

S E C O N D E D I T I O N

# MAKING VOCATIONAL CHOICES

A  
THEORY  
OF VOCATIONAL  
PERSONALITIES  
&  
WORK  
ENVIRONMENTS

JOHN L. HOLLAND



# **Making Vocational Choices A Theory Of Vocational Personalities And Work Environments**

**Liesel Ebersöhn**



## **Making Vocational Choices A Theory Of Vocational Personalities And Work Environments:**

**Making Vocational Choices** John L. Holland, 1985 Provides a typology of six personality types the realistic investigative artistic social enterprising and conventional assesses their interactions within the working environment including likely performance and social and educational behaviour and shows how they are likely to act in different environments Affirms the usefulness of the classification when applied to specific occupations and suggests practical applications Making

Vocational Choices John L. Holland, 1973

**Career Development and Systems Theory** Wendy Patton, Mary McMahon, 2006 The Systems Theory Framework was developed to produce a metatheoretical framework through which the contribution of all theories to our understanding of career behaviour could be recognised In addition it emphasises the individual as the site for the integration of theory and practice Its utility has become more broadly acknowledged through its application to a range of cultural groups and settings qualitative assessment processes career counselling and multicultural career counselling For these reasons the STF is a very valuable addition to the field of career theory In viewing the field of career theory as a system open to changes and developments from within itself and through constantly interrelating with other systems the STF and this book are adding to the pattern of knowledge and relationships within the career field The contents of this book will be integrated within the field as representative of a shift in understanding existing relationships within and between theories In the same way each reader will integrate the contents of the book within their existing views about the current state of career theory and within their current theory practice relationship Back cover ed

**The Corsini Encyclopedia of Psychology, Volume 4** Irving B. Weiner, W. Edward Craighead, 2010-01-19 Psychologists researchers teachers and students need complete and comprehensive information in the fields of psychology and behavioral science The Corsini Encyclopedia of Psychology Volume Four has been the reference of choice for almost three decades This indispensable resource is updated and expanded to include much new material It uniquely and effectively blends psychology and behavioral science The Fourth Edition features over 1 200 entries complete coverage of DSM disorders and a bibliography of over 10 000 citations Readers will benefit from up to date and authoritative coverage of every major area of psychology

**The Oxford Handbook of Organizational Climate and Culture** Karen M. Barbera, 2014-05-07 The Oxford Handbook of Organizational Climate and Culture presents the breadth of topics from Industrial and Organizational Psychology and Organizational Behavior through the lenses of organizational climate and culture The Handbook reveals in great detail how in both research and practice climate and culture reciprocally influence each other The details reveal the many practices that organizations use to acquire develop manage motivate lead and treat employees both at home and in the multinational settings that characterize contemporary organizations Chapter authors are both expert in their fields of research and also represent current climate and culture practice in five national and international companies 3M McDonald s the Mayo Clinic PepsiCo and Tata In addition new approaches to the collection and analysis of climate and culture data are

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*Career Development and Counseling* Steven D. Brown, Robert W. Lent, 2013-01-04 Praise for Career Development and Counseling Putting Theory and Research to Work Second Edition This volume is an essential resource for the library of anyone interested in the field of career development assessment and counseling and should also prove invaluable for graduate students interested in immersing themselves in some of the best work being done today in the field of career development and counseling Nancy E Betz PhD Professor Department of Psychology The Ohio State University In this second edition Drs Brown and Lent continue to shape career development discourse and illustrate the ongoing significance of the fields of career development and counseling in the twenty first century This edition will help both researchers and practitioners alike to better understand investigate and promote the role of work in people s lives Angela Byars Winston PhD Associate Professor of Medicine School of Medicine and Public Health University of Wisconsin Madison Complete coverage of leading career theories and practices Filled with the latest empirical and practical evidence this new edition features A new introductory chapter that defines and discusses the importance of career counseling in the twenty first century and offers a brief history of the field New chapters on gender race ethnicity social class and poverty sexual minority identity disability status personality and relational factors Major theories of career development Coverage of the assessment of important career constructs and occupational information systems Interventions for working with career issues across the life span Edited by two of the leaders in the field of career development and featuring contributions by many of the most well regarded specialists in the field Career Development and Counseling Second Edition is the one book that every career counselor vocational psychologist and student of career development and counseling must have

