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REPORT FROM APA NEW ORLEANS

The Vocational Psychology and Career Intervention SIG convention activities included a program of four roundtables, a business meeting and a social hour.

Fifteen members attended the business meeting, engaging in a lively debate over the status of the career counseling component in counseling psychology programs. The group decided to escalate their discussion to a public forum next year by proposing a symposium that will attempt to reinvigorate this component by examining new frontiers in career counseling theory and research. We will also propose a continuing education program on developmental approaches to career counseling, and another program of roundtables.

More than 30 members and guests were present at the social hour, taking the opportunity to meet new and old colleagues and discuss common concerns.

Along with attendance at the roundtables, the three events affirmed the validity of our SIG by identifying new projects and adding new members.

....Mark Savickas

ROUNDTABLE REPORT

Issues and strategies in teaching vocational development and career interventions was led by Tom Krieshok and Linda Subich. Spirited discussion occurred on issues of how vocational psychology is taught in graduate

programs, what resources are used, and how the process may be improved. Don Super suggested that classic books and articles not be forgotten, and that we must seek ways to get students involved in vocational research. Mark Savickas raised the issue of whether it might be valuable to collect teaching tips and to make them available to educators in our field. Tom, Mark, and Linda will be at work on this project in coming months.

....Linda Subich

Balancing work and family in career development focused on problems that can arise when balancing work and family roles, as well as on personal and organizational strategies that can be used to deal with these problems. Longitudinal research on decisions made by career women who are now entering their 30's was noted, for example delaying or foregoing partner or family roles. Interest was expressed in examining patterns of change in these types of decisions across the life span.

....Judy Chartrand

Vocational issues in counseling and psychotherapy presenters David Blustein and Arnold Spokane came prepared to present case materials, but the sessions quickly focused on questions directed to the experts.

From the audience, John Krumboltz proposed that an integration of vocational counseling and therapeutic skills be advanced, which John Crites labelled career therapy." Krumboltz felt that the cognitive approach held

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## LETTER FROM SANDRA &amp; LINDA PEROSA

ROUNDTABLES, Cont'd...  
 promise, and Crites notes that models are presented in the literature, but that "you never see them done." He proposed a set of videotapes to illustrate career therapy. Other questions concerned the decline of student interest in vocational psychology, the offering of undergraduate courses in career development, and the better definition of career indecision and indecisiveness.

....Sarah Toman

Career development in business and organizational settings was chaired by Roger Myers, and touched on a number of innovative practices brought to the profit sector by counseling psychologists. Among the discussants was Sandra Shullman, whose practice includes consultation with employees concerning their career planning, and with organizations about establishing career planning services. Because I am fast approaching the time to apply for internship placement, I inquired about sites that might afford me specific preparation for work in the business world. In response, the discussants suggested that I develop my counseling skills in any well-appointed internship site and seek postdoctoral experiences requisite for competent functioning in organizational settings. From people who are already there, this seems like valuable advice.

The roundtable afforded me an opportunity to meet with psychologists and students of similar interest.

....Saul Chapman

Sandra and Linda Perosa write from the University of Delaware, "although we are not engaged in a specific project at the moment, we are interested in extending our prior research on career changers to blue collar workers. A difficulty for us is locating subjects-- perhaps some readers of the Z Letter would like to work with us. Are those involuntarily changed also identity achievers? What if the individual is unhappy in his or her new position? How does this influence identity achievement?"

We are also interested in continuing our investigation of the relationship between career and adult development. Of particular interest is the relationship between advancement in career and progression in Eriksonian stages. Is there a correlation between the maintenance career stage, job satisfaction, and generativity? What psychological dynamics explain the process? Also how does establishment and growth in a career foster maturity, self-esteem, roles, identity, intimacy, and peer and family relationships? Likewise, how does continuous shifting influence adult development in Eriksonian stages?

This year we have assisted in establishing an intervention program for laid-off workers at the Chrysler Plant in Newark, Delaware. As part of that project we helped to develop a series of workshops to aid workers seeking retraining or making a career change. A series of four (of twelve) workshops deal with the process of transition and adaptation to

loss. In these sessions, coping strategies are modelled.

We'd like to get in touch with others who are interested in adult problems, and might cooperate in our research."

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#### TONY TINSLEY MAKES THE POP PRESS

In a byline article by George Leposky on vacationing, Tony Tinsley of Southern Illinois University was quoted on his expertise in vocational behavior-- leisure-- "that the difference between work and vacation is the lack of obligation, of freely choosing a vacation activity for its intrinsic aspects."

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#### RESEARCH IN PROGRESS

Judy Chartrand, at Virginia Commonwealth University is working on a study of the personal and academic adjustment of non-traditional students, including a measure of role saliences.

James Reed, at the University of South Florida, Tampa, is researching the relationship between scores on the MBTI and the Strong Interest Inventory.

