

THE LETTER

Volume 6, Number 2

Summer, 1994



Toward The Convergence Of Career Theory And Practice
May 5-6, 1994
The Ohio State University

More than 150 SIG members, graduate student affiliates, and other counseling professionals converged at the Holiday Inn on the Lane in Columbus, Ohio May 5 and 6. All came to participate in the second conference in the Advances in Vocational Psychology conference series entitled "Toward the Convergence of Career Theory and Practice."

Hosted by the Ohio State University Department of Psychology and sponsored jointly by the Vocational Behavior and Career Intervention SIG, Northeastern Ohio Universities College of Medicine's Behavioral Sciences Department, and OSU's Department of Psychology, confer-

ence presenters and participants worked to articulate more clearly the interface between career theory and career counseling practice. They also sought to link researchers and practitioners through dialogue and discussion of how practice can inform theory.

Formal presentations, panel discussions with the audience, and career counseling technique workshops by distinguished national and international experts shaped the one-and-a-half day conference. The presentations and workshops seemed to offer something for everyone, from career assessment and intervention to using career theory in practice and exploring innovations in career counseling.

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Mark Savickas & Sam Osipow

The remainder of Day 2 explored innovations in career counseling and ended with reflections on convergence and new directions. Dr. Fred Leong called for us as professionals to transcend our "boundary-induced myopia" and break down the walls between vocational psychologists and career counselors. Dr. Mary Sue Richardson then suggested that vocational psychology be "repositioned" to more



Fred Borgen

accurately reflect and examine what role work plays in people's lives. Dr. Richard Young discussed interpretation and action in career counseling, and Dr.

Audrey Collin

considered innovative approaches in career counseling in terms of responses to changing contexts. Drs. Nancy Betz, Samuel Osipow, and Roger Myers concluded the conference with very cogent and significant remarks about convergence and the issues raised throughout the conference.

SIG members and all participants enjoyed an invaluable learning experience as well as an opportunity to initiate, renew, and consolidate friendships and professional associations.

This conference recap was contributed to the Vocopher by Paul Hartung, Assistant Professor of Behavioral Sciences, Northeastern Ohio Universities Colleges of Medicine, Rootstown, Ohio.

NOICC PROJECT: VIDEO USAGE IN CAREER DEVELOPMENT

The National Occupational Information Coordinating Committee (NOICC), continuing its research related to video usage in career development, has articulated the need for improved skills in selecting, evaluating and integrating video technology within career development programs. NOICC, with interest in providing support for the provision of quality information to all K-Adult learners saw fit to fund this project and completed the following tasks: Identified and evaluated 63 Career Development Videotapes with potential to enhance achievement of the National Career Development Competencies; Trained video reviewers in the National Career Development Guidelines; Oriented 21 producers to the NCD Guidelines and Competencies; Published summary information of each of the 63 reviewed videotapes including videotape title, intended audience, length, producer name and address, number of evaluators who reviewed the videotape, NOICC content area category, production date, overall rating, instructional effectiveness rating, production quality rating, price, phone number of producer or distributor, description, producers comments, features liked most by reviewers and features liked least by reviewers. Information on the project, or how to obtain a copy of the final report may be obtained from Rich Feller, Project Director or Nancy Wise, Assistant Project Director, Colorado State University, Ft. Collins, CO 80523. Tel: 303-491-6879.

APA CONFERENCE-SIG ACTIVITY UPDATE

Don Balcer will be with the SIG for a conversation hour on Friday, August 12, from 3-4pm in the Division 17 hospitality suite.