**Career Counseling** David Capuzzi, Mark Stauffer, 2012-04-27 This text provides the beginning counseling student with a comprehensive overview and discussion of the practical application of career counseling skills Based on the view that counselors must be prepared in a holistic manner it covers the historical and theoretical foundations of career counseling the skills and techniques needed for career counseling and contextual perspectives on career and lifestyle planning Important material that is often overlooked in introductory texts is included such as career and lifestyle planning with clients in mental health rehabilitation and couples and family counseling settings gender issues and working with LGBT and minority clients Throughout the text case studies informational sidebars and experiential activities make for a more engaging learning

experience and encourage additional contemplation of chapter content This new edition features new updated and expanded content throughout the division of career counseling in schools into separate chapters for K 8th grade high school and college including traditional hybrid and online campuses and an online instructor s manual with student resources offering material to enhance the pedagogical features of the text      **Academic Disciplines** John C. Smart,Kenneth A.

Feldman,Corinna A. Ethington,2000 Using as a framework the theory of careers developed by John L Holland the authors of this volume examine the patterns of student stability and change inherent in the college experience as well as the variations in professional attitudes and behaviors of college faculty Their goal is to learn more about what colleges and universities might do to facilitate the retention satisfaction and learning of their students For example why should faculties split over student oriented teaching strategies one group favoring the formal structured classroom the other a freer more spontaneous environment Why do some undergraduates become independent thinkers with strong analytical mathematical and scientific competencies while others develop powerful interpersonal and group leadership skills Holland s theory at its core a person environment fit theory assumes that there are six personality types and six analogous academic environments and that the educational persistence satisfaction and achievement of students are a function of the congruence or fit between students and their academic environments The authors also assume that there are circumstances under which the environments of the major field exert more influence on students than do the students own personality traits Applying Holland s theory to distinctive clusters of academic disciplines the authors have found that the answers to such fundamental questions as those asked above emanate from a basic understanding of the influences of academic disciplines and the manner by which they shape the patterns of thought and behavior of both college students and faculty **Academic Disciplines** will benefit researchers and graduate students who study college students and faculty as well as administrators and policymakers responsible for the performance of colleges and universities      *The Role of Values in Careers* Mark Pope,Lisa Y. Flores,Patrick J.

Rottinghaus,2014-05-01 Values are of critical importance in the practice of career counseling as evidenced by the pervasive use of values surveys and values card sorts by career counselors vocational and counseling psychologists career development facilitators career coaches and other career development practitioners The purpose of this book is to provide practitioners faculty and researchers in vocational psychology and career counseling with a foundational tool to guide their work This book focuses on the critical role that values play in a person s career addressing values from a broad array of perspectives including cultural and international perspectives to illuminate the place of values within vocational psychology and career development The book will be directed primarily toward psychology and counselor education faculty who teach advanced undergraduate and graduate courses in vocational psychology career development career assessment and career counseling Although there is a range of readership undergraduate and graduate students as well as professionals already in the field the authors understand the differences in reading level and agree to write for all levels      **The Handbook of Work Analysis**

Mark Alan Wilson, Winston Bennett, Jr., Shanan Gwaltney Gibson, George Michael Alliger, 2013-05-13 This new handbook with contributions from experts around the world is the most comprehensive treatise on work design and job analysis practice and research in over 20 years The handbook dedicated to Sidney Gael is the next generation of Gael's successful Job Analysis Handbook for Business Industry and Government published by Wiley in 1988 It consists of four parts Methods Systems Applications and Research Innovations Finally a tightly integrated user friendly handbook of interest to students practitioners and researchers in the field of Industrial Organizational Psychology and Human Resource Management Sample Chapter available Chapter 24 Training Needs Assessment by Eric A Surface is available for download **The Wiley**

**Handbook of Gender Equity in Higher Education** Nancy S. Niemi, Marcus B. Weaver-Hightower, 2020-12-03 Research into gender equity in higher education inspiring action With this enlightening handbook you can review the thinking of leading researchers on the current intersection of gender and higher education The Wiley Handbook of Gender Equity in Higher Education provides an in depth look at education's complicated relationships with and in some cases inadequate fostering of gender equity The collection offers a bold picture of research into the subject It also projects future paths of exploration inquiry and action for gender equity Focuses specifically on gender and higher education across the globe setting the stage for new explorations Examines gender equity in relation to the STEM fields Considers current male participation in higher education Covers gender segregation by major and the issue of women remaining in lower paying areas The Wiley Handbook of Gender Equity in Higher Education spotlights the continuing and integral role of educational institutions in the struggle for gender equity Policy makers university administrators and researchers can look to this handbook for perspective on recent research as they move forward in the pursuit of more equitable educational environments **Encyclopedia of**

