

Core Concepts of a Cognitive Information Processing Approach to Career Development and Services

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Goals

- Service cost-effectiveness
- Present career choices
- Future career choices

Definitions

- **Problem** - a **gap** between the existing and the ideal
- **Problem Solving** - choosing how to remove the gap
- **Decision making** - transform the choice into action

Nature of Career Problems

- Complex and Ambiguous Cues
- Interdependent Courses of Action
- Uncertainty of the Outcome
- Solutions Present New Problems

Individual Needs

- Individuals vary in circumstances and needs

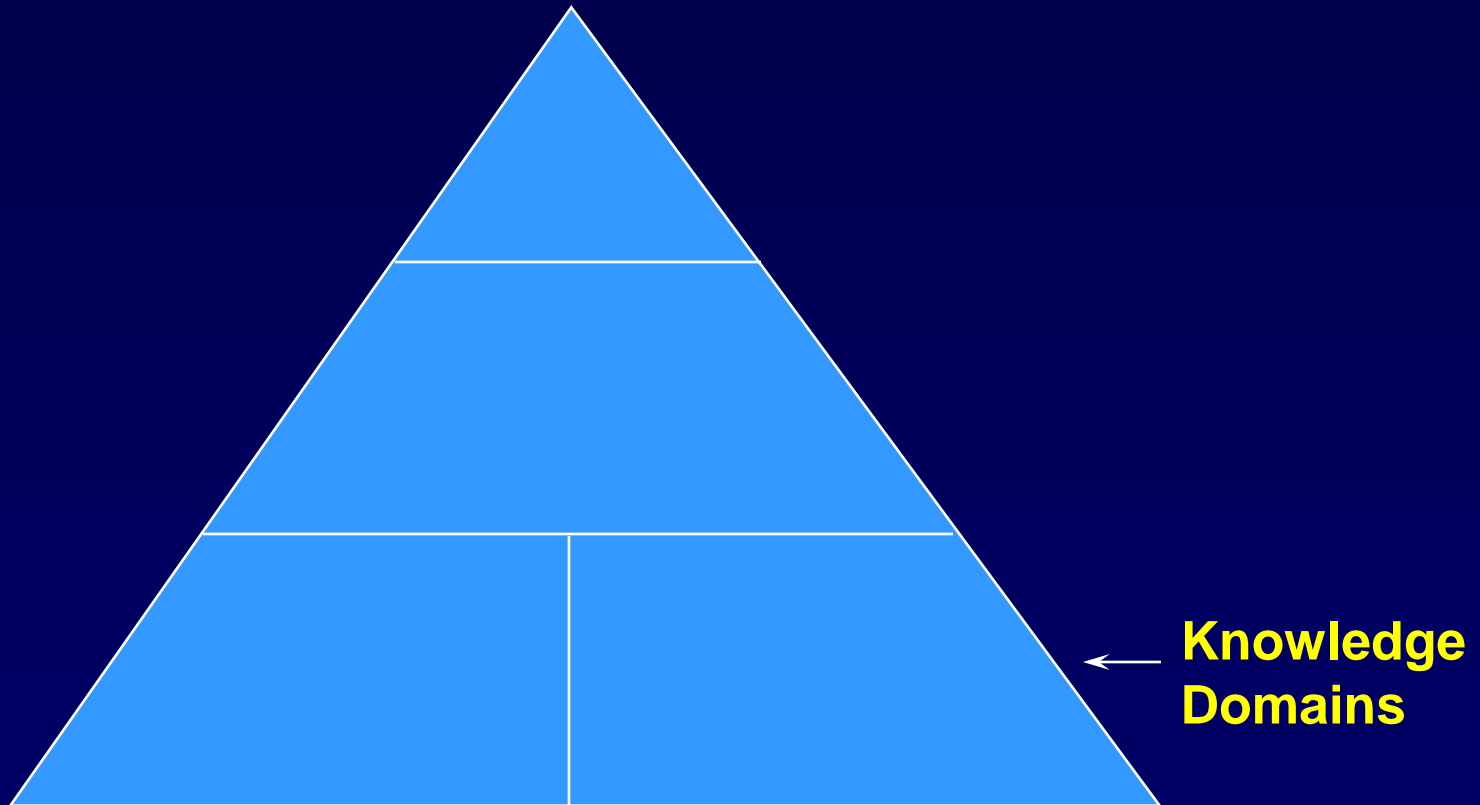
Translating Theory to Practice

- Easy to understand concepts that describe fully
- Common language for clients and practitioners

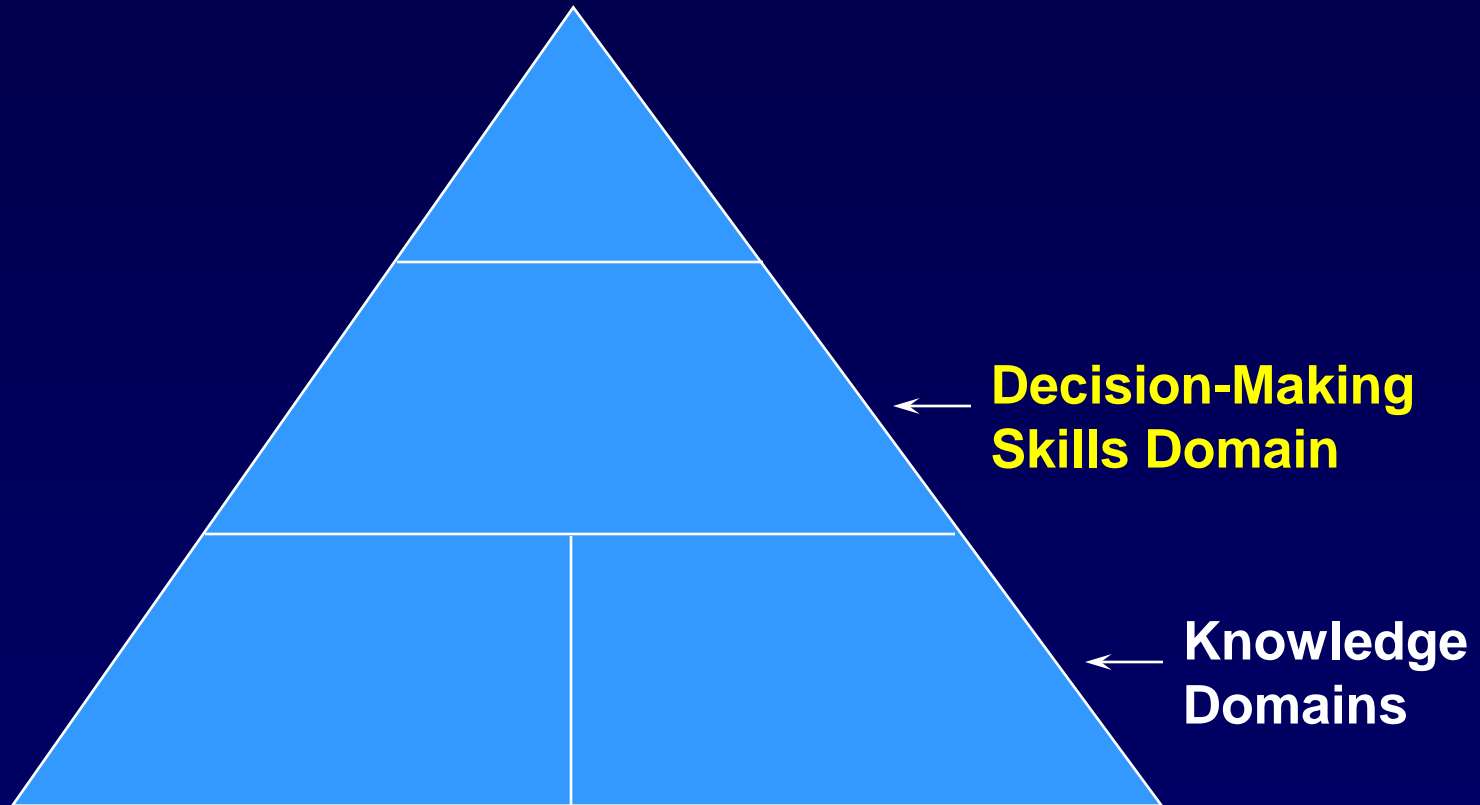
Translating Theory to Practice

- Pyramid concept - what is involved in career choice (The **content**; “Knowing”)
- CASVE cycle - how to make career choices (The **process**; “Doing”)
- Use to monitor and evaluate progress

