

REPORT FROM APA

Our SIG program at the APA convention in Boston lived up to our high expectations. The roundtables on "Career Interventions: New Directions for a New Decade" attracted about 65 people, twice as many as last year. The five tables were chaired by Drs. Dorn, Fretz, Harmon, Rayman, Rideout, Phillips, Taylor, Tinsley, Watkins, and Zytowski. Each table drew a crowd. We had to scramble to find chairs to add to the original eight chairs at each table. The participants each seemed to enjoy the opportunity to discuss common interests in relatively small groups.

Our two symposia both drew about 200 participants. The symposium on "Career Development at the Crossroads: Current Concerns and Future Directions" provided stimulating papers by Drs. Blustein, Fouad, Slaney, and Super. The two reactors, Drs. Betz and Myers, offered comments that integrated the diverse papers and provoked the audience into a lively discussion.

The symposium on "Emerging Direction in Career Assessment" also was very well received. The presenters were David Blustein and Michael Ellis (Career Commitment Inventory), Jack Crites (Career Master Inventory), John Krumboltz (Career Beliefs Inventory), and Donald Super (Salience Inventory). Thoughtful responses to the papers were provided by Fred Borgen and Esther Diamond. Unfortunately, the 50-minute time slot left no time for comments and discussion by those attending the symposium.

During the SIG business meeting about 15 people worked to plan program proposals for the San Francisco convention. Ideas included the possibility of symposia on the meaning of occupational interests, developmental approaches to career counseling, and adolescents at work.

The theme for Roundtable Discussions was selected: "Science into Practice." The roundtables would pair a researcher with a practitioner to discuss how basic science research can inform practice in areas such self-efficacy, EAP programs, career exploration, and multicultural counseling.

During the business meeting Linda Subich agreed to compile and publish a new SIG directory. We also agreed to begin a project aimed at describing a model introductory career counseling course and to explore methods of initiating a mentoring system with our SIG.

SIG member Harvey Sterns, a life-span developmentalist with an interest in the working lives of older adults, suggests that our SIG devise a forum for interacting with members of other divisions who have an interest in work and careers. His offer to facilitate networking with members of Division 20 met with an enthusiastic response.

The SIG social hour attracted 8 members who were still in Boston on Monday evening. Those who attended enjoyed two hours of spirited discussion led by Donald Super and fueled by free wine.

STRUCTURE-OF-INTERESTS MODEL

Professor S. Oosthuizen of Potchefstroom University, South Africa, has been developing a structure-of-interests model similar to Guilford's well-known work. At present he has identified 12 content dimensions, such as people, animals, plants, language, numbers, etc., and 8 function dimensions, such as serving, manipulating, studying, etc. Aside from its theoretical value, Prof. Oosthuizen believes the model can help make finer differentiations of specific vocations in contrast to vocational groups. Write Prof. Oosthuizen at the Department of Psychology, Potchefstroom University, Private Bag X6001, Potchefstroom, 2520, South Africa.

NEW INSTRUMENT REVIEW

John Crites, now in private practice in Boulder, CO, has published the Career Mastery Inventory, CMAS). Derived from the concepts in his 1976 Journal of Vocational Behavior article, CMAS yields scores on six dimensions:

- o Organizational Adaptability, "learning the ropes" of the employing organization.
- o Position Performance, learning the job duties and tasks.
- o Work Habits and Attitudes, being dependable, accepting supervision, etc.
- o Co-Worker Relationships, getting along with others on the job.
- o Advancement, moving up the organizational ladder
- o Career Choice and Plans, establishing career goals for the future.

In a second part, Crites presents a series of problem situations on the job. Respondents choose which of three responses they would make to such a situation, and are rated as

- o Integrative- removes thwarting condition and reduces tension,
- o Adjustive, reduces tension but does not remove thwarting condition, or
- o Nonadjustive- neither removes thwarting condition nor reduces tension.

The instrument is administered on a two-part op-scan answer sheet and chemical carbon answer sheet so that it may be machine or self-scored. For more information, write John Crites, Ph.D., Crites Career Center, 1942 Broadway, Suite 323, Boulder, CO 80302.

The Z Letter is published on an irregular basis by Donald G. Zytowski as a service to the Vocational Psychology and Career Intervention Interest Group of the Division of Counseling Psychology of the American Psychological Association.

