

FROM THE SAN FRANCISCO MEETING...

There was an undeclared vocational psychology mini-convention at the APA annual meeting in San Francisco, with programs contributed by our own Division 17 SIG, plus programs from Industrial/Organizational, and Military Psychology.

The SIG Roundtables were well-attended, despite being scheduled in the opening hour of the convention. Sixty-plus attendees distributed themselves among five discussion groups. Super and Perosa's Developmental Theory group touched on historical trends in developmental career education with attention to factors that block implementation and the effects of unemployment on self-image. Hackett and Lent's group reviewed the status of self-efficacy theory, and examined several ways in which the theory has been applied in practice. Prince and Fouad presented a case of a Chicana high school student whose family seemed to be inhibiting her career development by their need to have her at home. Parental Influence on Career Development, led by Young and Palladino, considered the role of "individuation," a concept from family therapy, as a factor to be incorporated into career development theory. Brook's group on theory into practice was co-led by Beryl Hesketh, who has investigated Linda Gottfredson's compromise theory in Australia.

The Military Psychology program focused on motivations involved in the military career decision. Here is a research topic with the luxury of an observable dependent variable-- whether the subject enlists in the military or not--- and a wealth of bio and test data.

In the I/O department, John Holland participated in a program featuring Gary Gottfredson's new Position Classification Inventory-- a sort of SDS applied to jobs-- while David Campbell badgered the two of them for zeroing themselves as out on C-type behavior. How could anyone who has Hollagon-coded all 12,500 jobs in the DOT be devoid of C personality attributes, he asked.

The symposium on career assessment

featured reviews by their authors of Holland's My Vocational Situation, Krumboltz's Career Beliefs Inventory, Chartrand's Career Factors Inventory, and Crites' Career Mastery Inventory. Krumboltz advanced the neologism "zeteophobia," fear of seeking out, to explain the often-observed delay in confronting career development issues.

A well-attended poster session and several other symposia rounded out the full treatment of vocational behavior and career intervention at the meeting.

LISBON SYMPOSIUM ON CAREER DEVELOPMENT

An international symposium on career development was held September 7 and 8 at the University of Lisbon. Professor Jose Ferreria Marques hosted the conference, which was organized by Karl Seifert (University of Linz, Australia), Donald Super (University of Georgia) and Mark Savickas (Northeastern Ohio Universities College of Medicine). The conference goal was to promote thoughtful discussion of issues in career development and to advance the participants' research programs through mutual consultation.

Presenters included Fred Vondracek on identity, Itamar Gati on career compromise, Vance Peavy on storied approach to career counseling, Edgar Krau on hidden motives for career choice, Bernard Tetreau on interest inventories as micro-interventions, Karl Seifert on the relationship between career maturity and career adjustment, John Crites on adult career development, Mark Savickas on work adjustment, Leonard Stewin on employability skills, and Ronelle Langely on career development in South Africa. Discussants were William Bingham, President; Jose Ferreira Marques, President-elect; and Donald Super, Honorary President, all of the International Association for Educational and Vocational Guidance.

The participants are making plans for a second international symposium. It is planned for Brussels, Belgium, on July 17 and 18, 1992, immediately preceding the 25th International

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Congress of Psychology, scheduled for July 19 to 24. Two days later, the American Association for Counseling and Development's bilateral conference begins in Edinburgh. If you are interested in participating in the International Symposium, contact Mark Savickas, 216-215-3511.

The symposium in Lisbon preceded the conference of the International Association for Educational and Vocational Guidance, September 9 through 13, also in Lisbon.

Several members of the VocPsychSIG participated. Bill Bingham, President of the Association, gave the opening and closing addresses. Don Super presented an invited address entitled "Models of career development," and participated in a plenary session entitled, "Half a century of international cooperation," with Jean Long of France, Elvira Repetto of Spain, Takeshi Senzaki of Japan, and Jose Ferreira Marques of Spain.

Itamar Gati addressed the group on "Processes associated with compromises in career decision making," and Edgar Krau gave a paper, "The counseling of emigrants." Vicky Coleman of Purdue University spoke on "Self-esteem in vocational maturity of multicultural populations," and Mark Savickas presented "Career as story: Explorations using the narrative paradigm."

