group

VOCATIONAL PSYCHOLOGY AND CAREER INTERVENTION

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## PUTTING THE "VOCATIONAL" BACK INTO THE COUNSELING INTERNSHIP

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The article by Arnold Spokane in the first issue of the Z Letter struck a responsive cord in me. I have been in the VA for twenty years and came from an APA approved program and VA internship. I mourn the almost total loss of emphasis of vocational psychology content in the VA internship.

I can understand the need to develop excellent clinical skills to prepare for Counseling Psychologist (CP) roles whether or not career or vocational duties are expected. Also, the need to compete for available jobs requires the selection of a wide variety of clinically related coursework and experience.

At many VA Medical Centers, CP interns used to obtain vocational psychology training under a CP as part of the total program. This is now the exception since CP interns aim at clinical goals indistinguishable from clinical interns. Previous clinical and CP interns at Lexington VA Medical Center who did opt for this vocational experience found the training to be very enhancing for their overall preparation. CP interns would report that they had very minimal prior vocational training at their universities.

I would like to suggest that there is still a need for a model of CP provider of vocational psychology services in a VA setting. However, given the VA patient population, clinical skills would also have to be very well developed. Skills in clinical and vocational assessment and career counseling and psychotherapy

## SEE YOU IN NEW ORLEANS

Mark your convention program! The Division 17 SIG, Vocational Psychology and Career Intervention, will meet on Monday, August 14 from 9:00 to 10:00 a.m. in the Division 17 Hospitality Suite in the Hilton. We will also sponsor a social hour on Monday in the Hospitality Suite from 6:30 to 7:30 p.m. Bring a colleague or a graduate student to both of these meetings.

The group will also sponsor two "Roundtables", a convention innovation this year: Women's Career Advancement in Counseling, chaired by Zsuzsanna Gyorky and Mark Savickas, and Vocational Psychology, with David Blustein, Arnold Spokane, Judy Chartrand, Nadya Fouad, Tom Krieshok, Linda Subich, Peter Cairo, and Ellen Lent. Let's be sure these are well-attended. Both are scheduled for Sunday, August 13, 9:00 to 9:50 a.m. in the Hilton Grand Ballroom.

provides a very effective blend for working with the more difficult psychiatric and medical patients. Many of these veterans need to re-enter the work force, acquire new occupational skills, maintain their current work roles, and learn more effective coping skills.

Division of Mental Health and Behavioral Sciences, Department of Medicine and Surgery, VA Central Office, Washington, DC., has been discussing a reorganization of programs and personnel involved in vocational rehabilitation of disabled veterans. If approved, this would potentially combine Counseling Psychology, Compensated Work Therapy and Incentive Therapy from Rehabilitation Medicine Service, and the Case Management

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Program. The latter which began in 1979, required the appointment of case managers to coordinate vocational, social, and medical services for veterans to improve service provision in the area of vocational rehabilitation.

According to the above scenario, a new department would be formed at VA Central Office. Each VA Medical Center would have a CP to coordinate the combined program. To effectively administer such a program a wide variety of clinical and vocational skills would be required. This potential new leadership role, which has already been implemented at some VA Medical Centers, would provide a new role model and increase the incentive to take more vocational and industrial psychology courses in their career preparation.

The long range goal would hopefully be to encourage internship slots at strategically located VA Medical Centers. As these combined vocational rehabilitation programs would absorb new personnel and also increase the patient load, more than one CP could be hired to handle the new supervisory, clinical and vocational service demands. The above program reorganization may be decided after the President's new cabinet level Secretary of Veterans Affairs enters office after March of this year. Let's hope for the best!

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Mark Savickas

Occasionally, each of us runs across an intriguing article in a journal which is outside the counseling psychology and vocational development mainstream. Typically, we recommend these articles to our colleagues and collaborators. One function of The Z Letter is to widen the circle of colleagues with whom we share these articles. In each issue, a member of our Special Interest Group will recommend a few such "elusive" articles.

Carlsen, M. B. (1988). Meaning-Making. New York: W. W. Norton & Co.

A chapter entitled "Career Development as Meaning-Making" deals with a therapy of career development.

Ochberg, R. L. (1988). Life stories and the psychosocial construction of careers. Journal of Personality, 56(1), 173-204.

"Life narrative psychology" may be used to interpret the stories that middle-aged businessmen tell about their careers.

Richman, D. R. (1988). Cognitive career counseling for women. Journal of Rational-Emotive and Cognitive-Behavior Therapy, 6(1&2), 50-65.

RET can change self-defeating beliefs associated with three role conflicts experienced by women at each of four stages of vocational development.

Shahnasarian, M., & Peterson, G.W. (1988). The effect of a prior cognitive structuring intervention with computer-assisted career guidance. Computers in Human Behavior, 4, 125-131.

