

Volume 2, Number 2

July, 1990

SIG SPONSORS BOSTON SYMPOSIUM

Career Development at the Crossroad:
 Current Concerns & Future Directions.

Saturday, Aug. 11, Noon to 1:50 pm
Sheraton Commonwealth Room

Reinvigoration of the vocational realm within counseling psychology stands as a major challenge for the next decade. Recent articles about the future of counseling psychology lead readers to conclude that young counseling psychologists are not interested in vocational development and career counseling. Moreover, those counseling psychologists who are enthusiastic about career counseling as a subspecialty express pessimism about it's future when they consider the implications of generic training programs. If career counseling is to remain vital in the present and viable in the future, young professionals must believe that career counseling (1) offers a unique service to clients, (2) provides challenging and rewarding work for psychologists, and (3) represents a core element in counseling psychology's future.

Concern about these issues has resulted in formation of a Division 17 Special Interest Group (SIG), Vocational Behavior and Career Intervention, which has as its goal the reinvigoration of the vocational realm within counseling psychology. The participants in this symposium have been selected because they represent the major, although sometimes incompatible, positions expressed by different groups with the SIG concerning how to revive the vocational realm. Although they may disagree about the current status of vocational psychology in counseling, each of the participants is committed to assuring the future of career counseling as a subspecialty within counseling psychology.

SIG EVENTS AT BOSTON APA

Symposium Career Development at the Crossroads: Current Concerns and Future Directions.

Saturday, August 11, Noon-1:50 pm
 Sheraton Commonwealth Room

Roundtable Discussions Career Interventions: New Directions for a New Decade.

Sunday, August 12, 9-9:50 am
 Sheraton Commonwealth Room

SIG Business Meeting

Monday, August 13, 9-9:50 am
 Division 17 Hospitality Suite

SIG Social Hour

Monday, August 13, 7-8:30 pm
 Division 17 Hospitality Suite

After a brief introduction by Mark Savickas, each participant will give a 12-minute presentation. David Blustein will discuss results of existing survey studies that suggest a decline of interest in vocational activities. He will also propose strategies that may revive interest in vocational psychology. Bob Slaney will discuss five issues that relate to the conception of career counseling as a less important function than psychotherapy. Nadia Fouad will examine the challenges that face vocational psychologists as they move into the next decade and make recommendation on how to reinvigorate the vocational realm. Donald Super will consider several new problems involved in attempts to reinvigorate the vocational realm. Then he will discuss the potential of developmental assessment and counseling, with its focus on multiple life-career roles. Following the four presentations, Nancy Betz and Roger Myers will each offer reactions. The remaining 30 minutes will be used for interchange among the panelists and the audience.

THE "YELLOW POSTCARD" STUDY

One of our readers writes, "How much confidence will people have in our research skills if we give an ipsative task (distribute 100 points across four factors) and then convert the percentages to means and standard deviations?" Well, the reader is right, but the investigator (myself) reasoned that because the sample was small (n=46), it didn't merit sophisticated analysis.

Nevertheless, here are how the respondents allotted the rankings:

	1-1.5	2-2.5	3-3.5	4
Interests	24	18	5	1
Skills	12	22	13	1
Aspects	11	16	17	4
Pers/Sit	3	10	12	23

Now, do we feel better? Do we know any more? Should we use a Likert scale? Would anyone like to join me in collecting more data of this kind, so that we could really begin to understand something?

RESEARCH IN PROGRESS

Sib Farrell, at Boston University, is concluding a study of the effects of SIGI+ on the decision-making skills of low-income women. The study is part of her doctoral program in Human Development and Counseling.

CONTRIBUTORS NEEDED

There can be no Z Letter without your contributions: Elusive Articles, News and Notes, Journal of Negative Results, Research in Progress, New Instruments, and Book and Software Reviews, and anything else you think the VocPsych SIG ought to know about. Remember, "All the news that fits, we print!"

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

NOTES NOTES FROM NCDA AT CINCINNATI

Our SIG was well-represented at the National Career Development Association Convention in mid-March at Cincinnati, Ohio. William Bingham received the Eminent Career Award. Donald Super, along with colleagues Steve Brown, Janice Smith, and Donna Walsh presented a workshop on Developmental Career Assessment and Counseling, under the joint sponsorship of AACD and NCDA.

