BEYOND INTERESTS AND ABILITIES: A MORE COMPREHENSIVE APPROACH TO CAREER EXPLORATION

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Poll Question:

What best describes your role?

a. Career counselor  
b. Faculty teaching first-year seminar course  
c. Faculty teaching other courses  
d. Administrator  
e. Other
## Agenda

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<th>Career Exploration</th>
<th>Traditional Approach</th>
<th>Alternative or Additional Approaches</th>
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<td>Values</td>
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<td>Action Steps</td>
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## Career Exploration Process

1. **Self-Assessment**
2. **Career Information**
3. **Taking Action**

Parsons (1909)
Poll Question:

What is typically the first question asked of students during the career exploration process?

a. What interests you?
b. What are your strengths?
c. What matters most to you?
Self-Assessment

Interests: Holland’s Person-Environment Fit

Holland’s Hexagon

realistic  investigative

artistic

c conventional

enterprising  social
Interests: Holland’s Person-Environment Fit

<table>
<thead>
<tr>
<th>Theme</th>
<th>Description</th>
<th>Careers</th>
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<tbody>
<tr>
<td>Realistic</td>
<td>Athletic, prefers working with things and outdoors</td>
<td>Pilot, Florist, Laboratory Technician</td>
</tr>
<tr>
<td>Investigative</td>
<td>Scientific thinker, prefers working with ideas</td>
<td>Biologist, Researcher, Computer Systems Analyst</td>
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<tr>
<td>Artistic</td>
<td>Creative, prefers unstructured situations and working independently</td>
<td>Artist, Journalist, Photographer</td>
</tr>
<tr>
<td>Social</td>
<td>Helper, prefers working with others</td>
<td>Teacher, Speech Pathologist, Psychologist</td>
</tr>
<tr>
<td>Enterprising</td>
<td>Leader, prefers to influence and persuade others</td>
<td>Sales Manager, Buyer, Politician</td>
</tr>
<tr>
<td>Conventional</td>
<td>Detail-oriented, prefers clerical and structured tasks</td>
<td>Administrative Assistant, Editorial Assistant, Tax Accountant</td>
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Poll Question:

Do you use Interest Inventories?

a. Yes often
b. Yes sometimes
c. Rarely
d. Not at all
Exploring Interests Is Not Enough

**SDS group:**
- Identified more career alternatives

**But, NO differences on:**
- Career exploration
- Decision making self-efficacy
- Career indecision
- Seeking career counseling

Behrens & Nauta (2013)
Abilities

Strengths

Poll Question:

Do you use Ability Assessments?

a. Yes often
b. Yes sometimes
c. Rarely
d. Not at all
Transferable and Soft Skills

Importance of Growth Mindset
(Dweck)
Abilities

The Power of 

YET

-Carol Dweck

ABCS Goal Setting Framework

Aim High
Believe in Yourself
Care and Commit
Specify and Self-Reflect

Harrington (2016)
What Matters to You?

VALUES!

Work Values

Intrinsic
- Helping Others
- Independence
- Leadership
- Responsibility

Extrinsic
- High Income
- Job Security
- Prestige
- Easy Access to Job

Choi (2013)
What Influences Career Decisions?

Personal Meaning

• Value and Purpose

Amundson et al. (2010)

Poll Question:

Do you use Value Assessments?

a. Yes often
b. Yes sometimes
c. Rarely
d. Not at all
Exploring Values

• Create a List of Work Values
• Informal Assessments
• Card Sorts- Prioritizing Values
• Value Journal
• Investigating Values of Others
• Case Studies

Interests, Abilities, Values...
CAREER INFORMATION

Where Do Students Get Career Information?

- Informally from friends and family
- Faculty rather than career counselor

Greenbank, & Hepworth (2008)
And...

Students were confident that this career decision making approach works!

Greenbank & Hepworth (2008)

Websites

- **Occupational Outlook Handbook**
  - www.bls.gov/oco/

- **Career One Stop**
  - www.careerinfonet.org

- **O-NET**
  - http://online.onetcenter.org

- **Ferguson’s Career Guidance Center**
  - www.fofweb.com/Careers
Informational Interview

“An informational interview is a brief meeting between a person who wants to investigate a career and a person working in that career” (Crosby, 2010, 22).

Are Students Engaged in Career Exploration?

Not much, they take a “serial” approach to academics and careers, placing greater importance on assignments and current work.

Greenbank and Hepworth (2008)
Career Exploration

Positive Outcomes

Improved self-efficacy

Improved vocational identity

Career satisfaction

Taveira & Moreno (2003)

Role of Self-Regulation

Self-Regulatory Decision Making

Good Fit Majors
Good Fit Careers
Satisfaction with Career Decision
Major-Career Match

Eun, Sohn, & Lee (2013)
How Can We Help Students with Career Exploration?