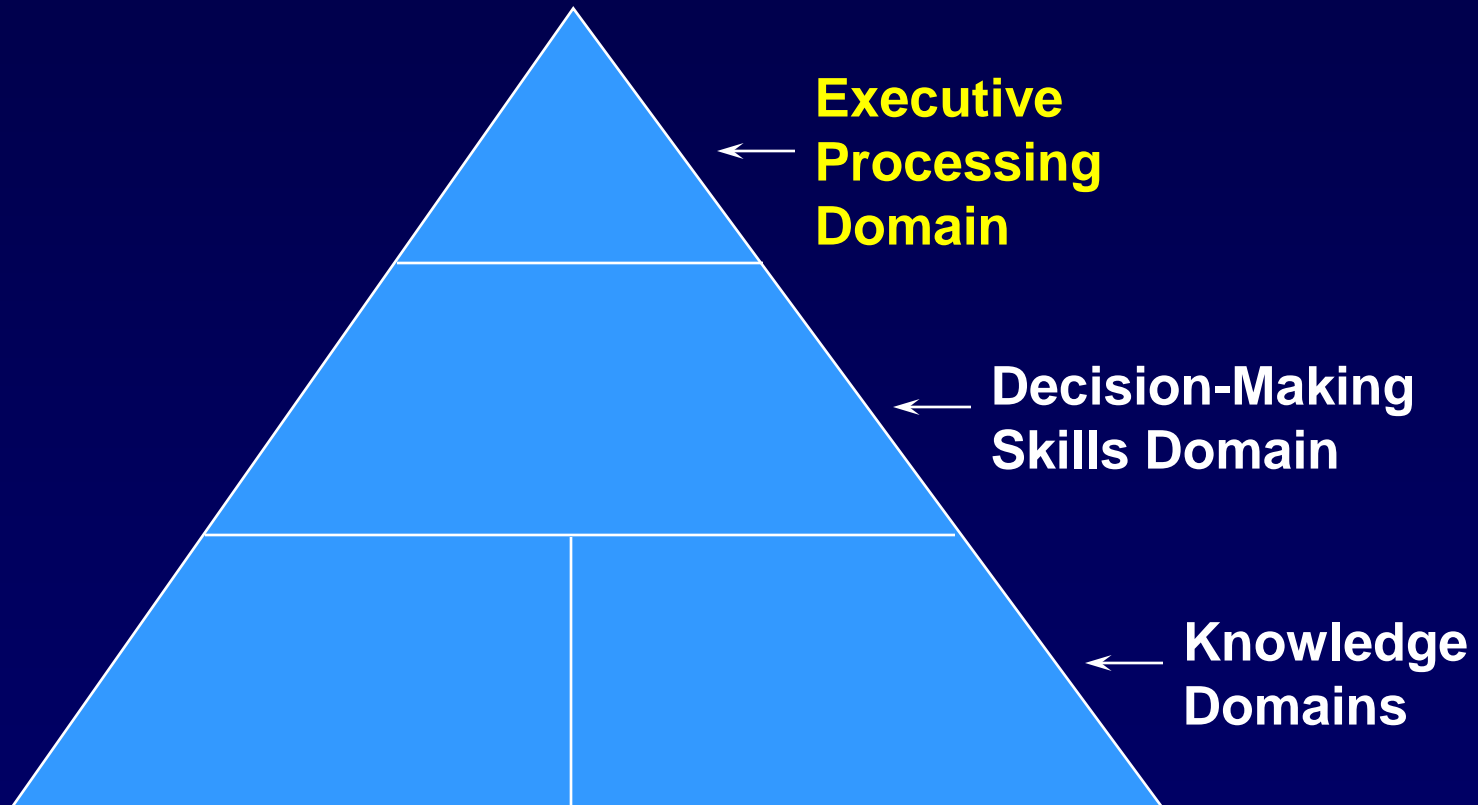
Pyramid of Information Processing Domains



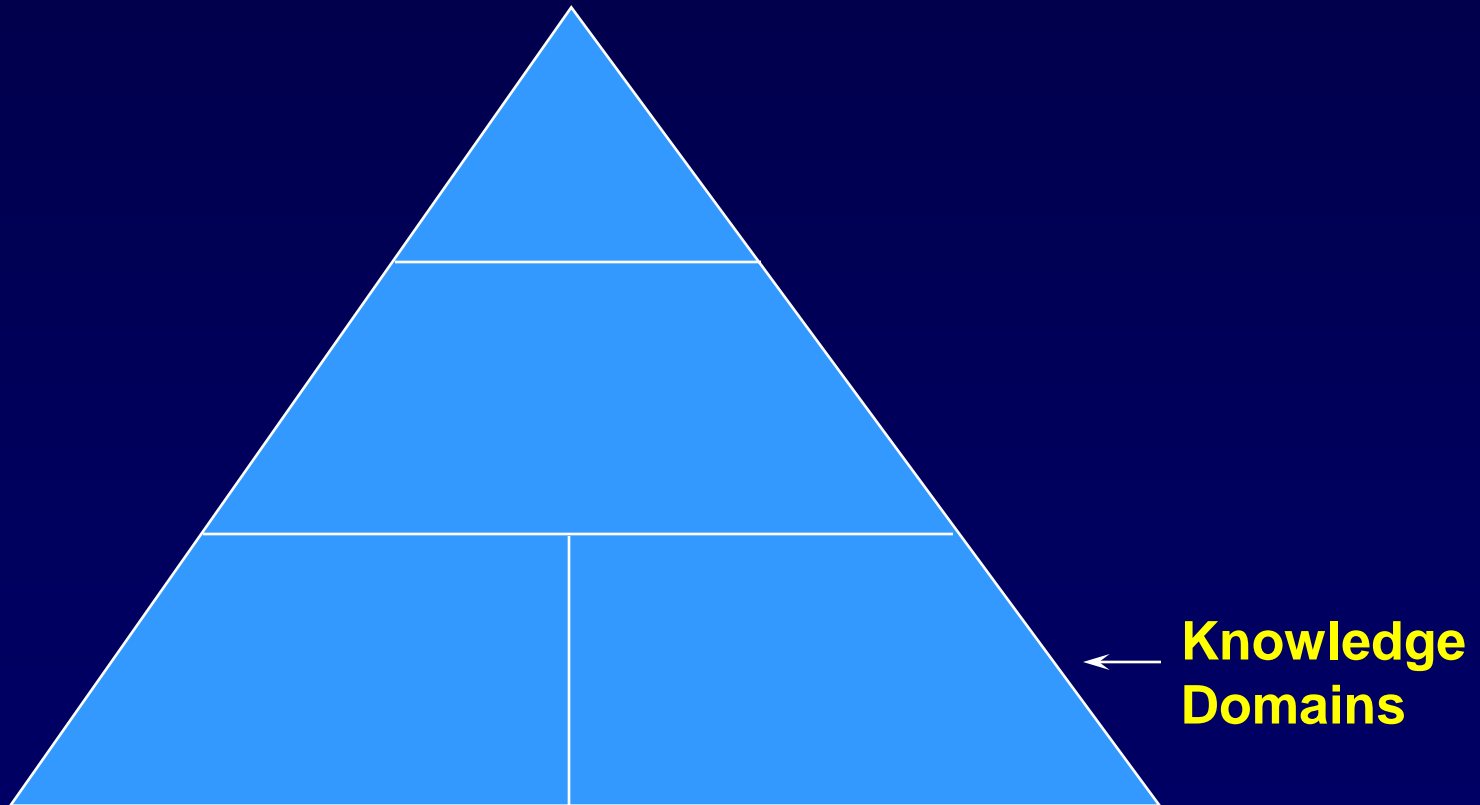
Pyramid of Information Processing Domains



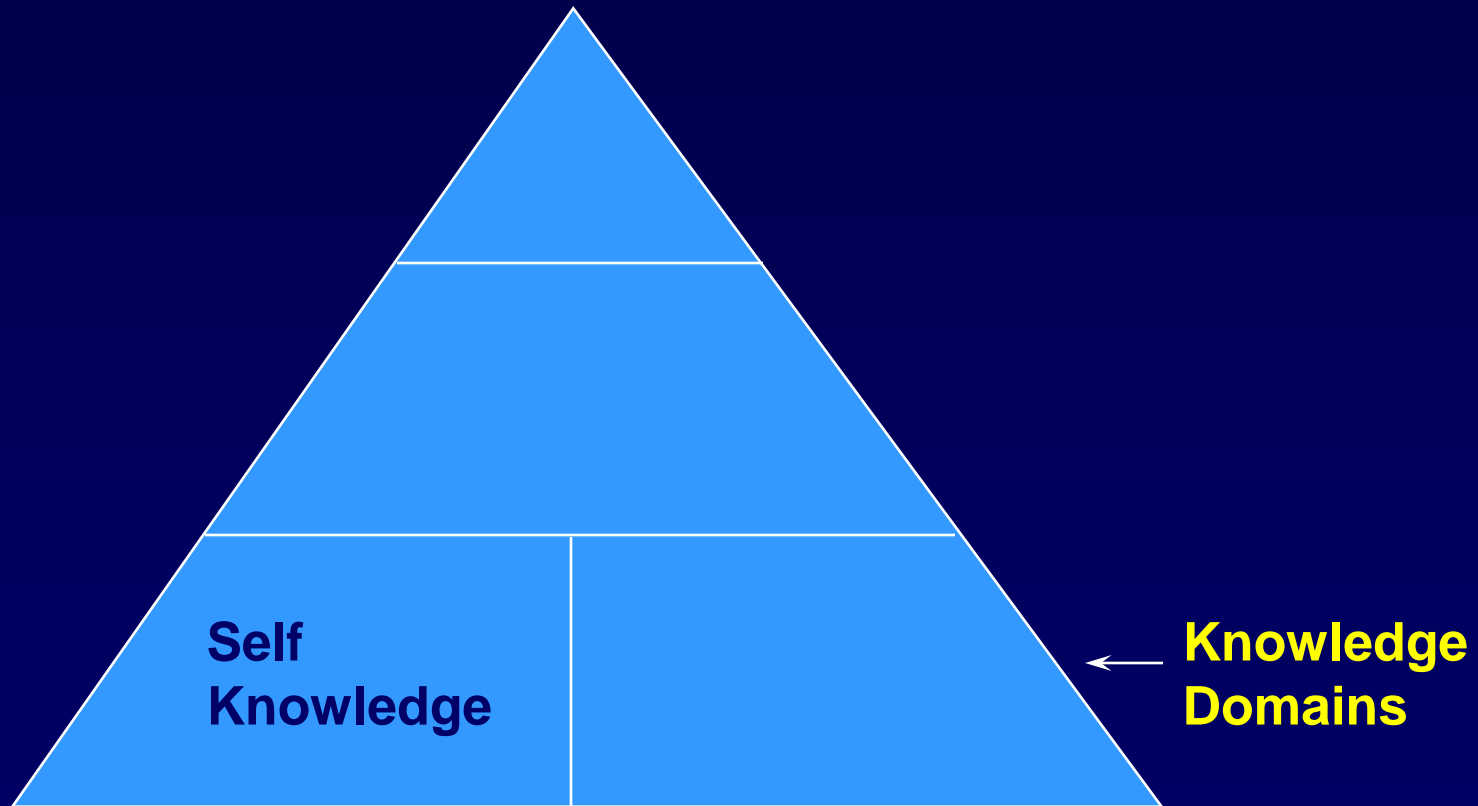
Pyramid of Information Processing Domains