Sam Osipow, Arnold Spokane, and Jane Winer gave an invited address on Developing and using inventories for career counseling and adjustment. Sam talked about current work in developing a measure of career self-efficacy in relation to physical, interpersonal, quantitative-scientific, and artistic occupations. Spokane presented case studies using the Occupational Stress Inventory, and discussed the possibility of adding items to tap family stress. Winer discussed the development of the Career Decision Scale, as it moved from several-sentence descriptions of undecided students, which were subsequently shorted to their current length by Clark Carney.

John Holland, who was the NCDA awards luncheon speaker, urged counselors to intervene to increase their clients' range of experience and bolster their self-esteem.

John Krumboltz, Betty Krumboltz, and Linda Mitchell presented a program on the Career Beliefs Inventory. Judy Chartrand presented a paper on the new "Career Factors Inventory," co-authored with Steven Robbins and Weston Morrill. Bert Westbrook and Mark Savickas presented programs on career maturity, and Fred Dorn and Linda Subich on career counseling. Sarah Toman discussed the "Case of Priscilla," and Dave Jepsen and Paul Salamone analyzed the case. Mark Savickas served as program chair for NCDA and, along with NCDA President Dave Jepsen, hosted a reception for all presenters on the NCDA program.

DONALD SUPER writes...

BOOK REVIEW

Donald Super has been awarded a Doctorate Honoris Causa by the University of Sherbrooke (Quebec Province, Canada) in recognition of consulting work he has done there for a number of years on assessing career development and the adaptation of the Career Development and Career Concerns Inventories to French-Canadian culture. Last Spring, he was awarded the Columbia University Teachers College Medal for Distinguished Contributions to Education.

During the academic year 1990-91, Super will be in residence at the University of North Carolina-Greensboro, leading an advanced seminar on career development each semester and consulting with Larry Osborne and Nina Starr on local research and development work based on his C-DAC model (developmental career counseling). He will continue his affiliation with the University of Georgia, (working with John Dagley on values and interests and with Steve Brown and Janice Smith on C-DAC), and with Armstrong State College in his home town of Savannah (with Grace Martin and Joseph Lane on women's careers and on needs-values relationships). While at UNCG, Super will consult on adult C-DAC work now starting at the University of Virginia (with Spencer Niles).

State this year, a volume on the Work Importance Study will be published by Jossey-Bass, with the (tentative) title of Life roles, values and career: International findings of the Work Importance Study. Reporting on the results of research with the internationally developed Salience Inventory and Values Scale in 12 countries on five continents, the book is being edited by Don Super (University of Georgia) and Branimir Sverko (University of Zagreb, Yugoslavia) after a week of intensive work in Switzerland, to which Jose Ferreira-Marques (University of Lisbon, Portugal) contributed as an invited consultant.

Arthur, M. B., Hall, D. T., and Lawrence, B. S., (Eds.). (1989). Handbook of career theory. Cambridge, England: Cambridge University Press.

From 38 contributors to 25 chapters in a Handbook of career theory, you'd think you would see a majority of the VocPsych SIG members. But there are only a few. Why? Because this is a book of career theory written from the organizational perspective-- that perceives career development not as an individual event, but as the product of interaction between individuals and organizations. After all, individual career development usually takes place in an organizational setting, with varying factors of opportunity, policy, management strategies, and the like.

The chapters review theory and research on organizational careers. Twelve chapters were contributed by social scientists who were asked to contribute concepts from their fields that would be useful to career researchers. These include, "People as sculptors, not sculpture," "Political perspectives," and "Career improvisation." Three final chapters suggest future directions for the development of career theory.

All in all, this handbook of career theory from an organizational perspective ought to be useful in expanding a narrow individual psychological view of career behavior.

MEMBER NEWS AND NOTES

Bob Slaney has been promoted to the rank of Professor at Pennsylvania State University.

Testing in Counseling Practice, edited by Ed Watkins and Vickie Campbell has been published this month by Lawrence Earlbaum and Associates.

Arnie Spokane has just completed the manuscript for his "Annual review: Practice and research in career counseling and development, 1989," to appear in the December 1990 issue of The Career Development Quarterly.

Mark Savickas has been appointed editor of the Career Development Quarterly for a three-year term beginning July 1, 1990, and preceded by a one-year term as editor-elect.