IAEVG is an association of guidance professionals and organizations, founded in 1951, to promote the development of guidance policies and practices. If you would like to join, please write the Secretary General, IAEGV, Miss K. M. G. Hall, Department of Economic Development, Gloucester House, 57 Chichester Street, Belfast, BT1 4RA, Northern Ireland, U.K. Individual members are (US) \$35 per year.

CAMPBELL INTRODUCES WORK ORIENTATION(S) OF SCII

David P. Campbell, the now invisible hand in the Strong Interest Inventory, has introduced a family of instruments he calls the Campbell Work Orientations (CWO). Three, the Campbell Organizational Survey (COS), the Campbell Interest and Skill Survey (CISS), and the Campbell Leadership Index (CLI) are now available from National Computer Systems, while two more, a community survey and a measure of team function are still in the incubator.

The COS taps job satisfaction in an organizational setting, and can be used to assess either individuals or a work group in order to identify possible policy or management changes that might lead to greater worker satisfaction and involvement.

The CISS, in a preliminary edition, is almost a Strong-Campbell look-alike, employing a six-point L-D response format on occupations, school subjects and activities, yielding T-scores on a combined-sex norm group. It yields 29 scales clustered into nine "super" scales. A unique feature is a set of parallel self-reported skills scales, suggesting where individuals might best concentrate their efforts.

The most unique is the CLI. Consisting of a 100-item adjective checklist, it obtains both an individual's self-perceptions of leadership qualities, and those of three to five colleagues, permitting self-versus-others contrasts. By focusing on discrepancies between self- and other observations, individuals can initiate changes that may make them more effective leaders.

All three feature multiple short scales, reminiscent of the SCII's Basic Interest Scales, clustered into broader groupings like the General Occupational Themes. Campbell promises that a new, non-Hollagun model of interest types is forthcoming for the CISS. For more information and prices, call Doug Tripp at NCS, 1-800-676-2797.

FROM THE SIG BUSINESS MEETING

Twenty-five members of the Vocational Behavior and Career Intervention SIG were present at the annual business meeting conducted during the San Francisco APA Convention.

The group chose the topic, "Multicultural career counseling" as the theme for next year's convention meeting, and agreed to submit a program proposal for a symposium. Four papers will be presented: counseling process, training issues, counseling techniques, and assessment methods. A conjoined proposal for roundtables subsequent to the symposium will be submitted. Presenters on each symposium topic will participate at the roundtable discussions. If the two proposals are accepted, we will have an exciting program in which the symposiasts may focus and stimulate our thinking, and the roundtables will enable us to interact and teach each other.

In a second agenda item, Mark Savickas proposed that SIG members who sponsor or present colloquia and seminars submit a videotape to Mark for recording on a master tape. He will then make copies of the master tape with up to six hours of presentations for SIG members who are willing to furnish a blank tape and pay transportation costs.

A third agenda item sought to match SIG members who possess large data banks with members who have research interests, but lack opportunity to collect data. In addition, the idea of mentoring between members emerged. Discussion resulted in a new project for the SIG, reported below in the article titled "Mentoring Project Proposed."

Bob Lent announces that plans are underway for a conference on prospects for integration and cross-fertilization among the major theories of career choice and development. Presenters, to include prominent vocational theorists and researchers, will discuss theoretical approachment, promising cross-theoretical constructs, and needed directions in theory-guided research. The conference, which will immediately precede the Great Lakes Regional Conference for Counseling Psychology, is scheduled for Thursday, April 23, at Michigan State University. VocPsych SIG members will receive an announcement containing further details soon.

NEW JOURNAL OF CAREER ASSESSMENT

Bruce Walsh announces the Journal of Career Assessment, to be published by Psychological Assessment Resources. It will publish methodologically sound, empirically-based studies focusing on the process and techniques by which counselors gain understanding of their clients for making informed career choices. Career assessment, as used in this journal, will encompass tests, inventories, rating scales, interview schedules, surveys and direct observational methods. Manuscripts which describe innovative career assessment strategies, developments in instrumentation, validation of theoretical constructs, relationships between existing instruments, career assessment procedures, relationships between assessment and career counseling, and review articles of assessment strategies and techniques are of particular interest. The first issue is scheduled for January of 1993. Manuscripts should be sent in four copies, to Bruce Walsh, Editor, Department of Psychology, Ohio State University, Townshend Hall, 1885 Neil Avenue Mall, Columbus, OH 43210. All articles will be blind peer reviewed.