Identity Status and Career

<table>
<thead>
<tr>
<th>Table 7.2 Marcia’s Identity Statuses Applied to Career Decision Making</th>
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<tr>
<td>Identity Status</td>
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<tr>
<td>-------------------</td>
</tr>
<tr>
<td>Identity Moratorium</td>
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<tr>
<td>Identity Foreclosure</td>
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<tr>
<td>Identity Diffusion</td>
</tr>
<tr>
<td>Identity Achievement</td>
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Harrington (2016)
Being “Undecided” is Okay

“In summary, previous researchers have demonstrated that undecidedness about a career or college major can be a healthy and expected process, but should not persist as a permanent status for college students.”

Bullock-Yowell, McConnell, & Schedin, 2014, p.23

Different Approaches for Students in Different Stages

- Exploratory Students
- Decided Students
- Returning Students
What about…

Self-Efficacy for Career Decision Making

Gianakos (1999)

Undecided Students

Career Decision Making
Self-Efficacy

n = 226 undergraduates

Bullock-Yowell, McConnell, & Schedin (2014)
What Influences Self-Efficacy?

- Success with challenging tasks
- Social modeling
- Persuasion focused on self-improvement
- Reducing anxiety and depression

Bandura 2012
Success with Challenging Career Tasks

Shift from “easy” task to “more challenging yet doable” task

Completing self-assessments

Completing self-assessments; Add action steps such as summary and reflection components

What Influences Self-Efficacy?

Success with challenging tasks

Social modeling

Persuasion focused on self-improvement

Reducing anxiety and depression

Bandura 2012
Poll Question:
After parents, who most influences career choice?
- Significant others
- Friends
- Other relatives
- Teachers or counselors

Who Influences Career Decisions?

- Parents, 34
- Friends, 19
- Significant Others, 13
- Teachers or Counselors, 11
- Other Relatives, 11
- Others, 12

n = 58 young adults

Phillips, Christopher-Sisk, & Gravino, (2001)
What Influences Career Decisions?

**Relational Life**

- Belonging and Connection
- Role Models and Mentors

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How Others are Involved in Career Decision Making

- **98%**
  - Action of Others
    - 79% provided alternatives

- **86%**
  - Recruitment of Others

- **28%**
  - Pushing Others Away

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Amundson et al. (2010)

Phillips, Christopher-Sisk, & Gravino, (2001)
Parents and Professors Positively Impact Self-Efficacy

n = 235 college students

Garcia et al. (2015)

How?

Opportunities to Build Skills

Modeling

Reinforcements

Garcia et al. (2015)
Need for Increased Models

- Campus connections
- Informational interviews
- Videos
- LinkedIn or other networking sites

What Influences Self-Efficacy?

- Success with challenging tasks
- Social modeling
- Persuasion focused on self-improvement
- Reducing anxiety and depression

Bandura 2012
Reducing Negative Emotions

Strategies

- Challenge negative thoughts
- Putting it into perspective
- Making tasks “doable”
- Refer to counseling as needed

Action Steps
Taking Action: Krumboltz’s Theory

Happenstance
Theory

College Experiences and Career Decision Making

- Coursework
- Internships
- Extracurricular Activities
- Confidence Level
- Relationships
- Attitude toward College
- Reflection

Ready for Action:
Questions to Consider

• Why are they exploring?

• How important or valuable is career exploration?

• How confident are they with this task?

• What facilitates or inhibits exploration?

Taveira & Moreno (2003)

Critical Ingredients of Effective Career Interventions

- Incorporating written exercises
- Individualized assessment interpretation and feedback
- Using current and reliable information
- Bringing in career role models
- Helping students build support networks

Engaging in the Career Exploration Process….

Takes

EFFORT

and

TIME

Attribution Training

36 Undergraduates

Attribution Career Training (8 minute video)

Control Group (8 minute video)

“I’ve worked hard”

Same video without the attributional statements

“I’m in charge of what I’m doing”

Luzzo, James, & Luna (1996)
More Productive Career Beliefs

Career Beliefs Inventory

- Working Hard
- Responsibility
- Sense of Control

Luzzo, James, & Luna (1996)

Increased Exploration

Career Exploration Survey

- Environmental Exploration
- Self-Exploration

Luzzo, James, & Luna (1996)
Career Interventions Work!

- Career Exploration Actions
- More Sophisticated Decision-Making Process

Greenbank (2011)

Unfreezing Activity

Identify and critique decisions we have made in the past

Greenbank (2011)
Career Case Studies

- Evaluate and look for themes
- Advantages and disadvantages to different approaches

Greenbank (2011)

Importance of Models

Access to Professional Role Models

Gianakos (1999)
Making Connections and Developing a Professional Profile

Concept Maps

- Self-Assessment
- Identify Career Options
- Informational Interviews
- Network
An Assessment and Intervention Tool

**Future Career Autobiography**

- Get to know your students
- Watch them develop more specific career identities

Rehfuss (2009)

Questions? Contact Christine Harrington at drchristineharrington@verizon.net

THANK YOU FOR ATTENDING!