

My Vocational Situation Diverse Populations Literature Review

Author & Year	Title	Sample	Variables	Measures	Major Findings
Villarreal, Adria N.; 2007	Career development in a relational context: An examination of family of origin dynamics, relational health, ethnic identity and career development in diverse college women	250 ethnically diverse college women, 37% African American (AA), 18% Hispanic (H), 45% Caucasian (C)	<ul style="list-style-type: none"> • Vocational identity (VI) • Career decision self-efficacy (CDSE) • Confidence for career decision tasks • Family cohesion • Participation in social & recreational activities • Quality of mentorships • Quality of peer relationships • Ethnic identity (EI) 	<ul style="list-style-type: none"> • My Vocational Situation • Career Decision Self-Efficacy Scale - Short • Relational Health Indices • Inventory of Parent & Peer Attachment • Family Environment Scale 	<ul style="list-style-type: none"> • Caucasian women: reported higher VI than Hispanic women, no difference compared to African American women • No differences in reported CDSE among groups • African American & Hispanic women showed positive correlations with EI & confidence for career decision tasks • EI positively related to VI • VI positively related to family cohesion, participation in social & recreational activities, & higher quality mentorships • Confidence for career decision-making tasks positively related to quality of mentor & peer relationships & social & recreational activities in family of origin
Henry, Marquitta M.; 2009	Vocational identity development and affect among African-American and Caucasian undergraduate men	235 college men: 32% African American, 68% Caucasian	<ul style="list-style-type: none"> • Vocational identity (VI) • Affect 	<ul style="list-style-type: none"> • My Vocational Situation • PANAS 	<ul style="list-style-type: none"> • No significant difference in VI for both groups • VI & positive affect positively related • Affect had larger effect on VI for African American men than Caucasian men
Toporek, R. L., & Pope-Davis, D.; 2001	Comparison of vocational identity factor structures among African American and White American college students	754 college students: 57% women, 43% men; 26% African American, 73% Caucasian	Vocational identity (VI)	<ul style="list-style-type: none"> • My Vocational Situation 	<ul style="list-style-type: none"> • One-factor model provided adequate fit for both groups • VI factor structures not equivalent across groups
Shin, Y. J.; 2010	Cross-cultural comparison of the effect of optimism, career, decision-making autonomy, and family support on vocational identity	<ul style="list-style-type: none"> • 347 college students: 47% American, 53% Korean 	<ul style="list-style-type: none"> • Optimism, pessimism • Career decision-making autonomy • Family support • Vocational identity (VI) 	<ul style="list-style-type: none"> • Career Decision-Making Autonomy • Life Orientation Test-R • My Vocational Situation • Family Environment Scale Form-R 	<ul style="list-style-type: none"> • Optimism/pessimism, career decision-making autonomy & family supports antecedents to forming VI for both groups • Mechanisms which mediate/moderate relationship between variables & VI formation vary between cultures: <ul style="list-style-type: none"> ○ Koreans: extrinsic & intrinsic motivation mediate, family relations, family maintenance & family support moderate ○ Americans: intrinsic motivation mediates, family relations, family support orientation index moderates
Shih, S., & Brown, C. (2000).	Taiwanese international students: Acculturation level and vocational identity	112 undergraduate & graduate Taiwanese international students, 60% men, 40% women	<ul style="list-style-type: none"> • Acculturation level • Vocational identity (VI) • Length of residency in US 	<ul style="list-style-type: none"> • Suinn-Lew Asian Self-Identity Acculturation Scale • My Vocational Situation 	<ul style="list-style-type: none"> • Students older & living in US for shorter time periods more likely to self-identify as Asian • Students older & with lower acculturation level had higher VI

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Tak, J. (2006)	Construct and concurrent validity of the Korean Career Indecision Inventory	238 Korean college students living in Seoul; 70% men, 30% women	<ul style="list-style-type: none"> • Concurrent validity of Korean Career Indecision Inventory • Construct validity of Korean Career Indecision Inventory 	<ul style="list-style-type: none"> • Korean Career Indecision Inventory • Career Decision Scale • Career Decision-Making Self-Efficacy Scale • Negative Affectivity Scale • My Vocational Situation, Vocational Identity Scale 	<ul style="list-style-type: none"> • Construct validity supported - KCII total score & five factors showed significant negative relationship with MVS
Nicholas, L., & Pretorius, T. B. (1994).	Assessing the vocational ability of black South African university students: Psychometric and normative data on the Vocational Identity Scale of the My Vocational Situation	<ul style="list-style-type: none"> • 1558 Black South African University students, 44.7% men & 54.7% women 	<ul style="list-style-type: none"> • Home language • Faculty frequency of guidance • Guidance experience • Vocational identity (VI) 	<ul style="list-style-type: none"> • My Vocational Situation's Vocational Identity Scale 	<ul style="list-style-type: none"> • Students who enrolled in career-oriented faculties (as opposed to liberal arts faculties) & who had a positive guidance experience had higher vocational identity • Strong evidence of reliability of MVS scale with this population, limited evidence of construct validity
Leong, F. T. (1991)	Career development attributes and occupational values of Asian American and White American college students	<ul style="list-style-type: none"> • 146 university students, 83 (57%) White Americans (46% male, 54% female), 63 (52%) Asian Americans (38% male, 62% female) 	<ul style="list-style-type: none"> • Career development attributes • Occupational values 	<ul style="list-style-type: none"> • Career Maturity Inventory • Assessment of Career Decision Making Styles Subscales • My Vocational Situation 	<ul style="list-style-type: none"> • Asian Americans had higher preferences for dependent decision-making styles • No differences between cultural groups on vocational identity • Asian Americans valued extrinsic and security occupational value clusters (e.g., making more money, having a stable, secure future) more than White Americans