**Counseling** Frederick T. Leong, 2008-04-25 CHOICE Outstanding Academic Title for 2009 2008 Best Reference Library Journal The scope depth breadth currency arrangement and authority of this work reflect the thorough in depth approach of the entire editorial and publishing team Advancing current thought and models in the field this work provides an unparalleled attempt to approach this important subject from many perspectives Moreover each volume has a list of entries a reader's guide and information about the authors and the contributors The reader's guide incorporates substantive topics e.g. assessment testing and research methods biographies coping this is an essential addition to graduate and research collections Library Journal Professional counseling involves helping clients individually or in groups or as couples and families deal with various career vocational educational and emotional problems Whether performed by psychologists psychiatrists social workers psychiatric nurses or counselors thousands of professionals throughout the United States as well as the world are providing counseling services to fellow human beings to help them address and resolve the various problems of living that exceed their coping resources and social support The Encyclopedia of Counseling provides a comprehensive overview of the theories models techniques and challenges involved in professional counseling With approximately 600

entries this definitive resource covers all of the major theories approaches and contemporary issues in counseling The four volumes of this Encyclopedia are flexibly designed so they can be use together as a set or separately by volume depending on the need of the user Key Features Reviews different types of counselors their different professional identities and their different models of graduate education Examines important historical developments that have shaped the evolution of the counseling profession into its current form Provides a comprehensive compilation of information about established and emerging topics in mental health and personal emotional counseling Addresses problems in personal emotional counseling ranging from concerns about normal developmental processes and common life transitions to debilitating problems of great severity Discusses the major social scientific and professional forces that have shaped the evolution of cross cultural counseling and psychotherapy Offers complete information on conventional and up and coming areas of interest in career counseling Key Themes Assessment Testing and Research Methods Biographies Coping Counseling General Economic Work Issues Human Development and Life Transitions Legal and Ethical Issues Organizations Physical and Mental Health Professional Development and Standards Psychosocial Traits and Behavior Society Race Ethnicity and Culture Subdisciplines Theories Therapies Techniques and Interventions This ultimate resource is designed for laypeople who are interested in learning about the science and practice of counseling It is also a useful source for undergraduate and graduate students and professionals from other specialties to learn about counseling in all its forms and manifestations

**Personality and Intelligence at Work** Adrian Furnham, 2008-03-19 Examines the increasingly controversial role of individual differences in predicting and determining behaviour at work

**Introduction to Career Counselling & Coaching** Hazel Reid, 2015-10-12 A practical introduction for those training in the field of career development career counselling and career coaching this book will take your students through established and emerging theory and the different contexts in which career work takes place introducing the key skills techniques and models they ll need Professional issues such as the use of digital technologies highlight the contemporary context of careers work and all of this is brought to life through engaging case studies and reflective questions highlighting the practical applications of what is being learnt

**Keys to Educational Psychology** Liesel Ebersöhn, 2004-06 If you are curious about Educational Psychology this book is for you You can read the chapters in any sequence or you can start at the beginning because this book provides myriad keys to the wonderful variety of themes in Educational Psychology today Written by leading psychologists researchers and practitioners this book focuses on all the positive constructs in Educational Psychology and reflects on the wide range of strengths assets and resources available to the educational psychologist Each chapter presents an integrated overview cutting edge definitions of key concepts quotations from professionals and students and reflective questions to guide your practice Written primarily by South Africans this book is particularly relevant to the local environment and presents practical application strategies Indigenous knowledge is infused with international perspectives and equal emphasis is placed on the learner and on the

social context on assessment and intervention and on theory and practice The book is extremely accessible to students but will also be invaluable for teachers psychologists researchers and health professionals **Theory, Research and**