Viewing a 10 minute videotape on Holland's typology prior to using DISCOVER seemed to enable clients to better formulate and evaluate options.

Young, R. A., & Collin, A. (1988). Career development and hermeneutical inquiry Part I: The framework of a hermeneutical approach. Canadian Journal of Counseling, 22(3), 153-161.

Whoever lives out a career creates a text amenable to hermeneutical inquiry.

## RESEARCH IN PROGRESS

Tom Crotty, a doctoral student of Arthur Dole, at the University of Pennsylvania, is proposing dissertation research on the career expectations of first generation students in the Philadelphia school system, as compared with those of non-immigrant students. He can be reached at 4800 Baltimore Ave., Philadelphia, PA 19142.

Helen Farmer, at the College of Education, University of Illinois, has been funded by NSF to study background, personal, and environment factors, measured during adolescence, that are most important in the persistence of persons now 21 to 25 years olds, especially women and minorities, in math, science and technology careers.

Lenore Tipping, a student of Helen Farmer's, has completed her Master's thesis, extending the validity of Farmer's Home-Career Conflict Measure by comparing it with Hawley's measure of attitudes toward sex roles. Scores on two Home-Career subscales correlated significantly with total sex role attitude scores, while three Home-career subscales correlated significantly with the "partner and competitor" subscales of the sex-role attitudes measure.

Patricia Lunneborg, at the University of Washington, has in press with Charles C. Thomas, a book reviewing the empirical research, and professional and popular literature on women police officers. She will be on sabbatical in London for the next six months.

Tom Krieshok, at the University of Kansas, writes: I am reworking my much joked about manuscript, The Vulcan Mind Meld and the Myth of Painless Career Counseling. Actually it's the title that's joked about, not the manuscript itself (I trust). I am attempting to more clearly tie to career development, research in information processing which suggests we may be very poor judges of what the criteria are we actually use in making decisions. So far my empirical research has been at the level of assessing individual differences in people's ability to do that, and that's still at the rudimentary stages. The theoretical notions I'm working on examine

the implications of the above, extending to what they suggest about career counseling. As the working title indicates, interventions which allow the client to be passive may not be as effective as those which encourage (or force) the client to be actively engaged in manipulating and integrating the data. Likewise, it supports any kind of experiential interventions for data collection such as shadowing, informational interviews, and part-time work. No surprises there, but a good argument for why those types of interventions are so critical. Still need to address the fact that in many situations, clients come to us with the expectation that they will be able to do this quite passively, and the problem of moving them to where they are willing to do the work ("no pain no gain") necessary for effective career planning. By the way, the Vulcan mind meld is taken from the Star Trek series, a little used technique of which Vulcans were capable, which allowed them to simply place their fingertips on another person's forehead, incant a phrase, and know the person's experience as though it had been or were happening to them. Neat trick for career counselors, I suggest, but for mere humans we must rely on a representation of that experience through language. Aren't metaphors fun?

## NEW MEASURE

An experimental version of the Career Self-Concept Scale is currently available from Career Enhancement Associates. The new Scale measures career decision levels with sub-scales revealing "career self-esteem" and "career anxiety" levels.

According to John Coles, Ph.D., the author, the scale measures a client's experiential frame concerning career decisions. By reflecting the client's thought processes and feelings, a therapist can identify experiences that inhibit career development. A specimen set, which includes the manual and two scales, can be purchased by mailing your request to P.O. Box 40251, Reno, NV 89504.

## NEW PUBLICATIONS

The Great Career Search: A Career Planning Notebook. Dennis Nord, Ed. 1988. Walking Dog Press, 5615 West Camino Cielo, Santa Barbara, CA 93105. \$19.95 + \$1.60 handling.

A large-format book of 170 pages, containing a "tool chest" of brief lectures and structured exercises, written by the editor and staff at the UC Santa Barbara Career Center. Buyers may copy handouts for participants in classes, workshops, and career programs.

Working in America: A Status Report on Planning and Problems. Duane Brown & Carole W. Minor, Eds. 1989. National Career Development Association.

This publication summarizes the results of a Gallup poll commissioned by the National Career Development Association, the National Occupational Information Coordinating Committee, and the National Center for Research on Vocational Education. Questions directed to a representative sample of 1006 members of the civilian population tapped four areas: career planning and the use of occupational information; educational influences in career choice; how life roles, including the family, interact with work; and motivation, stress, and discrimination in the workplace.

The editors sum up five chapters of analysis by saying that "all is not well in the workplace." Respondents tended to believe that they had not planned well for their roles as workers, and suggested that the public schools should do better to prepare people for work. They reported considerable stress, conflict, and discrimination in their employment, and that they did not feel they were working to their potential. The editors conclude by suggesting a number of remedies that could be implemented by schools, as well as by employers and public agencies.

