Holland's Theory in a Postmodern World: Is it still Relevant?

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Presentation Overview

- The "state" of Holland's work

- Holland's theory & common myths

- Summary

- Sources of additional information

Holland "Dethroned?"
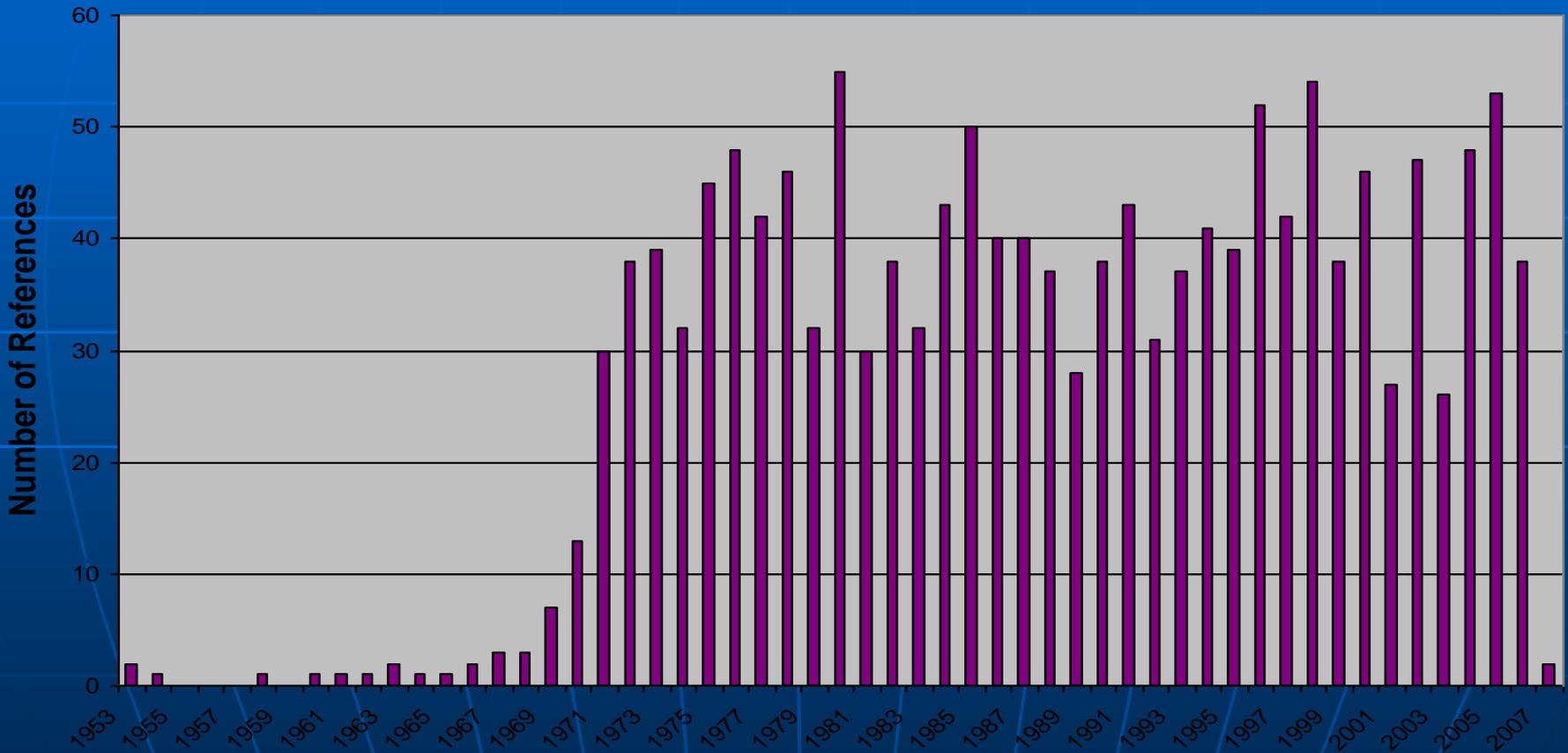
Myth 1: Holland's RIASEC theory ignores variables outside the six types

- Measures of RIASEC (e.g., SDS, SII) provide information beyond the 6 types

- Constructs such as Congruence and Consistency allow for more in-depth interpretation of codes

- Theory emphasizes the importance of counselor's judgment

Myth 2: Holland's SDS only captures interests and personality characteristics, not values or abilities

- SDS subscales include measures of skills

- Research and theoretical propositions link RIASEC types to particular values

- SDS interpretation can include an assessment of values

Myth 3: More complex models than the hexagon are needed and provide more help to clients

- Holland's hexagon structure repeatedly accounts for the underlying structure of occupations

- Support for Holland's hexagon structure found across varied cultures throughout the world

- More complex models can be harder for adolescents & adults to understand

Myth 4: RIASEC types are not applicable to persons of different racial and ethnic heritages