Tentative times in the Hospitality Suite, other than the above, are: Monday, August 15 from 10AM to 12 noon - business meeting; 12 noon to 1PM-Section-in-Formation Work-Group



Bruce Walsh, Fred Borgen, & Gary Gottfredson

Swanson discussed person-environment fit counseling beyond Parsons' original framework and asserted that P x E fit theory underlies, indeed *is*, career practice. Conference co-chair Mark Savickas then suggested that we improve career theory on a case-by-case basis. Grounded in psychodynamic theory, Dr. Savickas discussed the value of a systematic techni-



Linda Subich

cal eclecticism for effective career counseling practice, outlined a career services delivery model, and emphasized the importance of open-minded learning from others (e.g., mentors, teachers, and col-

leagues). Dr. Ellen Lent advocated for using a person-centered approach in career counseling and asserted that doing so focuses more appropriately on the human side of the P x E fit equation. Dr. Judy



Nadya Fouad & Bob Lent

Chartrand discussed a social interaction perspective on career theory and

practice underscoring how individual vocational behavior occurs within and is affected by social contexts. Taking a developmental approach, Dr. David Jepsen

described career counseling theory and practice using a narrative paradigm.

In Session III participants chose to attend one of five workshops conducted by Dr. John Crites (Assessment and counseling for Career Mastery), Dr. Sharon Bowman and Dr. Beverly Vandiver (Applications of L. Gottfredson's Model of Career Development), Dr. Diane Tinsley and Dr. Howard Tinsley (A Theory of Leisure Experience: Research Implications and Counseling Applications), Dr. Rosie Bingham and Dr. Connie Ward (Career Counseling with Ethnic Minority Women), or Dr. Itamar Gati (Career Theory into Practice: Computer-Assisted Career Counseling). Day I concluded with a reception for all participants.



Lenore Harmon

Day 2

The conferences's second day began by exploring innovations in career assessment. Dr. Fred Borgen opened with a discussion of trends in vocational interest measurement and, specifically, the most recent revisions of the Strong Interest Inventory. Examining individual differences, Dr. Linda Subich suggested we



Conferees on break

borrow from feminist and multicultural literatures to develop a more accurate assessment model. Dr. Gary Gottfredson delivered a paper on direct measures of career status and showed how multiple partial theories relate to several core vocational problems. Concluding the first half of the morning, Dr. Naomi Meara offered some comments and challenges regarding the future of career assessment.



John Holland & Judy Chartrand

Day 1

Following a welcome and opening remarks by conference co-chair Bruce Walsh, John Holland delivered a keynote



Sam Osipow & Bruce Walsh

address on "The Integration of Career Theory and Practice." Dr. Holland opened by noting the many difficulties in preparing (his) talk." He then cogently discussed two types of practitioners, individual-centered and group-centered, each having a range of training, credentials, and experience. Dr. Holland asserted that as profes-



Roger Myers

sionals we need to do less "whining" about identity, turf, and qualifications issues and realize that "the public is concerned with outcomes not process." He also asserted that group-centered, psycho-educational approaches may be the best, if not only, way to intervene with people at middle and lower income levels who cannot afford often costly individual-centered career services. Concluding his address, Dr.

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Holland emphasized that career theories should be complementary rather than competing visions of career behavior, thus harkening back to the theme of his talk at the first Convergence conference at Michigan State University in April 1992.

Three sessions comprised the conference's first day. The first two sessions, separated by a lunch break, addressed the topics of "Career Theory into Practice", and "Making Career Counseling Theory more Useful". Session III consisted of workshops on career counseling techniques.

Session I presenters included Edwin Herr, Consuelo Arbona, Lenore Harmon, and John Krumboltz.



Jane Swanson

Dr. Herr commented that he views the theory-practice gap as more of a problem in "translating" career theory into appropriate use for practice. Discussing career theory and practice in a multicultural context, Dr. Arbona suggested a possible shift from a career develop-

ment emphasis to an academic and cognitive development focus, especially when considering minority groups. Examining the widening gap between theory and practice, Dr.



John Crites

Harmon used the metaphor of a moving target to convey the difficulty inherent in accurate theorizing about the dynamic and contextual nature of career development and vocational behavior. Dr. Harmon also identified a need for practitioner-developed and -directed career theories. Dr. Krumboltz presented a social learning theory of career counseling and explicated specific interventions across many modalities including behaviors and cognitions.

Leading off Session II, Dr. Jane

Annual Report of Accomplishments -
Vocational Behavior and Career Intervention SIG
June 1, 1993 - May 31, 1994

1. Sponsored a national conference entitled "Toward the Convergence of Career Theory and Practice" at The Ohio State University on May 5 & 6, 1994. It was attended by 192 individuals.