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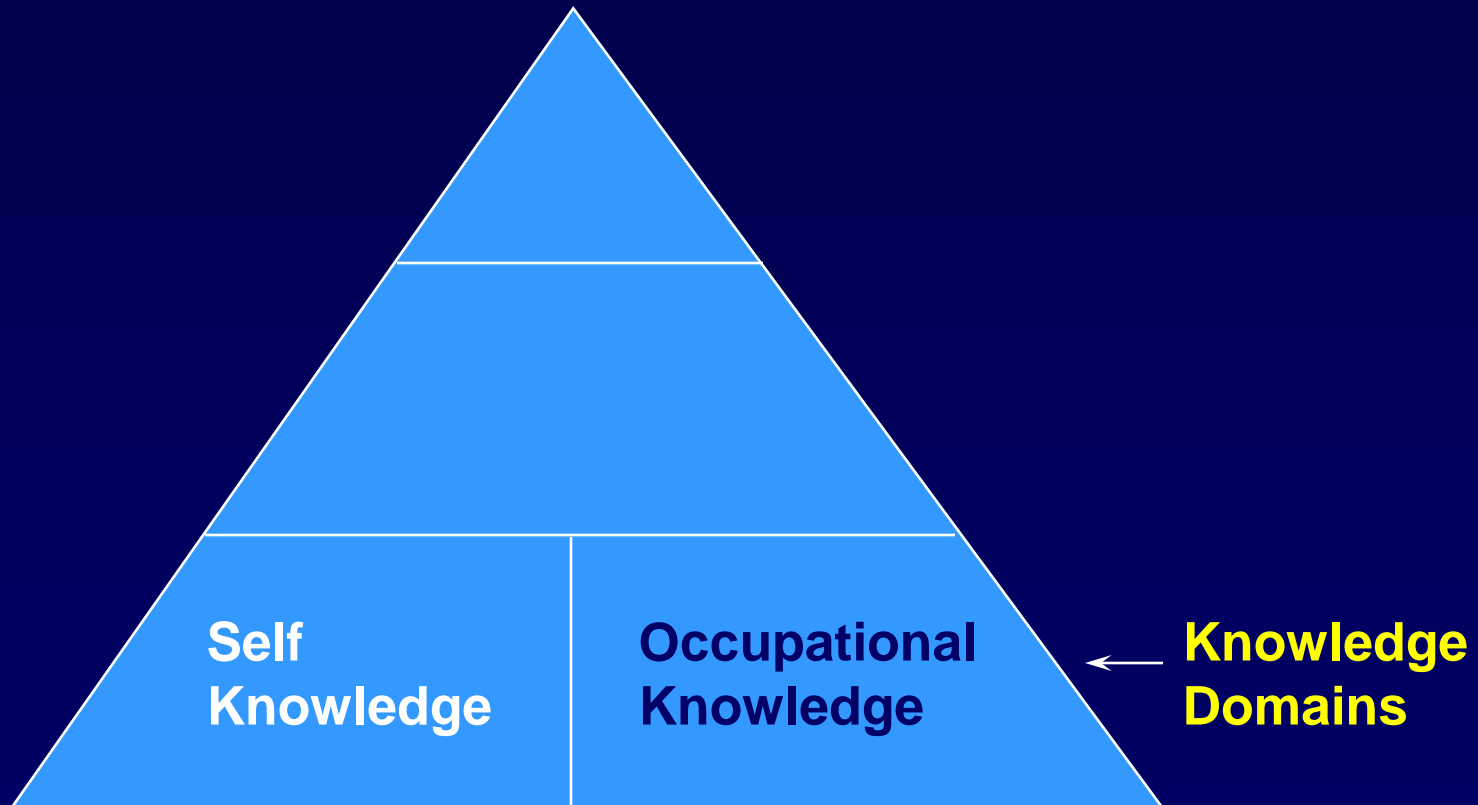
Self-Knowledge

- Values, interests, skills, and employment preferences are influenced by
 - Personal characteristics
 - Life experience
- Values, interests, skills, and employment preferences may be influenced by
 - Religious or spiritual beliefs

Self-Knowledge

- Stored in episodic memory
- Perceptions rather than facts
- Influenced by interpretation of past events
- Influenced by present emotions

Pyramid of Information Processing Domains



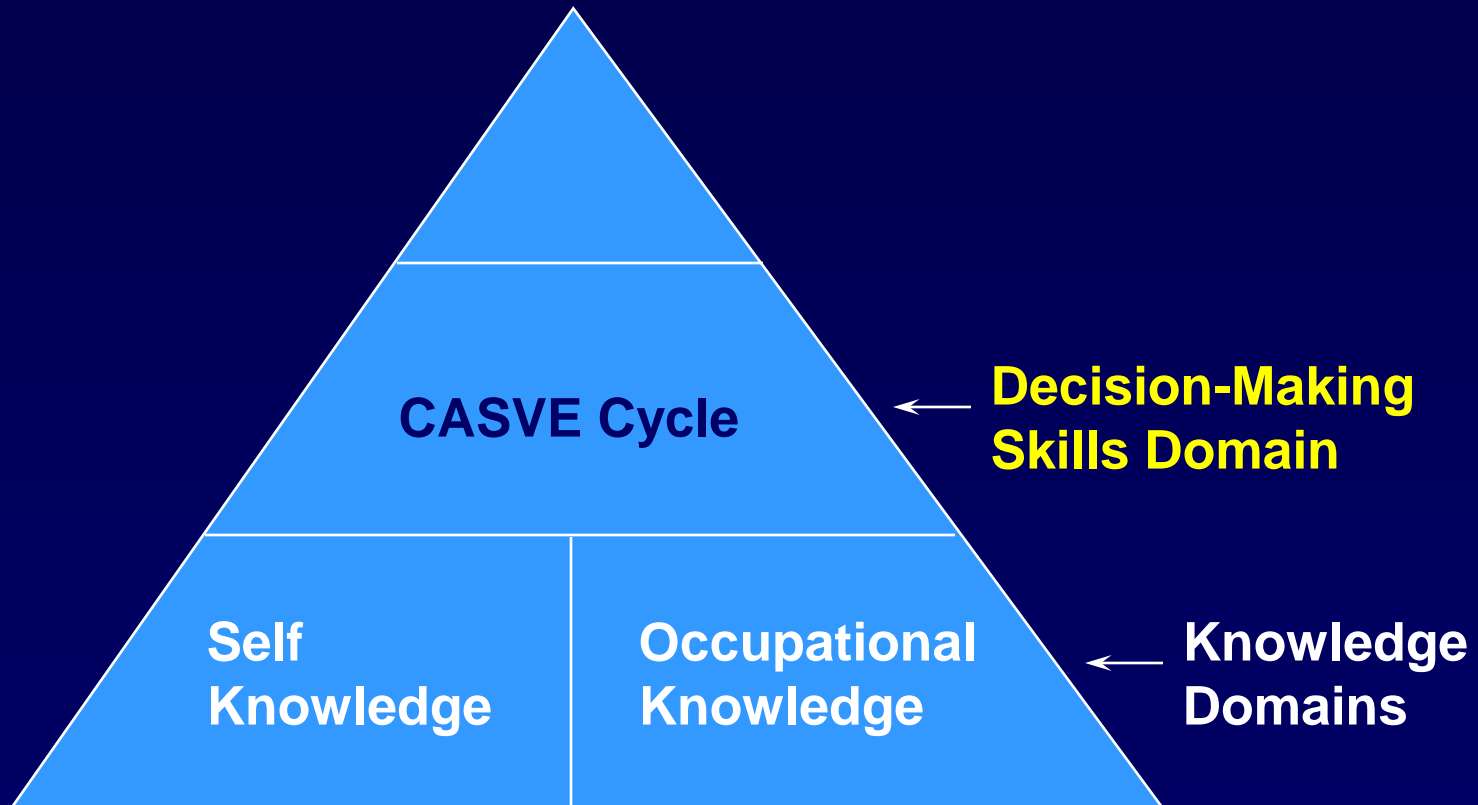
Occupational Knowledge

- Also known as “options knowledge”
- Knowledge of specific options
 - Direct experience or observing others
 - Expands over time
- Schema for organizing the world-of-work
 - Example - the Holland Hexagon

Occupational Knowledge

- Stored in semantic memory
- Verifiable facts rather than perceptions
- Not influenced by interpretation of past events
- Not influenced by present emotions

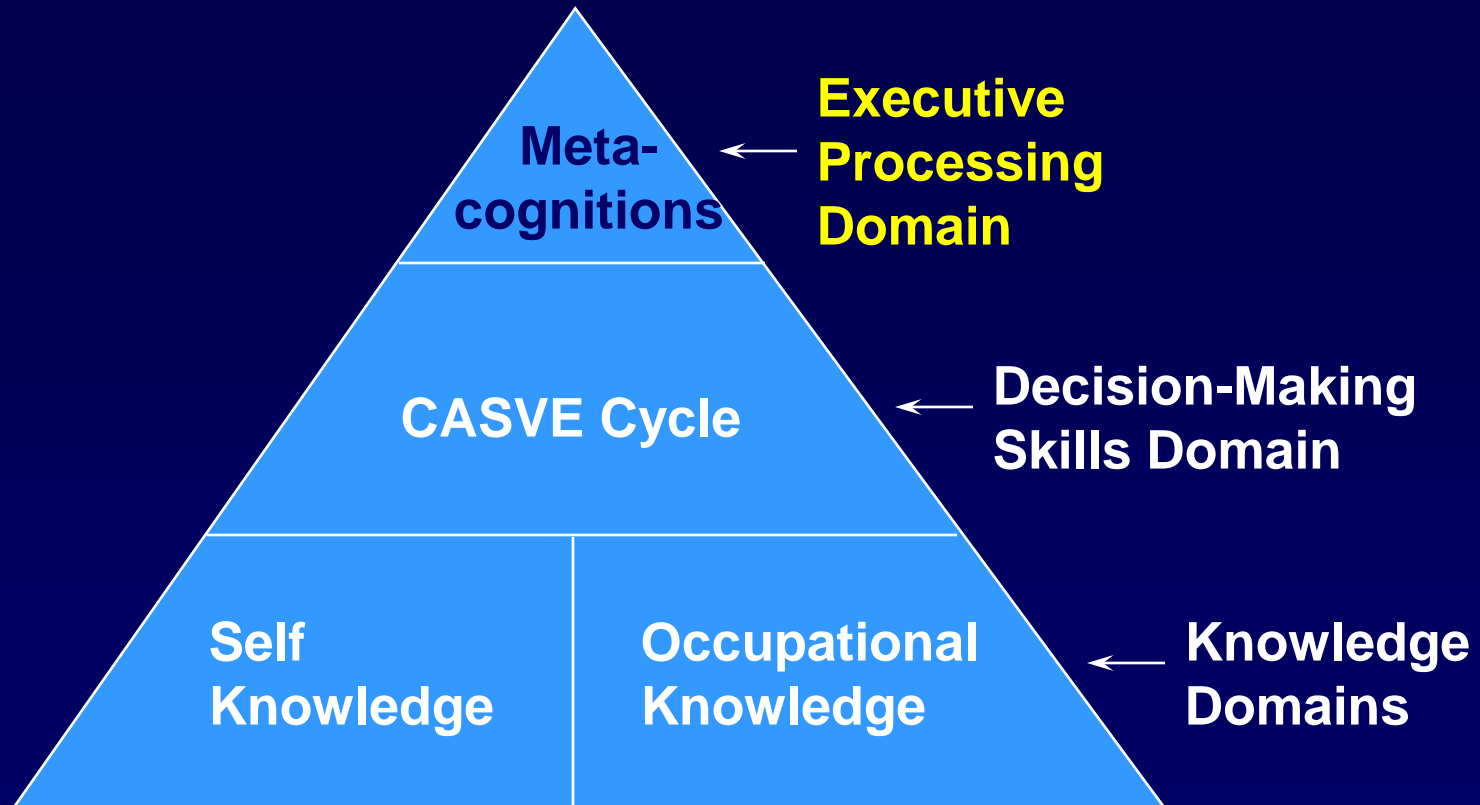
Pyramid of Information Processing Domains