Linda Subich has been appointed Associate Editor for The Career Development Quarterly. In this position, Linda will assist the editor in soliciting manuscripts, training new members of the Editorial Board, and preparing special issues.

Nancy Betz gave the keynote address at the Great Lakes Regional Conference of Division 17, hosted by the University of Akron faculty. Nancy's title was "The science of counseling psychology: Where to from here?" SIG members at the conference included Ann Garden, Sarah Toman, Linda Subich, Ellen Lent, Mark Savickas, Avery Zook, John Cochran, Sandra Perosa, and Jennie Cassidy.

David Blustein presented an invited address at the annual meeting of the American Educational Research Association (April, 1990). His topic was "Explorations of the career exploration literature: Current status and future directions." David used the opportunity to summarize the literature on career exploration, identify some necessary future directions, and present some propositions that may guide subsequent investigations and theoretical efforts in this area.

SOFTWARE REVIEW

The Perfect Career by James C. Gonyea. Northbrook, IL: Mindscape, Inc., Undated. \$39.95.

A mini-SIGI! The software package, The Perfect Career, subtitled "A program of interest and ability testing," consists of an assessment activity linked to 12 occupational groups incorporating 620 occupations, on a floppy disk accompanied by a 44 page manual.

The program is developed by James C. Gonyea, the Director of the New England Center for Career Development, who is described as having "personally counseled over 13,000 clients in career planning and job placement."

The core of the program is an inventory of 180 job activities, keyed to the 12 interest areas of the DOL's Guide for Occupational Exploration. For high school students or people with little work experience these comprise the interest inventory; for adults with work experience, they are responded to twice-- once as interests, and again as abilities. The items are very narrowly conceived and closely tied to occupations, e.g., "Supervise workers in a stone quarry," or "Examine patients in a doctor's office." The response format is "Very Interested", "Interested", or "Not Interested". A similar three-point scale is applied to ability responses.

Users may also estimate the strength of their interests in the twelve areas, and later compare their scale scores with their estimates.

A section of the program links occupations to responses on the interest, or interest and ability inventories. The linkage appears to be on the basis of individual responses (it is not really clear), rather than scale scores, since one can ask for occupations that respond to items responded to as "Very interesting," or "Interesting." Following the occupational lists are screens that discuss the relationships of interests and abilities, or of each to satisfaction and success, or that offer sources of more information, or the opportunity to order print copies of occupational information.

In a sense, Perfect Career is about at the same level of sophistication as a computer-based Self-Directed Search in a GOE framework, but with a far less sophisticated assessment instrument. So the final question might be whether its accessibility (you can buy it over-the-counter) is worth its price, compared to finding someone who will make the SDS or similar inventory available to you. In either case, one ends up with a number of occupations that are supposedly reasonably fit for further investigation. Perfect Career differs chiefly in that it will print out the order form, ready for you to mail.

...Donald G. Zytowski



COUNSELING PSYCHOLOGY DIVISION

VOCATIONAL BEHAVIOR AND CAREER INTERVENTION SPECIAL INTEREST GROUP ROUNDTABLE DISCUSSIONS

Career Intervention: New Directions for a New Decade

Date: Sunday, August 12, 1990

Time: 9:00 AM - 9:50 AM

Location: Sheraton Commonwealth Room

Chairperson: Mark L. Savickas, Northeastern Ohio Universities College of Medicine

Table 1: Career Counseling Process Research

Discussion
Leaders

Lenore W. Harmon, University of Illinois at Urbana-Champaign
C. Edward Watkins Jr., North Texas State University

Table 2: Leisure and Retirement Counseling

Discussion
Leaders

Bruce R. Fretz, University of Maryland
Diane J. Tinsley, Southern Illinois University at Carbondale

Table 3: Computers and Career Intervention

Discussion
Leaders

Jack R. Rayman, Pennsylvania State University
Karen M. Taylor, The Ohio State University

Table 4: Social-Cognitive Perspectives on Career Intervention

Discussion
Leaders

Fred J. Dorn, Memphis State University
Susan D. Phillips, S. U. N. Y. at Albany

Table 5: The Future of Career Assessment

Discussion
Leaders

Jane L. Swanson, Southern Illinois University at Carbondale
Donald G. Zytowski, Iowa State University