2. Prepared a book published (March 1994) by Consulting Psychologists Press: Convergence in Career Development Theories: Implications for Science and Practice.

3. Obtained a contract from Consulting Psychologist Press to publish a book entitled The Integration of Career Theory and Practice.

4. Presented a symposium during the 1993 APA Convention in Toronto, entitled "Career Counseling Theory: Problems and Prospects."

5. Presented a Roundtable session (5 tables, 10 discussion leaders) entitled "Making Career Counseling Relevant for the New Majority" during the 1993 APA Convention in Toronto.

6. Participated in the Division 17 SIG Roundtable session during the 1993 APA Convention in Toronto. Two SIG members chaired the discussion entitled "Models and Metaphors: The Relevance of Beliefs for Career Counselors."

7. Conducted a business meeting attended by 32 SIG members during 1993 APA convention in Toronto.

8. Co-sponsored, with the Career Development SIG of the Organizational Psychology Division in the International Association of Applied Psychology, the "Third International Symposium on Career Devel-

opment" conducted at the Croft Chapter House at the University of Toronto, August 19, 1994. Attended by SIG members and by IAAP members from Austria, Canada, Israel, and Japan.

9. Distributed two issues of the Z Letter (Vol. 5, No. 2 and Vol. 6, No. 1) to all SIG members.

10. Six papers that composed the SIG's 1992 APA Convention symposium on "Multicultural Career Counseling" were published as a special section in the September 1993 issue of the Career Development Quarterly.

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CAREER COUNSELING FOR WOMEN - '94 RELEASE

The 1994 release Career Counseling for Women, edited by W. Bruce Walsh & Samuel H. Osipow and published by Lawrence Erlbaum Associates presents nine significant topics focusing on career counseling for women. In chapter 1, "Basic Issues and Concepts in Career Counseling for Women," Nancy Betz outlines the unique issues that affect women's career development, especially the unique barriers to and facilitators of that development.

In chapter 2, "Career Assessment and Counseling for Women," Gail Hackett and Susan Lonborg primarily address the following question; How can career counselors approach assessment in their work with female clients in a way that facilitates confrontation and the surmounting of limits, rather than in a manner that perpetuates the status quo?

In Chapter 3, "Feminism and Career Counseling," Linda Brooks and Linda Forest present a research critique and feminists' recommendations for improving research practices of psychologists studying vocational behavior and career counseling and use four tenets of feminist therapy to make specific recommendations about the practice of career counseling with women.

In chapter 4, "Gender and Dual-Career Families: Implications and Applications for the Career Counseling of Women," Lucia Albino Gilbert, Marybeth Hallett and Natalie S. Eldridge address assumptions concerning income disparity, underrepresentation in the professions, the compatibility of occupational and family systems, and partners interdependency and role-sharing.

In chapter 5, "Career counseling with Ethnic Minority Women," Rose P.

Bingham and Connie M. Ward provide concepts the career counselor may use to gather information about the client and how she views her opportunities in the world of work.

In chapter 6, "Career Counseling for Gifted Women," Barbara Kerr and Susan E. Maresh examine giftedness of girls and women in terms of both general intellectual ability and specific extraordinary talents.

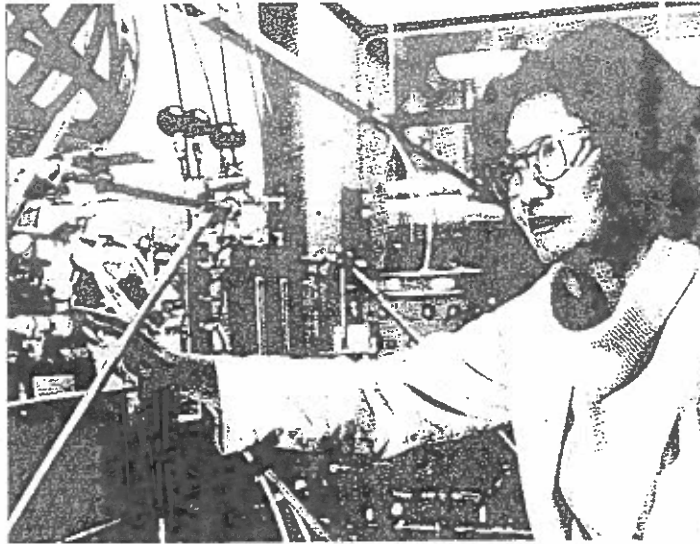
In chapter 7, "Career Counseling for Women in the Sciences and Engineering," Nancy Betz notes three critical points at which women are lost to the sciences:

the initial choice of careers, the transition from undergraduate degrees in the sciences to graduate degrees, and hostile climates for token women scientist in academia and elsewhere.

In chapter 8, "Career Counseling for Women in Management," Joyce E. A. Russell presents an elaborate discussion of external and internal barriers facing women managers.

In Chapter 9, "Women and Work: Theory Encounters Reality," Louise F. Fitzgerald and James Rounds present a framework for understanding work behavior within the general context of the theory of work adjustment by presenting a description of the theory and its strengths, the research it has generated, a critique from the perspective of the career psychology of women, and suggestions for expanding the theory to account more adequately for women's vocational adjustment.

In chapter 10, "Contemporary Developments in Women's Career Counseling: Themes of the Past, Puzzles for the Future," Lenore W. Harmon and Naomi M. Meara highlight essential conflicts that continue to impede women's achievement in the world of work.



ANNOUNCING THE NEW SIG ELECTRONIC MAILING LIST

For those SIG members already familiar with E-mail, nothing further need be said extolling its convenience and efficiency. For those not yet familiar with E-mail who do have access to an Internet account, note the following: IT IS EASY. IT IS FAST. IT IS FREE. And, it is rapidly becoming essential. E-mail is the electronic transfer of text from one computer to another via the telephone line. Certainly, ordinary telephone calls, FAX's, and snail mail (U.S. Postal Service) have their places. However, beyond the obvious benefits of E-mail, there is one thing you can get with E-mail that you can't get anywhere else - access to the very-soon-to-be-operational Division 17 SIG Listserver. A Listserver is an electronic forum for dispersing information and promoting ongoing discussions among SIG members. All E-mail sent to the Listserver is automatically forwarded to all subscribers. This provides a unique venue for problem solving and information sharing. The Listserv should be operational by mid-July, 1994. For information on subscribing, send your E-mail address to dlewis@riker.neoucom.edu.

ASSESSMENT '95 Conference New Directions and Resources

This conference, to be held in Tucson Arizona from January 13-15, 1995, is offered by the Association for Assessment in Counseling (AAC) and the ERIC Counseling and Student Services Clearinghouse. The conference will offer a number of unusual opportunities to learn about and experience cutting edge developments and exciting new resources in assessment for counselors and therapists who work with children and adolescents in and out of school. The major topics to be addressed are: New Developments in Assessment; Assessment and School Reform; Fair and Appropriate Assessment - Responding to Multicultural, Gender, Legal, Ethical and Diversity Issues; Current Social and Educational Issues; Development and Renewal of Assessment Skills - New Competencies Needed for Accessing the Assessment Super Highway; Challenges and Opportunities for Collaboration Among the Helping Services - Counselors, Psychologists and Social Workers.

Half and full-day hands on pre-session workshops include: best tests for counseling students; how to make valid test selections; establishing a viable K-12 assessment program, assessment for coping with ADD.

Earlybird registration fee is \$170 (by November 1). Training clinics: \$100 full day; \$75 half day. To receive a brochure or for information on submitting a program or workshop proposal call 1-800-414-9769. NBCC and CEU credit applicable.

With a deep sense of loss, we inform our colleagues that

Professor Donald Edwin Super

died on June 21, 1994.

A memorial service will occur in September, 1994

at Montclair, New Jersey, U.S.A.

**"We cannot do everything
at once, but we can do
something at once."
...Calvin Coolidge**