Decision-Making Skills Domain

- Generic information processing skills that individuals use to solve important problems and make decisions
- The **CASVE cycle** is one model
- Other models exist
- How do I usually make important decisions?

Pyramid of Information Processing Domains



Executive Processing Domain

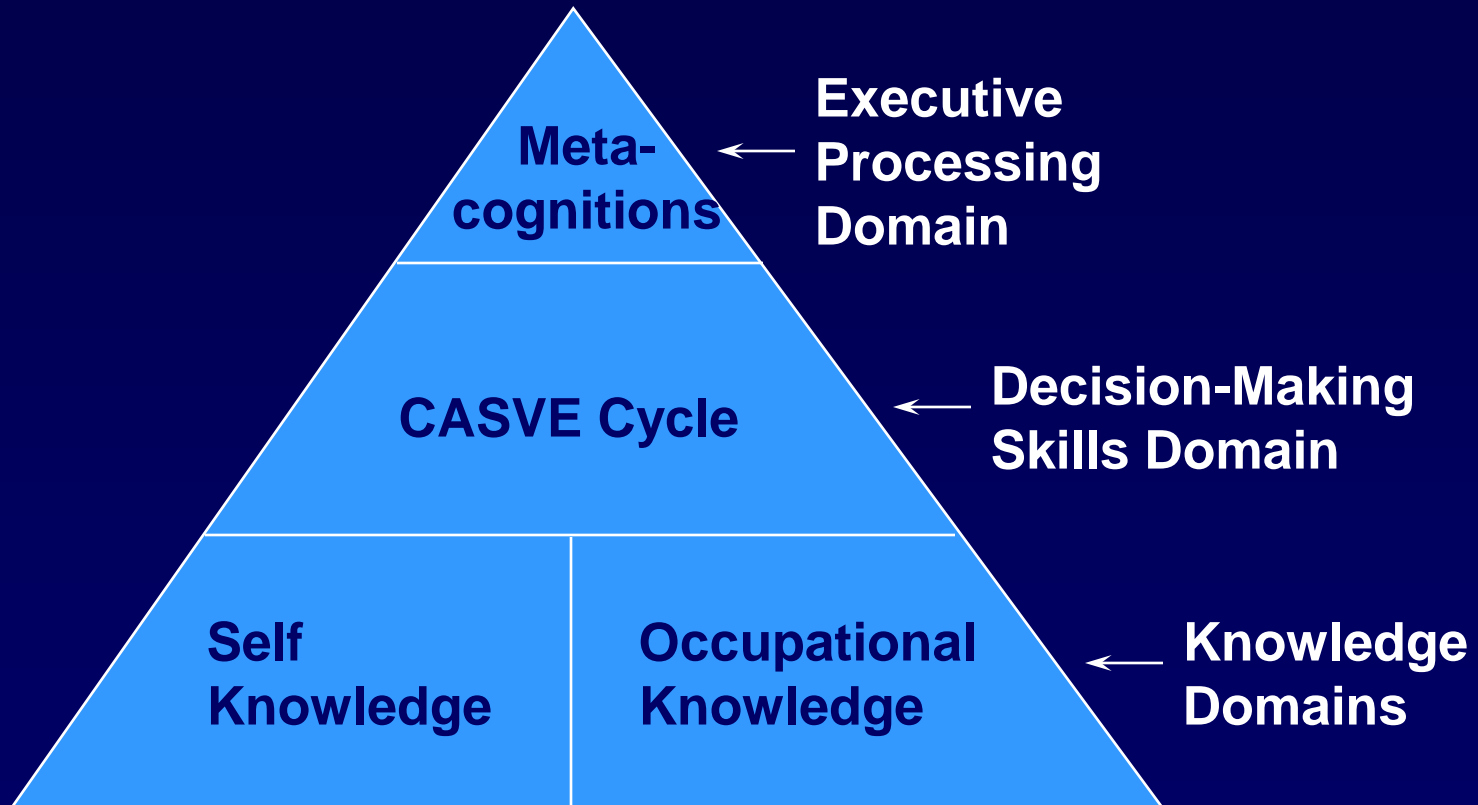
- Metacognitions
 - Self-talk
 - Self-awareness
 - Monitoring and control

Executive Processing Domain

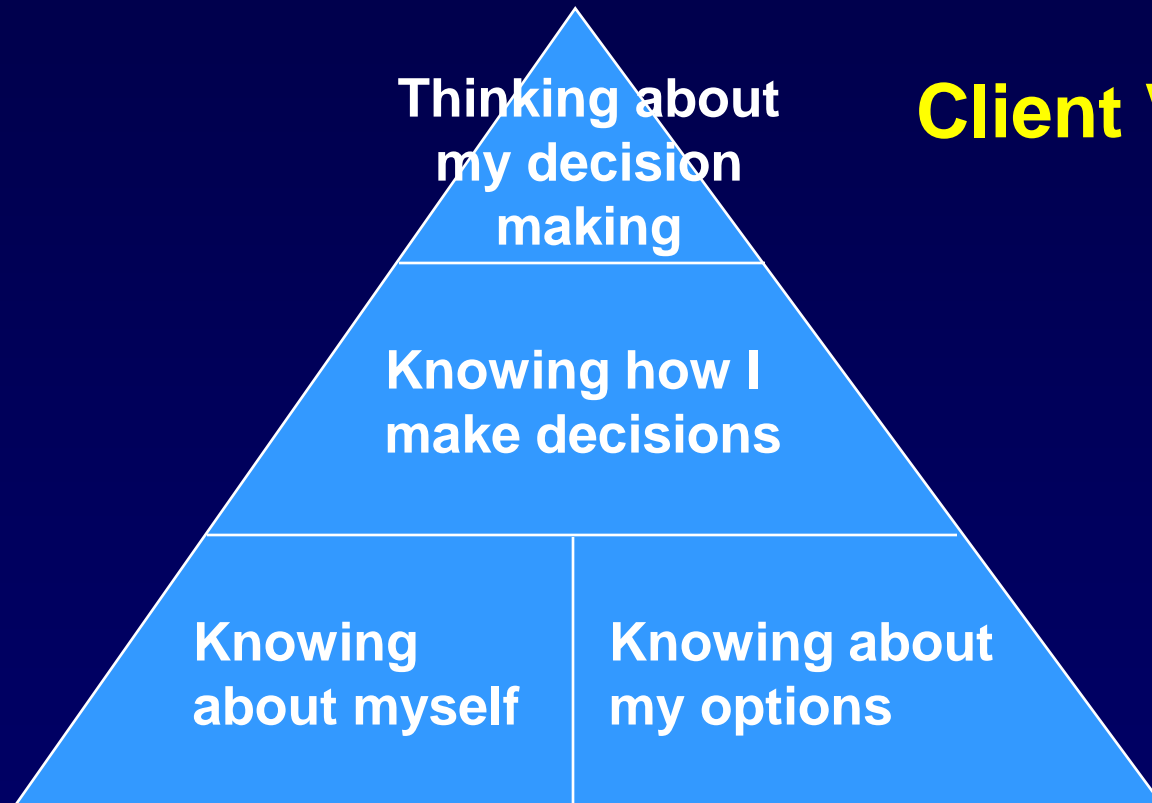
Influence of self-talk on:

- decision-making skills
- occupational knowledge
- self-knowledge

Pyramid of Information Processing Domains



Pyramid of Information Processing Domains



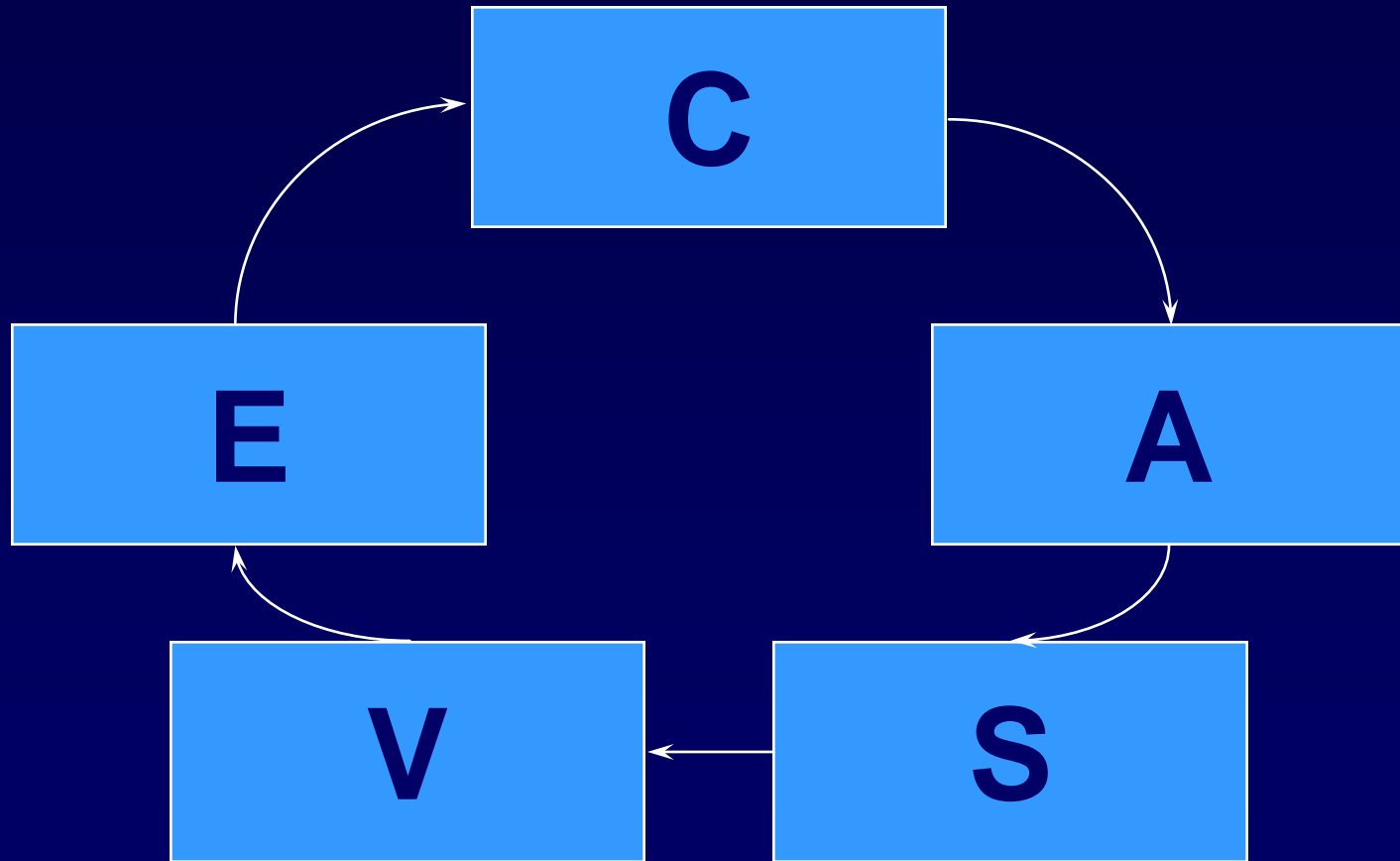
Client Version

The CASVE Cycle

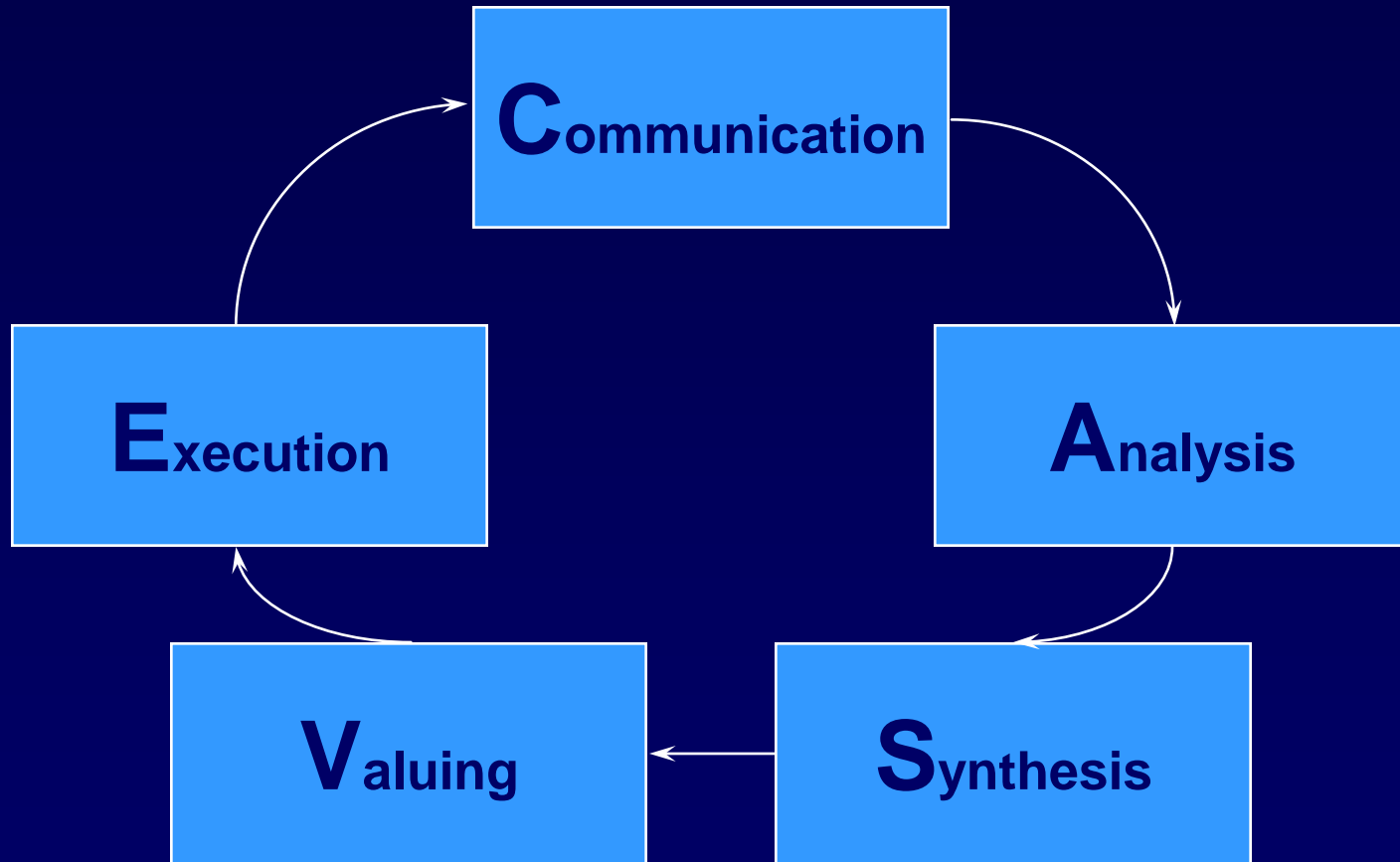
Understanding -

“How to make a career choice”