The Z Letter is published on an irregular basis by Don 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.

The assistance of CTB MacMillan/McGraw-Hill, publisher of the Kuder General and Occupational Interest Surveys, is gratefully acknowledged.

Address correspondence to Donald G. Zytowski,
PO Box Z, University Station, Ames, IA 50010.

MENTORING PROJECT PROPOSED

The VocPsych SIG discussed the feasibility of establishing a formal mentoring system at its San Francisco business meeting in August. Those present decided not to go formal, but to encourage member participation in any of the following:

1) Willingness to receive manuscripts for pre-submission review. This would be an informal review to provide a sounding board for ideas for original studies or replications, or considerations of experimental design or quality of data analysis.

2) Willingness to talk about professional issues inherent in the work setting. This could encompass such diverse matters as a junior faculty members managing a research program among other duties, or a senior faculty ready to turn to a different career phase, or counseling center psychologists trying to fit some research activities into their time.

3) Willingness to share data sets, or cooperate in data collection. Linda Subich, the SIG Membership Directory publisher, suggests collaboration between members who want (or need) to do research and those who have data, but who lack time or resources to deal with it.

The mentoring project coordinator, Nadya Fouad, encourages member participation, and Linda suggests that descriptions of member interests in the SIG Directory should facilitate the needed interaction. If you would like to participate as a mentor or mentee, send your name and full address, plus telephone number and ways in which you would like to participate to Nadya at Department of Educational Psychology, PO 413, University of Wisconsin-Milwaukee, Milwaukee, WI 53201 (414) 229-6830.

If you haven't received your new copy of the Member Directory or would like a copy for a colleague, contact Linda at Department of Psychology, University of Akron, Akron, OH 44325.

CANADIAN CONSULTATION

The National Consultation on Vocational Counseling Annual Meeting will be held in Ottawa, January 21-23, 1992. The meeting is sponsored by the Counseling Foundation of Canada, the Employment and Immigration Service of Canada, and the University of Toronto Career Center. For more information, call Ms. Lou Hawkes at the University of Toronto Career Center, (416) 978-80890

**PHILLIPS AND BLUSTEIN RECEIVE
DIVISION 17 HONORS**

SIG members Susan D. Phillips and David L. Blustein were honored by Division 17 at the 1991 Convention. Phillips received the John L. Holland Award for Outstanding Achievement in Career and Personality Research. Blustein received the Early Career Award, recognizing achievement by a counseling psychologist in the early years of their career.

Blustein is currently Associate Professor and Director of the Master's Program in the Department of Counseling Psychology at the SUNY University of Albany.

A native New Yorker, he received his PhD in Counseling Psychology from Teachers College Columbia in 1985, an MS in Counseling and Guidance from Queens College in 1976, and a BA in Psychology from SUNY Stony Brook in 1974.

Prior to joining the Albany faculty in 1985, Blustein was employed in three different college counseling centers, and completed an internship at the FDR VA Medical Center in Montrose, NY.

Blustein's extensive research program is devoted to understanding more about the processes of career exploration and commitment to career choice, the theoretical and empirical relationships between career development and collateral lines of development (such as identity formation and intimacy development), and the nature of vocational issues in counseling and psychotherapy.

He also serves on the editorial boards of Journal of Vocational Behavior, and the Journal of Occupational Psychology.

In addition, Blustein maintains a small private practice in which he works with adults, couples, and late adolescents in areas relating to both the vocational and nonvocational domains of development.

Phillips is Associate Professor in the Department of Counseling Psychology at The SUNY University at Albany, where she has directed the doctoral program since 1987.

She was born and reared in Southern California, and obtained her bachelor's degree from Stanford University. Even as an undergraduate, she showed interest in vocational psychology, choosing for her senior project to design, conduct and evaluate a vocational counseling workshop.