- The SDS is available in more than 25 languages

- The SII has been translated into more than 17 languages

- Although the exact RIASEC structure has not been supported in all cultures, the research support is generally positive

Myth 5: Six types cannot capture the complexity of today's work world

- World-wide market economies
- Standard Occupational Codes (SOC) as the new benchmark
- *Dictionary of Holland Occupational Codes* (3rd ed.)
- 1960-2000 census data

Employment and Six Kinds of Work
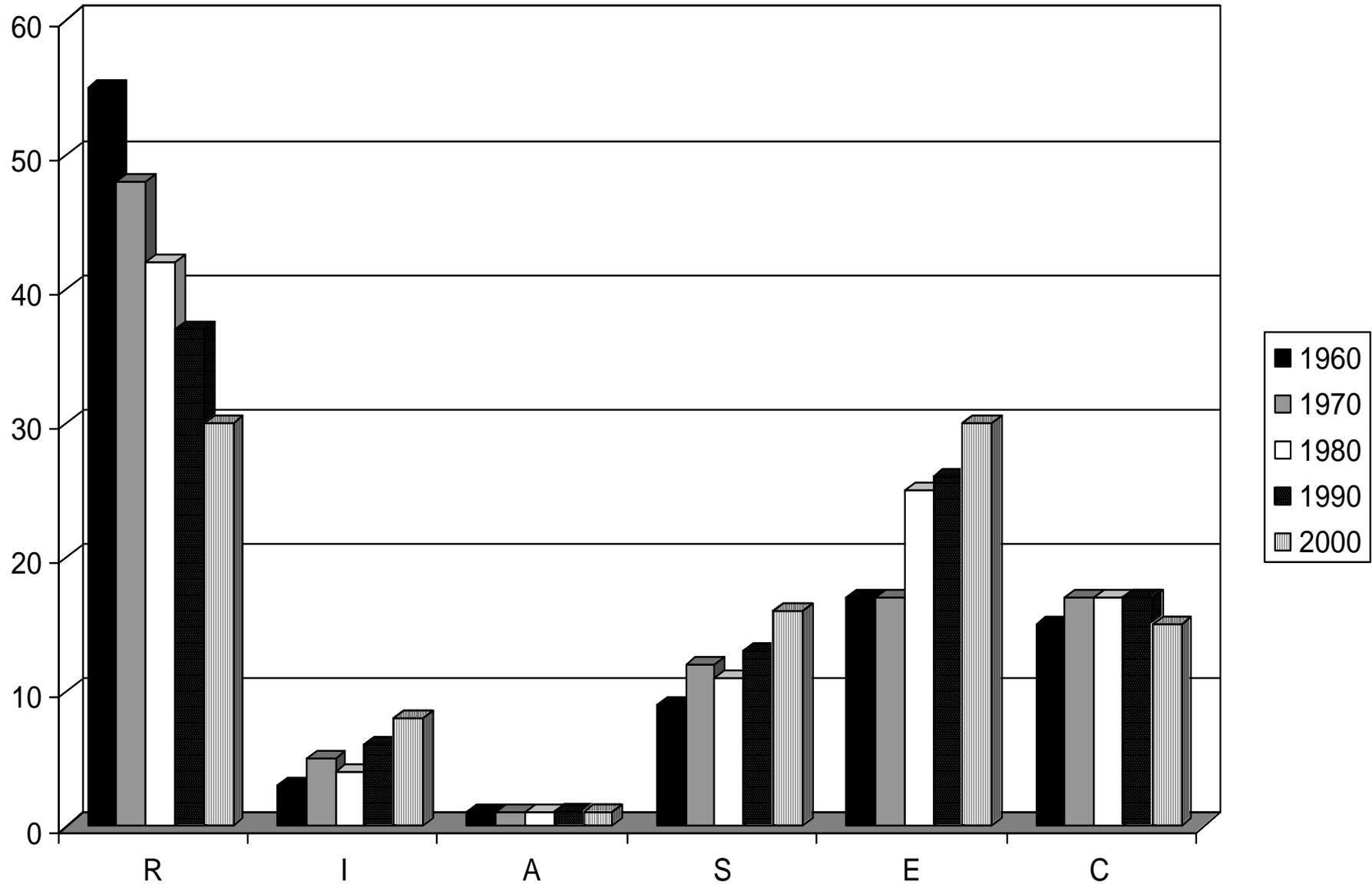
Myth 6: Holland's theory of career choice is static and does not account for the development of a person's type

- The development vs. choice dichotomy in career theory is a false one
- Research has shown types beget types and are learned
- SDS norms reveal limited changes over time

Myth 7: Holland's theory cannot accommodate new and emerging jobs

- The Position Classification Inventory (PCI) can be used to develop codes for jobs

- Jobs are difficult to classify, e.g., job titles vs. occupational titles

- O*NET vs. DHOC code differences

- 2016 LMI forecasts based on RIASEC codes

10 Fastest Growth Occupations, 2006-16

Network systems, data communications analysts	402K	RSI
Personal/home care aides	1,56K	SRE
Home health aides	1,71K	SRC
Software engineers, applications	733K	RIC
Veterinary techs	100K	ISR
Personal financial advisors	248K	ESC
Make-up artists, theatre & performance	3K	AER
Medical assistants	565K	SCR
Veterinarians	84K	IRE
Substance abuse/behavioral counselors	112K	SRA

Employment projections, *Monthly Labor Review,* 11/07,

Summary Code Order: SRIECA (E has moved from 4th to 3rd for fast growth occupations since 2002).