## PERSONAL

H.E.A. (Tony) Tinsley, at Southern Illinois University, has been appointed editor of the Journal of Vocational Behavior, following Nancy Betz.

The last issue of the Z Letter was returned from Robert J. Anderson in Chapel Hill, and David Forrest of Chatam, NJ. Can anyone supply new addresses?

Don Zytowski is seeking a current address for Dr. Steve Hampf, formerly a student at Ohio State University, who authored a skills assessment, reported in the 1983 Journal of College Student Personnel. Write Zytowski at the Z Letter address.

## NEW ORGANIZATION

AIM, the Association for Interest Measurement, has been formed to promote education, ethical usage, and communication among professionals who use interest inventories to help the public make important career and life decisions. The organization plans to publish a journal and have an annual conference. For membership information, write Laurie Gunning, AIM, 949 Peregrine Drive, Palatine, IL 60067.

## CALL FOR PAPERS

Career Development Quarterly is planning a special issue on the career development of ethnic minorities, and is now accepting manuscripts related to that topic. All types of manuscripts will be considered, including empirical, theoretical-conceptual, and practice oriented pieces. Authors with special questions about the suitability of their manuscripts for the special issue may call the guest editor. Deadline for submissions is January 15, 1990; all manuscripts should be sent to the guest editor of the issue: Fred Leon, Ph.D., Department of Psychology, Southern Illinois University, Carbondale, IL 62901-6502. Telephone: 618-536-2301.

## CAREER DEVELOPMENT QUARTERLY

Have you ever said, "I wish someone would put out a special issue of a journal about ...." or "Why don't journals address the really important or interesting topics in the field of vocational behavior"? If so, read on --

The editor of The Career Development Quarterly, Dr. Paul R. Salomone, is interested in developing ideas for potential special sections or issues of his journal. To this end, he is soliciting proposals from persons interested in vocational theory, research and practice. Suggestions for special sections and/or issues should be forwarded to him at Syracuse University, 805 South Crouse Hall, Syracuse, New York 13244. Draft outlines should include the following information: the general topic area proposed, projected article titles or subtopics to be included, a recommendation for a guest editor (with a vita and information about qualifications), at least some suggested authors and a timeline for preparation and publication of the section or issue. Proposals will be reviewed by Dr. Salomone and editorial board members in order to determine their relevance and feasibility.

## WHY IS THERE A POSTCARD IN THIS ISSUE?

There is a postcard in this issue because your editor cannot pass by an opportunity to collect some data. In the interests of comparing how college students rate the importance of several factors in their career planning with adult (your) ratings, will you please fill out the postcard, and mail it back? Today! Results in the next issue.

## JOURNAL OF NEGATIVE RESULTS

Dale Chell, at Iowa State University, has found that indexes of decision-making quality (amount of variance accounted for, and number of variables employed) obtained from a policy-capturing technique employing two each of reward, cost, and probability variables, were unrelated to measures of decision making anxiety. In contrast, a simple Guttman-like scale of career and college major decidedness was. In view of the fact that the college-student subject's policy capturing responses were reliable in a test-retest situation, it was tentatively concluded that they were unable to process information from as many as six occupational variables.

## CONTRIBUTORS WANTED!

What's new with you? Have you seen a book we need to know about? What research are you working on now? Have you a contribution that's not ready for editorial review yet? We can't have a newsletter without news. Send your material to The Z Letter, P.O. Box Z, University Station, Ames, IA 50010.

## SIG MEMBERS PRESENT AT AACD

Several VocSIG members will present National Career Development Association programs at the American Association for Counseling and Development convention in Cincinnati, March 16-19.

A workshop, "Improving Developmental Career Counseling" will be given by Donald Super and his collaborators, Steve Brown, Janice Smith, and Donna Walsh. They will use brief lectures on theory and methods, case presentations, and a simulated case conference to enhance participants' knowledge and skills in career development assessment and counseling.

Two invited addresses are featured on the program. The first, "Developing and Using Inventories for Career Counseling and Adjustment" will have Samuel Osipow, Arnold Spokane, and Jane Winer describe how they

constructed the Career Decision Scale and the Occupational Stress Inventory, as well as how counselors may use these two instruments in counseling for career choice and work adjustment. The second invited address, "Gender Issues in Life Planning" will deal with how gender issues influence career decision making, life planning, and role adjustment. Sunny Hansen will serve as discussant for presentations by Ellen Piel Cook, and by James O'Neil on women's and men's issues.

There will be additional programs on the family in career development, developmental career counseling, dysfunctional career beliefs, using self-estimates, and the career development needs of special populations, such as new immigrants and Black adolescents. There will also be a number of poster presentations and roundtables.



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