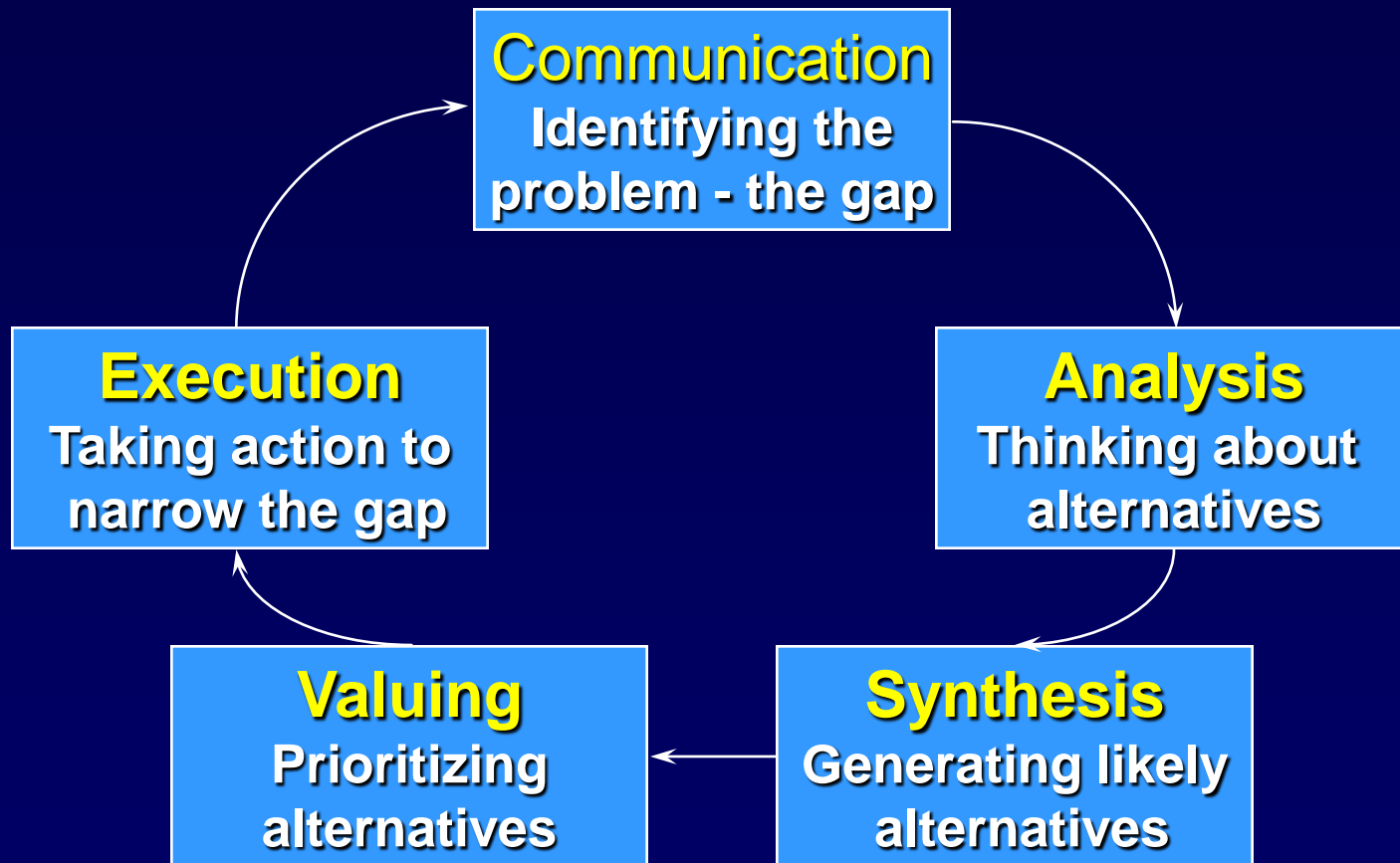
CASVE Cycle



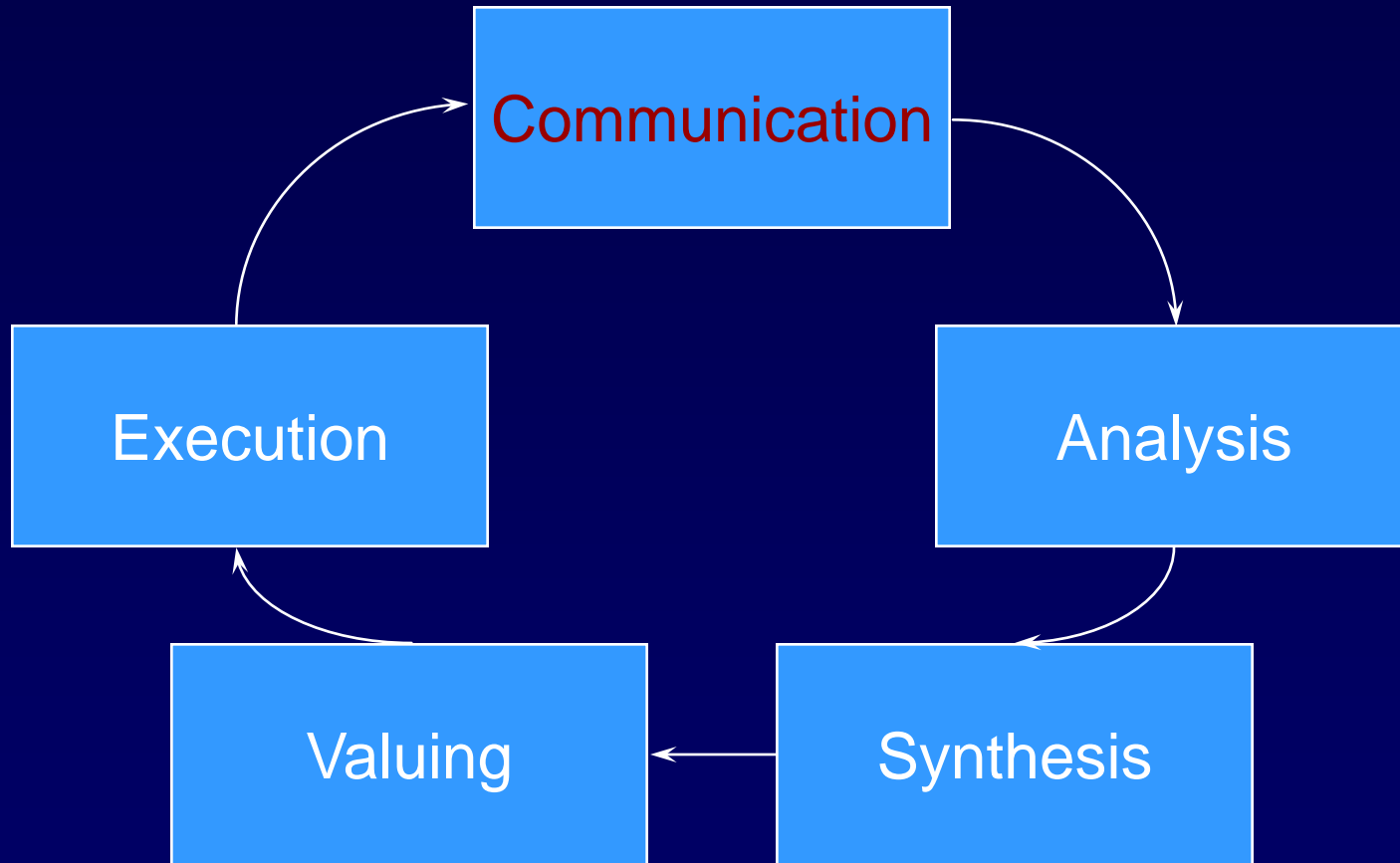
CASVE Cycle



CASVE Cycle



CASVE Cycle



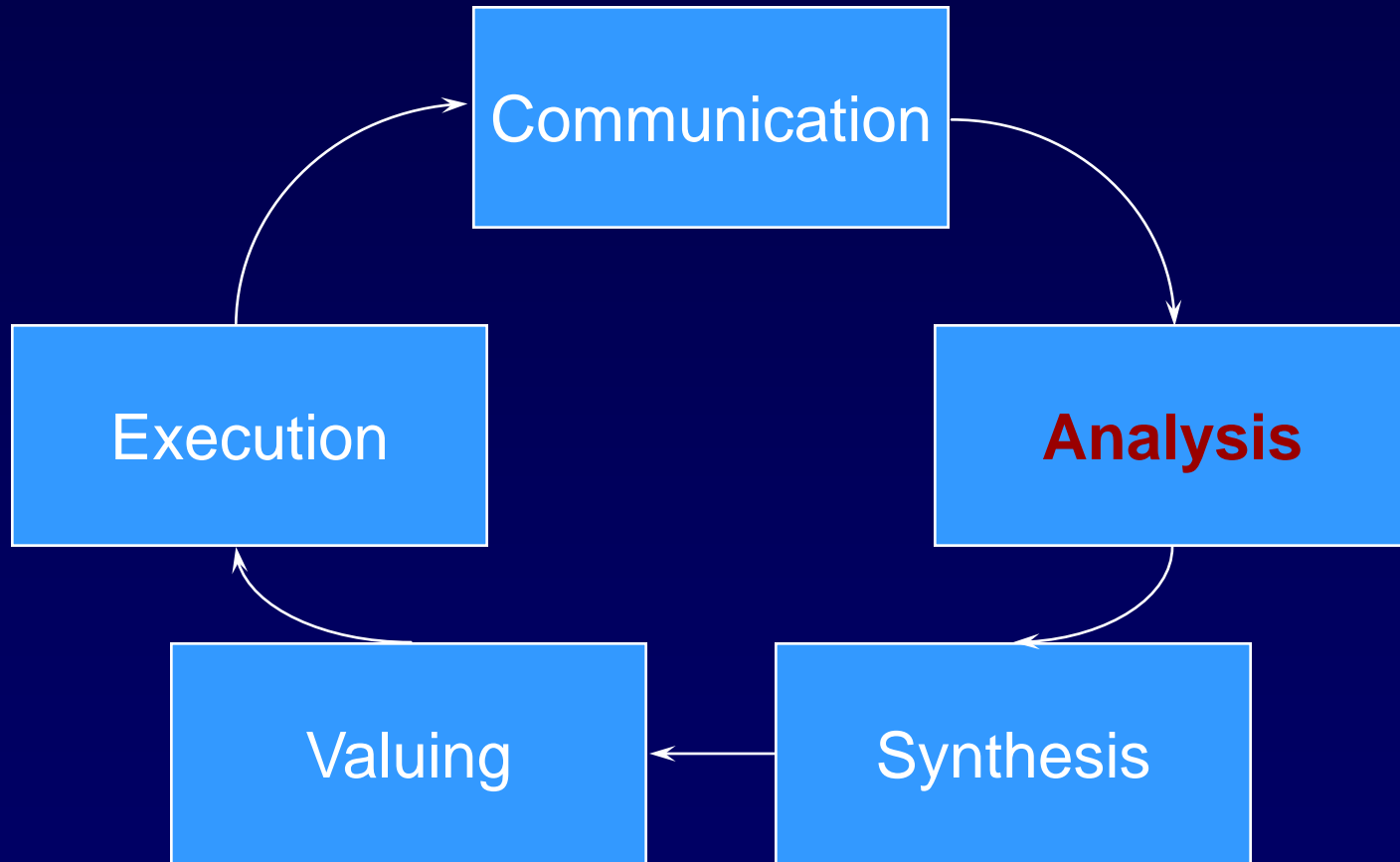
Communication

- Becoming aware of the **gap**
- Discomfort becomes greater than fear of change
- Assistance sought when resources are inadequate

Communication

- External cues
 - Positive or negative events
 - Input from significant others
- Internal cues
 - Negative emotions
 - Avoidance behavior
 - Physiological cues

CASVE Cycle



Analysis

- Clarify self-knowledge
- Enhance options knowledge
- Understand how important decisions are typically made
- Understand how thinking influences choices
- A recurring process of learning, reflection, and developing a more complex view of themselves and their options
- All people have some information at the start of this process

Analysis

- Clarify **self-knowledge**
 - What are their values, interests, skills and employment preferences?
 - What have people learned from their past experience, their family, assessments, or information?