Code Order for big growth occupations: SERCIA.

Myth 8: Holland's theory and the SDS are biased against women

- SDS is a "sex-fair inventory" (*PUG*)

- SDS captures daydreams as well as life experiences

- SDS uses raw scores to explore options, but norms are available

- The SDS identifies women with Realistic interests and skills

	R	I	A	S	E	C
Male Carpenters	40	24	19	25	26	17
Female Carpenters	36	22	23	30	25	27

Swan, K. C. (2005). Vocational interests (The Self-Directed Search) of female carpenters. *Journal of Counseling Psychology, 52*, 655-657.

Myth 9: The theory is simply codes matching occupational titles

- *Making Vocational Choices* (Holland, 1997) makes it clear there is more to it than that
- Expressed code (daydreams) provide important insight into how clients' construct their world
- Theory specifies other factors that provide window into client's life pattern, e.g., congruence, consistency, differentiation, etc.

Myth 10: "Matching" personal characteristics to options is no longer possible or useful in today's work world

- Educational, occupational, & employment decisions still require individuals to consider lists of options

- Options derived from matching can be a springboard to considering alternatives not contained on "the list"

- SDS provides both an expressed and assessed measure of interests to use for exploration purposes

Myth 11: Holland's theory can't be used with persons who have chaotic work histories

- This is a common myth shared by persons with a "post-modern" perspective

- Holland RIASEC "lens" helps to bring some order to the chaos

- Use past skills & interests, categorized by Holland types, to help frame ideas for future options

Myth 12: Holland's theory and the SDS don't work well with A types

- Critical aspect is how career practitioner engages with the client, integrates RIASEC info, shares SDS results with the client

- Examples of creative techniques abound (Australia example, Hexagon party game, etc.)

- RIASEC card sorts can be used effectively with A types

Summary

- Review of research literature shows that Holland-related work continues to be prevalent in the field
- Myths abound that are easily refuted by data and practice
- Important for counselors to practice with full knowledge of the instruments, manuals, and theory associated with Holland's work

Sources of Additional Information

- FSU Tech Center with Holland-based resources
  http://www.career.fsu.edu/techcenter/designing_career_services/Holland's_RIASEC_theory/index.html

Sources of Additional Information

Florida State University Libraries
Digital Library Center

digital asset management

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Search 'System Number= 000012583' in 'General Silo' Collection [Sorted by: Ranking]   Refine

Brief view | **Table view** | **Full view**   Sort by: Ranking

Record 1 of 1   1

Object		Holland Bibliography – XLS Document (299 K)
Record number		000012583
Title		Comprehensive Bibliography of John Holland's Theories and Theory-Based Assessment References
Creator		Reardon, R.; Ruff, E.; Cummings, S.; Lewis, M.
Subject		Career Counseling and Development
Publisher		FSU Libraries Digital Library Center
Description		This site contains a comprehensive bibliography containing a wide variety of reference types (ex: books, reports, articles, etc.) relating to the work of John Holland. Holland is considered one of the most prolific figures in the field of career counseling and development. This bibliography encompasses references made to his theory and theory-based assessments. These references have been compiled in an excel format to be used by a variety of readers such as students interested in career development, teachers and professors developing course materials, researchers locating references related to this topic, and professionals curious about the state of the science in this particular area.
Description		The bibliography may be manipulated per the reader's need by key word search, sorting by author, date, etc. References have also been categorized based on content focus. These categories include: Application: References about Holland's theory and assessments in relation to the way they are being used in practice, e.g. for specific groups, use with special populations, to develop specific programs, etc. "Alternate Forms" – References describing alternative copyrighted forms of Holland theory-related instruments. "Theory/Typology/Validity" – References pertaining to relevant

Done   Internet

http://digitool3.lib.fsu.edu/R/?func=dbin-jump-full&object_id=38192

Sources of Additional Information

- Copies of Presentation Slides can be accessed at:
  - www.career.fsu.edu/techcenter

Sources of Additional Information

- Holland, J. L. (1997) *Making vocational choices* (3rd ed.). Odessa, FL: PAR, Inc.
- NCDA *Career Convergence*, June 1, 2008.
- Reardon, R. C., & Lenz, J. G. (1998). *The Self-Directed Search & related Holland materials*. Odessa, FL: PAR, Inc.

Questions/Discussion

Thank You!

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