Implications of Holland's Theory in College Career Counseling:
A Socio-Cultural Perspective

Yas Djadali

Career Counselor

University of California, Irvine

Ydjadali@uci.edu; www.career.uci.edu

Why Students Enter Incongruent Academic Environments

External Conflict…

- An outside barrier impacting career decision-making

- Includes Socio-Cultural Factors
  - Environmental factors; i.e., Cultural, Societal, and Family
  - E.g., Student who is Artistic Holland type steered by parents towards Physical Sciences major

Socio-Cultural Factors Influencing Today's Student Population

- Today's world of work requires students to…
  - Move past occupational stereotypes
  - Eliminate career myths (e..g, Major equals Career)
  - Diversify skill set (i.e., technical)
  - Be aware of generational gaps within family
- Common characteristics of 1st generation college students
  - Absence of role models in higher education
  - Glorification of college degree
  - Family expectations and obligations

Socio-Cultural Factors Influencing Today's Student Population cont'd…

- Impact of cultural values
  - Students from collectivistic vs. individualistic cultures (i.e., group vs. individual decision-making)
  - Conflicting values and definitions of "success" (i.e., Some cultures placing greater value on security, high income, and prestige)

Implications for Career Counseling

- Students seeking to change from incongruent to congruent academic environment
  - Self-Evaluation (I.e., Values Assessment)
  - Tailored Career Research
  - Developed Action Plan
  - Case Sample: Asian American Female Sophomore at UC Irvine
    - Artistic Holland Type; Major: Physical Sciences
    - Presenting Career Counseling Issue: Low grades and motivation. External pressure from parents.

Additional Implications for Career Counseling

- Students choosing to <u>remain</u> in <u>incongruent</u> academic environment
  - Help identify transferable skills obtained from incongruent academic environment
  - Encourage internship experience in congruent work environment
  - Develop Action Plan
- Students needing <u>additional information</u> about today's world-of-work
  - Educate (Career Development Process, Career Myths)
  - Provide career exploration resources
  - Encourage internship experience