Analysis

- Enhance options knowledge
 - What do individuals know about the options they are considering?
 - Do individuals have an effective schema for the world-of-work?
 - Relate self-knowledge with options knowledge to better understand personal characteristics in relation to options being considered

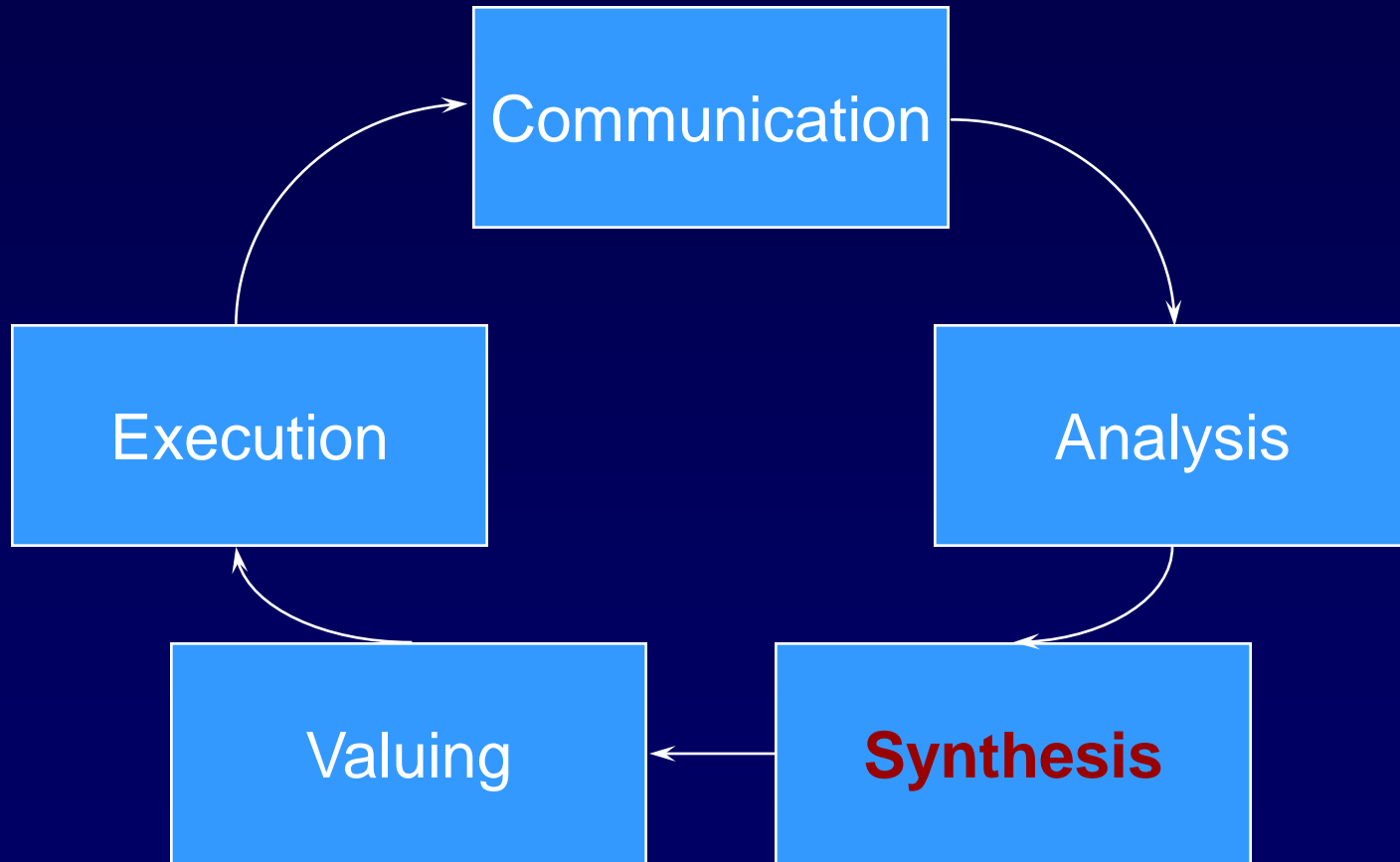
Analysis

- Understanding how **important decisions** are **typically** made

Analysis

- Understanding how **positive** and **negative thinking** influences career choices
 - Self-awareness of how thoughts influence feelings and behavior in career problem solving

CASVE Cycle



Synthesis

Avoid missing alternatives, while not becoming overwhelmed with options

Synthesis

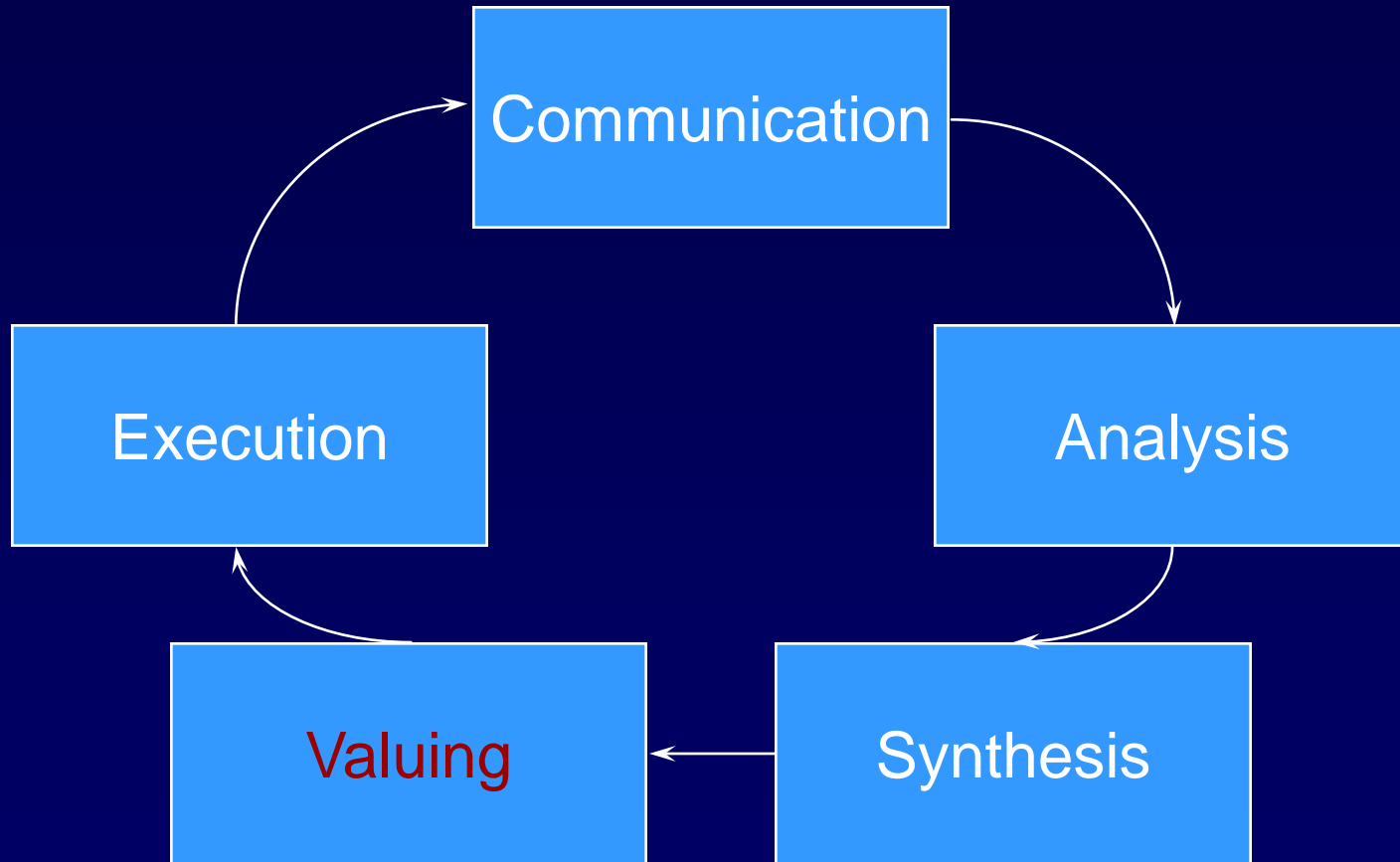
- **Elaboration**

- Expand possible options
- Provided by career assessments and computer-assisted career guidance systems

- **Crystallization**

- Use information to narrow potential options by eliminating inappropriate options
- 3-5 options are best for proceeding on to Valuing

CASVE Cycle



Valuing

A decision made to narrow the **gap** identified in the Communication phase

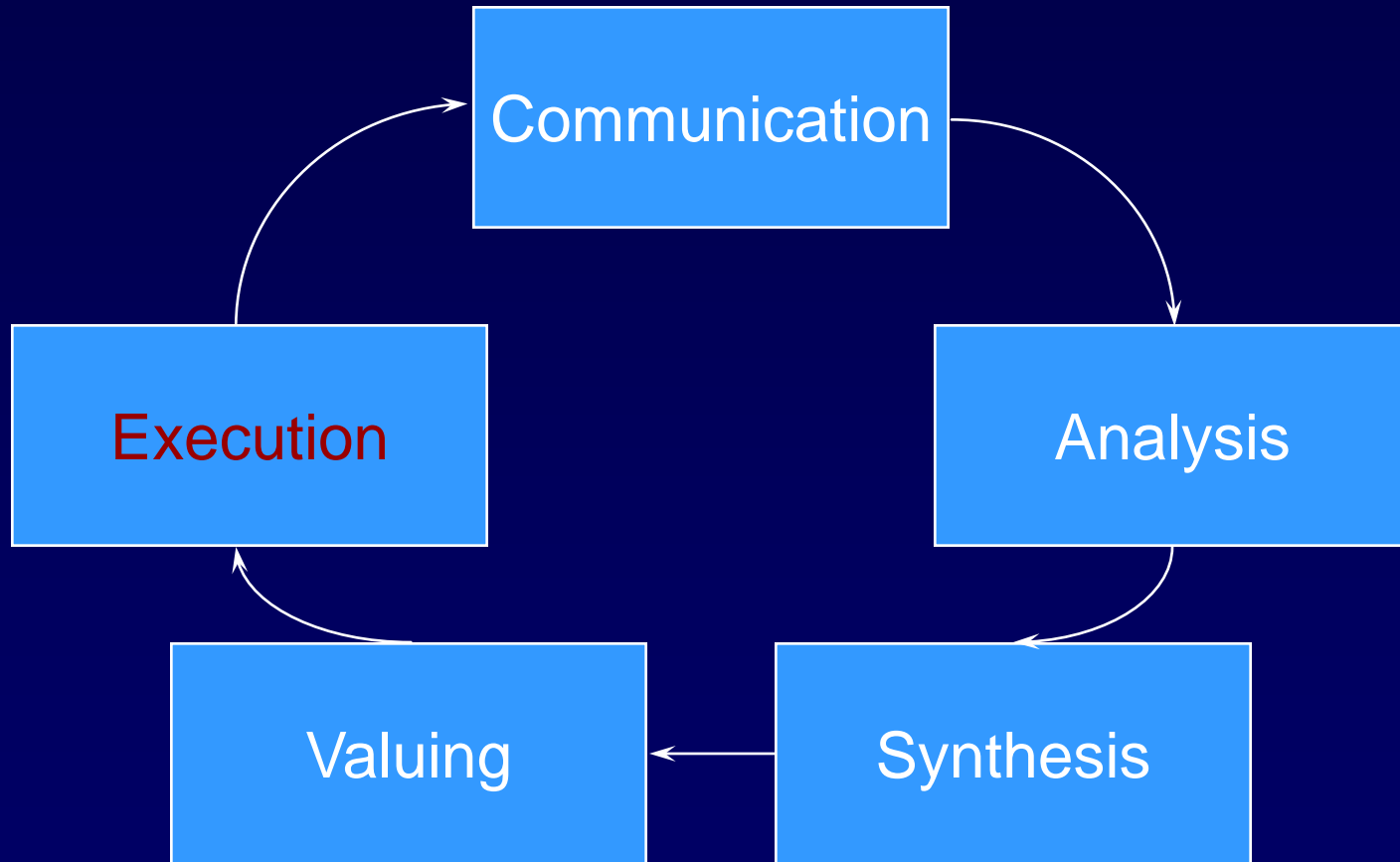
Valuing

- Judge the costs and benefits of each option to
 - Oneself
 - Significant others (friends and/or family)
 - Cultural group
 - Community and/or society at large