Following her bachelor's degree with a major in Human Biology, Phillips entered graduate studies at Teachers College of Columbia University, receiving her Ph.D. in 1979. While at Columbia, she began to focus on a question that has remained one of her undying interests: How do people make the decision they do? This seemed most easily

accessed through the vocational domain, so she eventually investigated the topic in a developmental context, using the Career Pattern Study data for her dissertation research. (See JVB 20, 129-140 and 141-152.) Those investigations studied how decisions could be either exploratory or committed and challenged the notion that good outcomes come only to those persons who follow the exploration-commitment sequence of decision-making.

Following a year in Utah, Phillips took a position at Albany. In her 12 subsequent years, she has studied the construct of decision making styles, and, finding that construct particularly suited to the question of how people make decisions, has conducted series of investigations on the relationship of style to outcome (JVB 20, 215-222; JVB 22, 12-29; JVB 25, 96-105; JCP 30, 395-402; JCP 31, 498-503), and on the characteristics of people who showed different decision styles (JVB 26, 106-115; JCP 33, 160-168). The cumulative findings (combined with those of other investigators) suggest that while there is one sure way to make "bad" decisions (by relying on others), it is not altogether clear how one must proceed to make "good" decisions. Evidence reveals the benefits of an intuitive (though not impulsive) decision to be almost as good as those of the rational approach.

Phillips has also studied the application of stochastic analysis to sequential phenomena (JCP 31, 139-148); what happens, or should happen, in the counseling process (JCD 67, 169-173); and the integration of trait, contextual, and developmental notions of vocational behavior (JCP 35, 203-216).

At present, amid her various accumulated roles and interests, Phillips has begun to investigate how, and with what benefit, one might pursue vocational choices in a way that is simultaneously tentative and committed.

NEW BOOK

W. B. Walsh & S. H. Osipow, eds. (1991). Career counseling: Contemporary topics in vocational psychology. Hillsdale, NY: Erlbaum

This book, one in the series edited by Walsh and Osipow, presents seven chapters by different authors that update and extend the five approaches described by Crites in his 1974 TCP review. They are not so much reviews of theories, but rather present translations of theory to practice, broadly describing interview techniques, test interpretation, and the acquisition and use of occupational information.

A chapter on person-environment fit by Rounds and Tracey resuscitates the trait-and-factor tradition and supplements it with material on information processing, describing it as the

problem-solving approach to career counseling. Watkins and Savickas extend the psychodynamic perspective beyond Freud and Bordin to Erickson and Adler. The chapter on developmental career counseling adds to Tyler to Super's theory by asserting that development is a self-constructing process of selecting and organizing perceptions of external reality. A chapter on person-centered career counseling updates the views of Carl Rogers. Krumboltz and Nichols' chapter illustrates how social learning theory can be integrated with a number of the major theories, such as Super and Holland. Dorn gives a rationale for utilizing social influence theory in career counseling. The evolution of computer assisted counseling is traced in Rayman's chapter, which he concludes with a module-by-module comparison of the two dominant systems, SIGI and DISCOVER.

This book's value is to bring experienced theorists, teachers, and practitioners up to date. It might also serve well as a textbook from which to teach techniques of career counseling.

A ROSE BY ANY OTHER NAME?

Howard N. Johnson, PhD
US General Accounting Office

The professional weight placed on a career development versus personal or psychological counseling always makes for an intriguing discussion. However, the practical side of the debate is often unnoticed. At the General Accounting Office (GAO) recently, we were forced to reconsider our alignment of the two functions and come up with a different approach.

The original design of our program reflected the belief that personal and career issues are strongly overlapping. Thus, we organized all services around the unified conceptual term "Counseling and Career Development." In theory, as well as in practice, I think we were correct. Not surprisingly, many of our employees faced career decisions that were very entangled with personal problems. However, the other reality in the work place is that most employees do not trust managers and supervisors in discussing their home and relationship problems. It is a fact of organizational life that some stigma is still attached to seeking counseling, particularly by male employees. We came to believe that many employees avoided getting needed career assistance out of fear of possible inferences made between them and personal or emotional problems.