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SIG AT INTERNATIONAL CONGRESS

Several SIG members attended the 22nd International Congress of Applied Psychology in Kyoto, Japan, in July, 1990. Donald Super, Bert Westbrook, Dorothy Neville, and Mark Savickas participated in a symposium dealing with "Criteria for the Validation of Measures of Career Development" organized by Karl Seifert from the University of Linz, Austria. Other participants included Pierre Dupont from the Universite de Sherbrooke, Canada, Ronelle Langley from Rand Afrikans University, South Africa, and Takeshi Senzaki from Bunkyo University in Japan.

Arnold Spokane chaired a symposium entitled "Vocational Psychology in the USA, Japan, and Israel." Participants included Fred Vondracek, Bruce Fretz, Elchan Meir, and Mark Savickas. Dorothy Neville and Donald Super participated in a symposium dealing with "Work, Study, Homemaking and other Roles on Five Continents." Donald Super also participated in symposia on "Novel Approaches in Career Counseling and Assessment" and "Toward Clarification of Needs, Values, and Interests as Personality Domains."

The 23rd International Congress of Applied Psychology will occur in Madrid, Spain in July, 1994. The organizing committee would appreciate receiving suggestions for symposia, workshops, and problem-solving sessions. Send your ideas to the:

Organizing Committee Secretariat
23rd ICAP
Colegio Oficial de Psicologos
Nunez de Balboa, 58, 50
28001 Madrid-Spain

ELUSIVE ARTICLES

Articles on the periphery of the Counseling Psychology and Career Development mainstream often go unnoticed. This column seeks to heighten our awareness of articles of intrigue and moment which otherwise may elude our grasp.

Madill, H.M., Brintnell, E.S.G., Macnab, D., Stewin, L.L., & Fitzsimmons, G. W. (1988). The delicate balance: Working and family roles. International Journal for the Advancement of Counseling, 11, 219-230.

Elusive Articles, Continued

Provides support for the view that striking a balance between family and work roles is significantly more difficult for women given their dual-role functions. Employs the Life Roles Inventory to compare level of participation, commitment and role value realization reported by females and males in various occupational categories. Higher levels of participation in home and family activities were reported by females across all worker groups. Implications for counseling are discussed.

Madill, H.M., Stewin, L.L., Brintnell, E.S.G., Fitzsimmons, G.W., & Macnab, D. (1986). An analysis of role salience and values in an allied health profession. In NATCON 14, Employment and Immigration Canada. Ottawa: Minister of Supply and Services Canada, 75-84.

Suggests that interrupted career patterns likely contribute to shortages within predominantly female professions. Study utilizes the Life Roles Inventory to discriminate values of female professional/managers versus female occupational therapists. Values typically reflective of a career-oriented pattern were endorsed more readily by the former group implying a propensity to promote their personal career development. Conversely, occupational therapists are viewed as less likely to engage in career self-advancement based on their expressed values. Implications for career counseling and vocational guidance are discussed.

Taylor, E.A., Madill, H.M., & Macnab, D. (1990). Values, salience, and job satisfaction: Male and female occupational therapists' responses. The Occupational Therapy Journal of Research, 10, 131-143.

Comparison study of male and female occupational therapists examining level of value endorsement and job satisfaction. Data from the Life Roles Inventory revealed significant differences with males more strongly endorsing Risk and Advancement, and females giving greater import to Social Relationships. Results from the Minnesota Job Satisfaction Questionnaire revealed no significant differences in level of job satisfaction between groups. Challenges the assumption that recruitment of more males into occupational therapy field will foster stability and increase status of the profession.

...Paul Hartung

Larence Erlbaum Associates has just published *Testing in Counseling Practice*, edited by C. Edward Watkins and Vicki L. Campbell. It includes eight chapters discussing the theoretical, research, and practical attributes of nine popular measures of personality and interests. Four chapters discuss more general matters: vocational card sorts, career choice process scales, (e.g., the Career Decision Scale, and the Career Development and Career Maturity Inventories), contemporary issues in testing use, and computer applications.

The contemporary issues chapter, by Nancy Betz, addresses ethical concerns of test quality and application. She discusses the problems of using tests with racial and ethnic minorities, as well as gender and cross-cultural issues.

James Sampson's chapter on computer application reviews benefits and problems associated with computerized administration, local scoring, and narrative reporting; and the potential for video-disc-based interactive interpretations. He notes, however, that there is little empirical evidence to suggest that the computer helps clients understand and apply test results to their own behavior change processes.