Valuing

- Prioritize alternatives
- Make tentative **primary** and **secondary** choices

CASVE Cycle



Execution

- Establish and commit to a plan of action for implementing a tentative choice

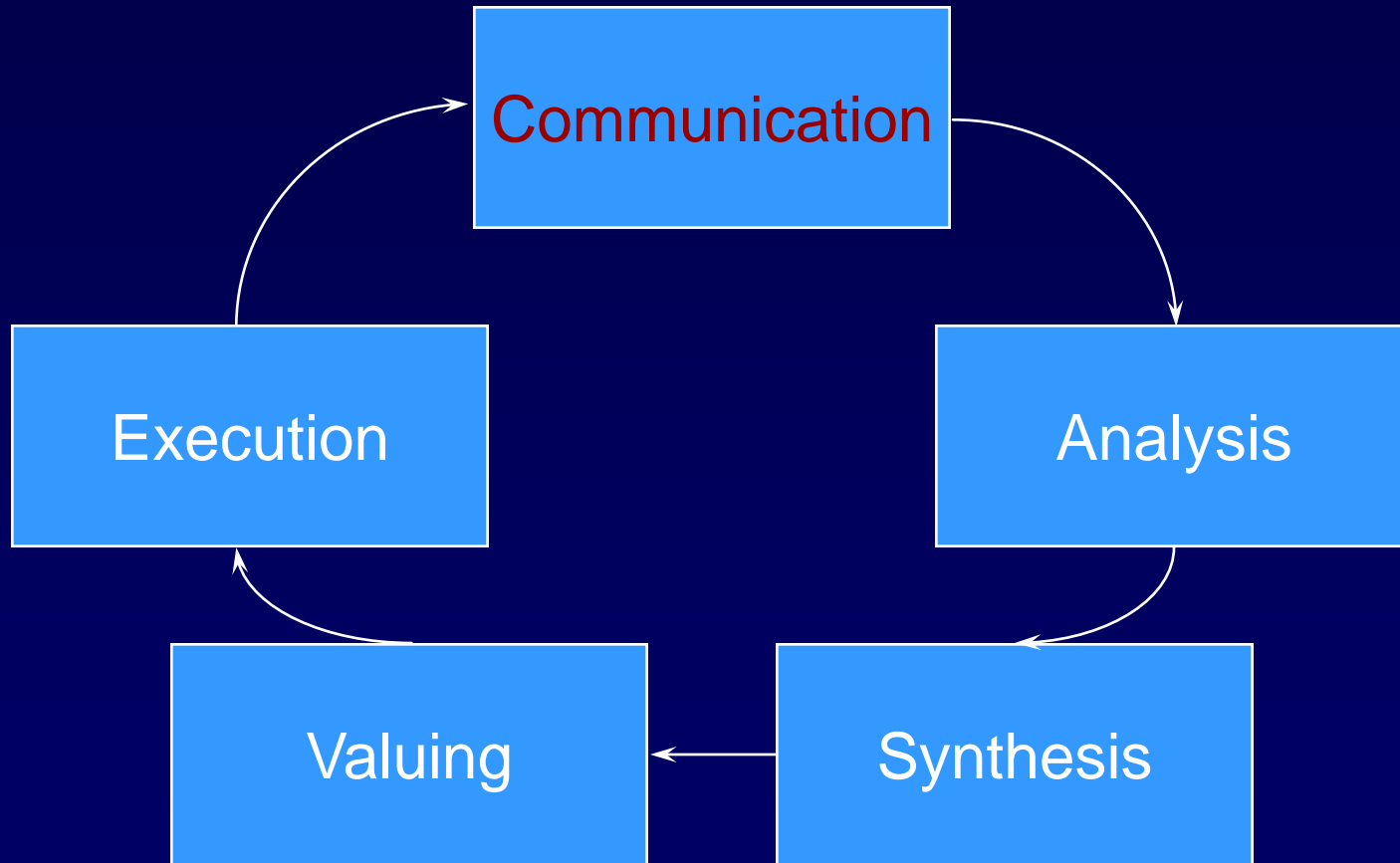
Execution

- Selecting a **preparation program**
 - Planning a program of study
 - Exploring financial aid options
 - Completing education or training
 - If training or education is not needed, job search begins

Execution

- Create a plan for **reality testing**
 - Full-time work
 - Part-time work
 - Volunteer work experience
 - Taking courses or training
- **Seek employment**
 - Identify, apply for, and get a job

CASVE Cycle

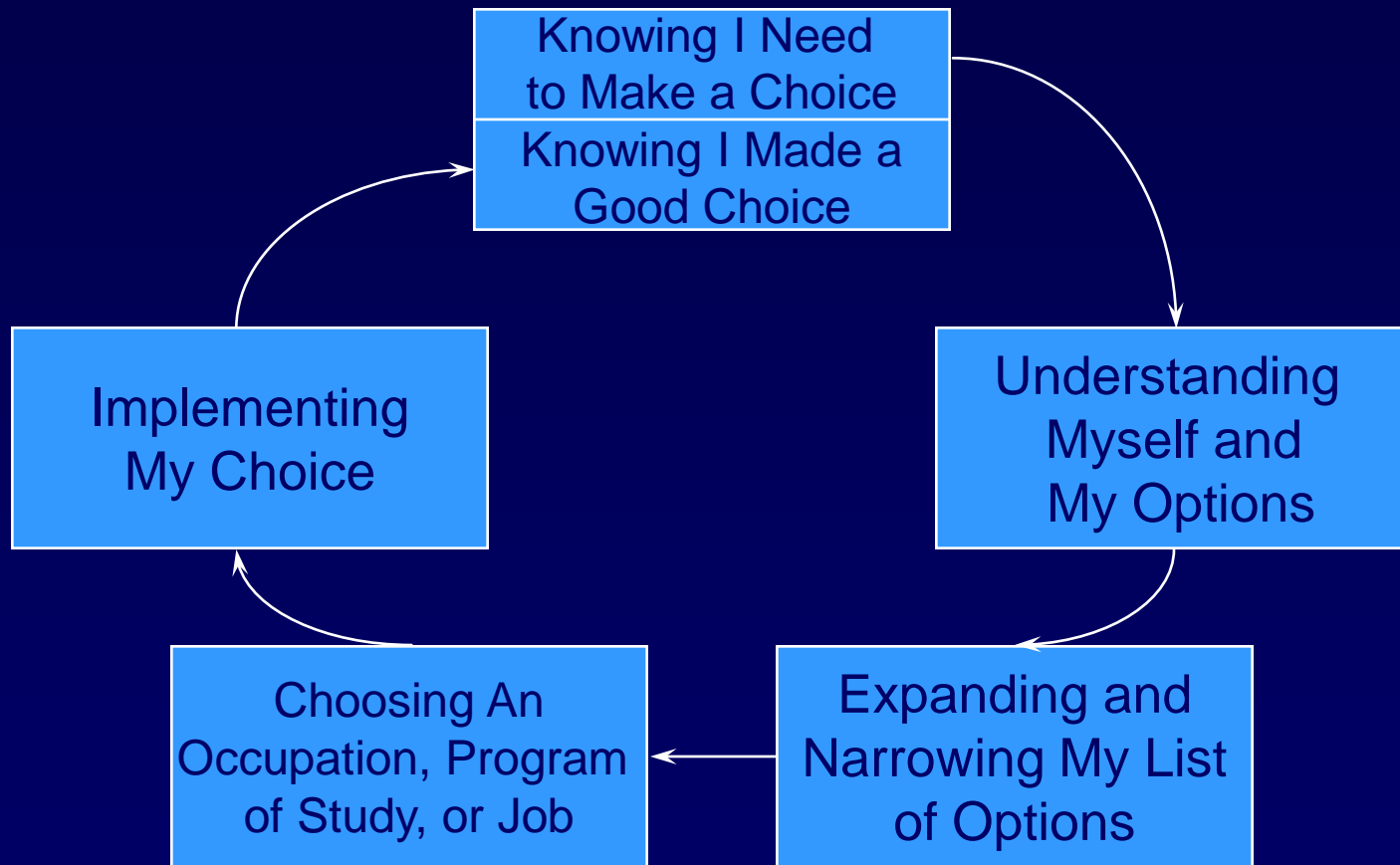


Communication

Review external demands and internal states

- Has the gap been closed?
- Have the negative emotions and physiological states improved?
- Am I taking action to achieve my goal?

CASVE Cycle - Client Version



Use of Other Career Theories

- Use CIP as an organizing theory
- Add other theories to meet specific needs
- Example - Holland Hexagon

Potential Misconceptions About CIP

- CIP is mostly concerned with cognition
 - Emotions may be just as important as cognitions in decision making
 - Negative self-talk can lead to depression and anxiety
 - Emotions are an important source of information about problem solving
 - Positive emotions should be reinforced

Potential Misconceptions About CIP

- In CIP rationality and logic are valued over intuition
 - Intuition is a different way of knowing
 - Intuition includes cognitions outside of our immediate consciousness
 - Intuitive insights are as important as rational insights
 - Almost everyone uses both rationality and intuition
 - Rationality and intuition are complementary
 - Perceived discrepancies between rationality and intuition signals that more problem solving is needed

For Additional Information

www.career.fsu.edu/techcenter/

Thank You