A second concern was the perception employees had of the utility of our services. For example, after ten years, I've come to the

conclusion that the term "career development" just might be too theoretical in a world where practical results are the only thing that counts. It's difficult to hold the attention of the person whose impatience with low salary, slow advancement, lack of challenging opportunities presses for more immediate results than sometimes promised by the career development process. This is not to suggest that those processes are inappropriate and indeed necessary for some clients, but, as career counselors we need to understand the employee who implies by his or her behavior, "I don't want development, I just want a job, or a promotion."

Following some soul searching, we decided to make our career services more psychologically accessible. That decision included capitalizing on the popularity of a small component of our services, the Career Resource Center, and adopting its name to include our collective career program. The change meant expanding the use of the term and the concept, which as originally applied and professionally understood means a self-help library. In addition to changing the name, we expanded another component called the "Job Information Station" which emphasizes resume preparation, job interviewing skills, networking, and the like. More than 70% of our additional offerings existed in the old program, that is, counseling, assessment, workshops and computer support.

Also, because of our floor layout, we were able to provide separate entrances for what has now become two functional units: the Career Resource Center and the Counseling and Consultation Services. By taking these simple steps we expected a couple of outcomes. First, clearer name recognition would increase the visibility of the career program and its services. Second, many potential users would view career services as a safe territory to explore. Finally, the name "Resource Center" itself carries a very practical connotation, suggesting a menu of services and activities that individuals would find easier to relate to than that suggested by the term "career development."

How is it working? It's still early, but some of the responses are encouraging. The term is finding its way into more of our in-house literature and human resource management discussions. Employees appear to be more interested in where we are located and when the services are available. Managers are also asking questions about how they can use the services when counseling their staff.

It may sound like we've gone through a lot of effort just to change a name. "Is not the rose just as sweet?" Perhaps so, but we're gambling that the effort will have a bigger payoff for our employees. Initial feedback is good, and at this point we feel confident.

MEMBER NEWS AND NOTES

Ronelle Langley, Counseling Psychologist at the University of Pretoria, South Africa, is participating in a project to bring information on career choice and development to all teenagers in South Africa. She has organized six hour-long TV programs, including presenters from Western, African, and Asian cultures, alternating with music videos, information about 50 occupations, panel discussions, competitions, career hints from celebrities, and a telephone call-in panel.

Al Hood and Dick Johnson announce the publication of their book, Assessment in Counseling: A Guide to the Use of Psychological Assessment Procedures, by AACD.

Mark Pope will present two workshops at the 9th International Conference of the Association for Psychological Type: "Type and satisfied computer personnel," and "MBTI, sexual orientation, and type minorities." He also is author of a chapter, "Bias in the interpretation of psychological tests," in a forthcoming book on Counseling Gay, Lesbian, and Bisexual Clients, to be published by AACD.

Dave Jepsen will leave his position at the University of Iowa in January to assume the job of Coordinator of the School Counseling Program at the University of Maryland, College Park.

Fred Vondracek, Penn State University, presented on "Vocational identity development in adolescents" at an international conference sponsored by the German Research Council and the University of Geissen.

Greg Neimeyer, University of Florida, has guest-edited a special issue of the Journal of Career Development on Personal Construct Theory in Career Counseling that will appear in March 1992. He has also authored "Vocational development and intervention in adolescent career choice," with Martin Heesacker, in C. E. Walker (Ed.), Handbook of Clinical Child Psychology, (2nd Ed.), published by Wiley; "The role of vocational differentiation in career development: A critique of poor reasons," in R. A. Neimeyer and G. J. Neimeyer (Eds.), Advances in Personal Construct Psychology, Vol 2, to be published by JAI Press; and "Defining the boundaries of constructivist assessment," with R. A. Neimeyer, in G. J. Neimeyer (Ed.), Casebook of Constructivist Assessment, to be published by Sage.

READERS! What news have you of new positions, books or chapters published or in press, papers presented, or other activities of interest to the VocPsych SIG? Drop me a note today for the next issue of the Z Letter! TODAY!

The Z Letter
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