

Understanding Relationships  
Among Holland's Self-Directed  
Search, the Career Thoughts  
Inventory, and the Career  
Tension Scale

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# What we wanted to know

- ❖ Are there correlations between career tension, negative career thinking, and Holland's subscale of Differentiation?

# Why we wanted to know

- ❖ From teaching the undergraduate career development class, instructors noticed a trend in the students who ultimately did not do well in the course or were struggling.

# What we looked at:

- ❖ Career Thoughts Inventory
  - ❖ Decision Making Confusion, Commitment Anxiety, External Conflict
- ❖ Self-Directed Search
  - ❖ Differentiation/Profile Elevation, Holland Types

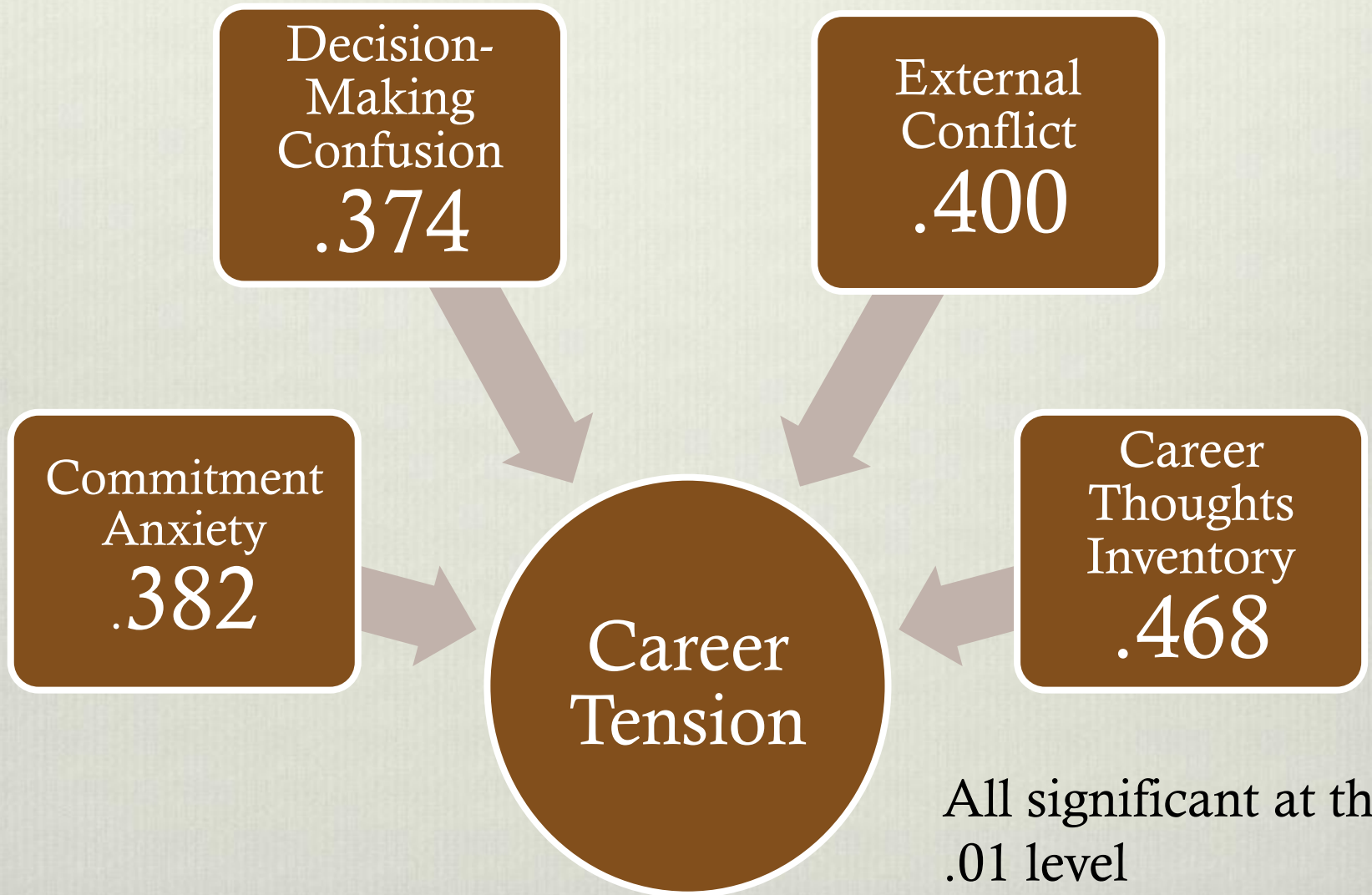
# Career Tension Scale?

- ❖ Career Tension is defined as “the emotions experienced when being called on to make a career decision and the resultant physical and emotional symptoms.”
- ❖ Career Tension Scale derived from the Job Tension Scale (House and Rizzo, 1972) to measure levels of career tension. Scale has seven items to which respondents indicate level of agreement/disagreement on a 7 point Likert-Scale. High scores indicate high levels of career tension.

# Who We Looked At

- ❖ 101 undergraduate students enrolled in five sections of a Career Development course at Florida State University in the Spring 2012 semester

# What We Found



# What's the Story?

- ❖ Surprisingly, it doesn't seem like profile elevation/differentiation is related to Commitment Anxiety or Career Tension
- ❖ Data Entry stage – unable to run a reliability analysis, but the newness of the Career Tension Scale and the fact that it's been used in so few studies may be problematic for the correlation study
- ❖ Career Tension correlates with S type Holland Types ( $r = .232$ ) and Commitment Anxiety correlates with I ( $r = .206$ ) and A ( $r = .228$ ) Holland Types all significant at the .05 level

# Implications

- ❖ Possibility that if CTI scores are high that Career Tension is also high
- ❖ S,I, and A people may be more likely to experience Career Tension and Commitment Anxiety in the career search and choice process
- ❖ By the time participants took the SDS and CTI, they have already had career interventions in the form of lectures and class activities



# What's Next?

- ❖ How do practitioners help clients with elevated Career Tension Scores? We know that Dysfunctional Career Thoughts can be helped by Cognitive Restructuring, but is the same true for Career Tension?
- ❖ Additional analysis of other secondary constructs of the SDS is warranted to look for correlations with things like Consistency and Congruence

# Additional Resources

Florida State University's Center for the Study of Technology in Counseling and Career Development:  
<http://www.career.fsu.edu/techcenter/>

- ❖ A bibliography of Holland's work and research related to Cognitive Information Processing
- ❖ Tyler Finklea – [janetylerfinklea@gmail.com](mailto:janetylerfinklea@gmail.com)
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