**Dynamics of Career Wellbeing** Ingrid L. Potgieter,Nadia Ferreira,Melinde Coetzee,2019-09-18 This volume offers a new conceptualization of career wellbeing by viewing the construct as an individual's long term contentment with their career outcomes career achievements career changes and their sustainable employability amidst the complexities of the contemporary and emerging future digital driven work environment In support of this view of career wellbeing the volume constructs theoretical frameworks for future fit career wellbeing in the digital driven work life context The chapters juxtaposition current research trends in terms of future potential directions for research on career wellbeing in Industry 4.0 The volume also critically evaluates the relevance applicability and utility of the research findings and theoretical premises in various current versus potential Industry 4.0 settings for individuals across the life span It offers valuable suggestions for practice and interventions **The Professional Counselor's Desk Reference, Second Edition** Mark A. Stebnicki,Irmo Marini,2015-08-21 This award winning bestselling reference for professional counselors and graduate students is extensively updated and expanded to encompass critical developments that are immediately relevant to the counseling professions including the 2014 American Counseling Association Code of Ethics CACREP CORE accreditation standards DSM 5 the Affordable Care Act and many other important changes It reflects the ongoing consolidation of a strong identity for professional counselors and the need to address mental health and other counseling concerns amidst marked socio cultural changes The only resource of its kind it is an extremely useful guide for counseling students working toward licensure and certification as well as experienced counselors counselor educators clinical supervisors psychologists and social workers The second edition offers a unique interdisciplinary approach inclusive across all counseling disciplines and features contributions from over 110 highly regarded experts in counselor education research and practice It is based on the core content and knowledge areas outlined by CACREP and CORE accreditation standards and disseminates in 93 chapters both contemporary insight and practical strategies for working with the complexity of real life issues related to assessment diagnosis and treatment of diverse clients New chapters address military and veteran health issues evidence based practice for training counseling transgender individuals partners and families counseling caregivers social justice and so much more In addition to being a quick access resource for all counseling professionals the second edition serves as a concise accessible reference for graduate students preparing for certification and licensure exams It features an expanded comprehensive self exam of over 340 multiple choice items based on the CORE CACREP core content and knowledge areas for counselor education and training New to the Second Edition Updated and expanded discussion of the 2014 ACA Code of Ethics Affordable Care Act and its impact on delivery of mental health services Coverage of DSM 5 Promotes an interdisciplinary approach inclusive across all counseling disciplines Includes an expanded self exam with over 340 study questions for NCE



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*Counseling Psychology* Mark M. Leach, 2017-03-02 Since its beginnings after WWII Counseling Psychology has grown to become an applied specialty within psychology with unique areas of emphasis This book introduces readers to the field by presenting its history emphases trends and relationships to other areas within psychology followed by seminal articles that have significantly influenced counselors and researchers The volume is organized around the six general themes of history and professional development personal counseling career counseling cross cultural counseling counseling process and outcome and internationalizing Counseling Psychology In presenting articles representing these six themes that have defined counseling psychology readers are given an essential overview to the past the present and future directions of this applied specialty in psychology

*The Cambridge Handbook of Creativity and Personality Research* Gregory J. Feist, Roni Reiter-Palmon, James C. Kaufman, 2017-03-06 As individual subjects creativity and personality have been the focus of much research and many publications This Cambridge Handbook is the first to bring together these two topics and explores how personality and behavior affects creativity Contributors from around the globe present cutting edge research about how personality traits and motives make creative behavior more likely Many aspects of personality and behavior are examined in the chapters including genius emotions psychopathology entrepreneurship and multiculturalism to analyse the impact of these on creativity The Cambridge Handbook of Creativity and Personality Research will be the definitive resource for researchers students and academics who study psychology personality and creativity

How College Affects Students Matthew J. Mayhew, Alyssa N. Rockenbach, Nicholas A. Bowman, Tricia A. D. Seifert, Gregory C. Wolniak, 2016-08-23 The bestselling analysis of higher education s impact updated with the latest data How College Affects Students synthesizes over 1 800 individual research investigations to provide a deeper understanding of how the undergraduate experience affects student populations Volume 3 contains the findings accumulated between 2002 and 2013 covering diverse aspects of college impact including cognitive and moral development attitudes and values psychosocial change educational attainment and the economic career and quality of life outcomes after college Each chapter compares current findings with those of Volumes 1 and 2 covering 1967 to 2001 and highlights the

extent of agreement and disagreement in research findings over the past 45 years The structure of each chapter allows readers to understand if and how college works and of equal importance for whom does it work This book is an invaluable resource for administrators faculty policymakers and student affairs practitioners and provides key insight into the impact of their work Higher education is under more intense scrutiny than ever before and understanding its impact on students is critical for shaping the way forward This book distills important research on a broad array of topics to provide a cohesive picture of student experiences and outcomes by Reviewing a decade s worth of research Comparing current findings with those of past decades Examining a multifaceted analysis of higher education s impact and Informing policy and practice with empirical evidence Amidst the current introspection and skepticism surrounding higher education there is a massive body of research that must be synthesized to enhance understanding of college s effects How College Affects Students compiles organizes and distills this information in one place and makes it available to research and practitioner audiences Volume 3 provides insight on the past decade with the expert analysis characteristic of this seminal work

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