#### TIMELESS ARTICLES

Every once-in-a-while, articles appear that seem to have a continuing impact on how we do career counseling. It seems to me that some authors have made a contribution that will continue to be meaningful, even as society's pace of change accelerates. This sense of impact is usually tied to my assessment that the author's ideas are timeless, are confirmed by counseling experiences, and are useful to students. Some of my favorite timeless articles are:

Azrin, N. H., Flores, Y., and Kaplan, S. J. (1975). Job-finding club: A group-assisted program for obtaining employment. Behavior Research and Therapy, 13, 17-27.

Finding a job is a lonely job in and of itself. A group approach is presented that deals with both the emotional and practical issues of job hunting.

Dilley, J. S. (1968). Counselor actions that facilitate decision-making. The School Counselor, 16, 247-252.

A positive and practical approach for helping clients understand decision-making. It also defines the counselor's role when making a decision is the issue.

Figler, H. E. (1974). How to counsel students when they offer you only an hour of their time. Journal of College Placement, 35, 33-40.

Figler suggests that the most worthwhile investment one-hour counseling can make is to focus on values and help the student personalize the process.

Goldman, L. (1968). Information and counseling: A dilemma. Personnel and Guidance Journal, 46, 42-46.

A brief explanation of information causing some issues for the counseling relationship. Information transmission is not conducive to the relationship.

Thompson, A. P. (1976). Client misconceptions in vocational counseling. Personnel and Guidance Journal, 55, 30-33.

An explanation of the myths that career clients bring to the counseling session and some ways to respond to such myths.

Welfel, E. R. (1982). The development of reflective judgment: Implications for career counseling of college students. Personnel and Guidance Journal, 61, 17-21.

Where the client and counselor are in terms of reflective judgment can be a problem in career counseling. They may be looking for entirely different things.

....Jim Pinkney

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#### THE YELLOW POSTCARD

The last issue of the Z Letter contained a postcard listing four factors that may be considered in career decisions: Interest, Skill or ability, Work aspects or values, and Situational factors, with a request for respondents to assign a portion of 100 points to each, to signify their importance.

Forty-six usable responses were received out of the Z Letter mailing list of 135. Eighteen were female; 28 were male; the mean age was 45.

Findings were as follows:

	Mean	S.D.
Interests	32.54	12.48
Skills	27.26	10.34
Aspects	24.00	11.09
Situations	16.20	10.96

Neither age nor gender of respondents was correlated significantly with the remaining variables.

The n is too small for real conclusions, but the results are interesting, I think, in the light of what we assess.

....Don Zytowski

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#### NEWLY PUBLISHED

Esther Diamond informs us that she has edited a special issue of Applied Psychology: An International Review, titled Women's Occupational Plans and Decisions. It brings together significant contributions from two International Congresses for Applied Psychology, including discussion of the sex-segregated nature of work, changing attitudes toward careers for women in developing countries, criticism of research on women and work, and cross-cultural as well as cross-gender comparisons of work behavior and habits. Order from The Afterthought Bookshop, 116 Pentonville Rd., London, N1 9JB, United Kingdom.

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#### BITNET FOR COUNSELORS

Jerry Weinstein and Jay Carey at University of Massachusetts have inaugurated a BITNET hotline to exchange communications among researchers. For information, query CAREY@UMASS or GERA@UMASS.

Contributors Wanted! There can be no Z Letter without your news. What do you have: research in progress, a personal note, Journal of Negative Results, elusive articles, teaching tips? Jot it down on this sheet, then fold it with my address showing, and mail it in ASAP! Let's do three issues in 1990.

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## SIG MEMBERS PRESENT AT AACD

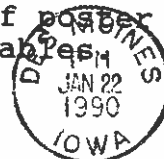
Several VocSIG members will present National Career Development Association programs at the American Association for Counseling and Development convention in Cincinnati, March 16-19.

A workshop, "Improving Developmental Career Counseling" will be given by Donald Super and his collaborators, Steve Brown, Janice Smith, and Donna Walsh. They will use brief lectures on theory and methods, case presentations, and a simulated case conference to enhance participants' knowledge and skills in career development assessment and counseling.

Two invited addresses are featured on the program. The first, "Developing and Using Inventories for Career Counseling and Adjustment" will have Samuel Osipow, Arnold Spokane, and Jane Winer describe how they

constructed the Career Decision Scale and the Occupational Stress Inventory, as well as how counselors may use these two instruments in counseling for career choice and work adjustment. The second invited address, "Gender Issues in Life Planning" will deal with how gender issues influence career decision making, life planning, and role adjustment. Sunny Hansen will serve as discussant for presentations by Ellen Piel Cook, and by James O'Neil on women's and men's issues.

There will be additional programs on the family in career development, developmental career counseling, dysfunctional career beliefs, using self-estimates, and the career development needs of special populations, such as new immigrants and Black adolescents. There will also be a number of poster presentations and roundtables.



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