Two chapters by the book's editors bracket the remaining chapters. Campbell sets the tone by reminding us that uniquely in counseling, the test-taker is the test-user. Accordingly, counseling requires different practices in the use of tests. I admire her quotation of 1971 vintage Goldman, that "test data adds no new information, but contributes to the organization of the client's conception of himself (sic) in relation to whatever decisions are in focus." She concludes her chapter with a set of questions about goal setting and test selection with which to evaluate frame decisions.

Watkins' concluding chapter proposes ten integrative postulates about testing. Two that I think get to the heart of testing in counseling exhort the counselor to regard tests as multi-purposed, and to consider a multi-method approach to the use of tests-- how two tests may complement each other. Watkins says that these emphases must be grounded in a critically informed perspective. And that is exactly what this book attempts to provide.

...Donald G. Zytowski

MEMBER DIRECTORY UPDATE

As we prepare to revise and update our directory, I thought it might be interesting to examine informally the interest areas reported by the members who contributed that information to the first directory. The following summary gives us a snapshot of who we are, and perhaps will suggest some programming ideas for future conventions, or may inspire some networking among SIG members.

There were a total of 113 persons who listed one or more specific interest areas on their form. We worked together to classify the stated interests into as few discrete categories as possible. It was difficult as we found that our SIG members are quite a diverse group! What follows is a description of those interests using the system we devised:

27% of the respondents indicated that the career development process was an area of special interest (this includes interests in the process of mid-life change)

25% mentioned that the career development issues of women and members of racial and ethnic minorities were of particular interest

19% listed interests in the vocational behavior of members of other special groups (e.g., handicapped, nontraditional student, aging, gay/lesbian, and athlete populations)

16% stated that they were interested in examining issues related to the training and teaching of career development theory and practice

12% mentioned some form of vocational assessment as an interest area

12% reported an interest in industrial/organizational issues (e.g., occupational stress and adjustments, EAP consultation, organization-wide career development)

9% noted that the integration of psychotherapy and career counseling was an interest

9% expressed an interest in various types of theory driven research on career choice and development (e.g., self-efficacy theory, expectancy-valence

theory, cognitive behavioral theory)

7% declared an interest in developing and evaluating career interventions

7% indicated that family influences on career choice and development were of interest to them

5% disclosed an interest in career indecision

5% stated an interest in computer assisted career counseling

and finally, 12 % reported miscellaneous interests which included such topics as career development and its interface with: issues related to wellness; work values; ethics; and information processing styles (percentages do not add up to 100% owing to multiple responses).

It seems clear that the members of our SIG have quite varied interests, and that these interests are consistent with many of the topics evident in the current vocational literature. Also, up to this point our programming and projects seem to have accurately targeted at least some of these areas (e.g., integration of psychotherapy and career counseling, career assessment and intervention, etc.). There are, however, certainly numerous other themes that might be addressed, or expanded upon, in future programs. Likewise, there may be numerous other individuals we can involve in these projects, judging from our analysis of the current directory. It is also apparent that there are multiple opportunities within the SIG for networking among persons with similar interests; many persons commented on their directory membership forms that they wanted to make contact with persons with similar interests.

Now, to better serve my interests, I would like to point out that interest in vocational research and practice is certainly alive and well in the SIG, and the directory is one way for us to continue to nurture it. I encourage those of you who were in the first directory to update your entries if necessary. I hope you will also encourage colleagues and students who may want to join our SIG to send their names, addresses and interests to me for inclusion in our upcoming directory. Send all directory information to: Linda Mezydlo Subich, Department of Psychology, The University of Akron, Akron, Ohio 44325.

...Linda Mezydlo Subich & Ed Herzog

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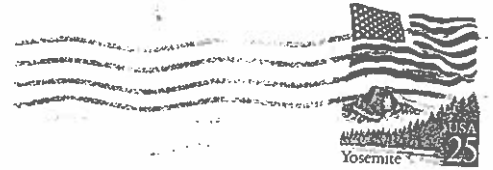
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Did you notice that this issue of the Z Letter contains no *Research in Progress*, *Journal of Negative Results*, or *Member News and Notes*? That's because you're not responding to my calls for news. Please let us know what you're doing by jotting some notes down in this space. Then tear the page off, fold it as shown in the back side, and drop in the mail with your stamp on it.

Students! You too! And have you a book or new instrument review you'd like to submit? You may not want to put the Z Letter on your vita, but we'd like to publish your contribution.

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We did it!

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