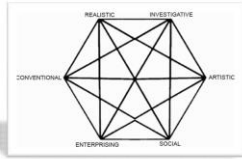


Examining the influence of Holland's theory in today's vocational literature



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Why we examined the literature...again!



- To **study the impact of Holland's theory** over 50+ years
- To **report changes in RIASEC theory** and applications as time goes on
- To **observe change in the number of publications** over time given the rise in postmodernism
- To **identify publications** related to application **in diverse settings**, countries, conditions and people
- To **provide new sources of knowledge** to researchers, practitioners, and others
- To **further developments** in theory, practice, and the career development field

Category Breakdown

Application of the theory in practice

- Used in practice for specific groups or programs, special populations, etc.

Specific populations

- Populations specified by major, occupation/field, area of interest, level of education, age

Alternative Forms

- Tools or instruments operationalizing Holland's theory

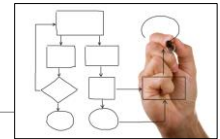
Theory/Typology/Validity

- Theoretical constructs or empirical evidence for reliability and validity of Holland theory and applications

Diverse populations

- Populations specified by gender, race, nationality, special abilities, disabilities, socio-economic status, and sexual identification

Method



Purpose:

to update and increase access to the Holland bibliography for scholars and practitioners

Tools:

- FSU Library website databases:
 - ProQuest
 - JSTOR
 - ISI Web of Science/Web of Knowledge
- Career Convergence online archives and NACE Journal online archives
- Refworks reference management system

Method Continued

Procedures:

Reviewed materials from existing bibliography

- Original bibliography, update, technical report, Digitool

Followed previous procedures for locating references

- Searched keywords, "Occupation OR career OR Personality AND Holland OR RIASEC"
- Searched journals, peer-reviewed journals, dissertations, reports, books, and chapters

Categorized References

- 5 existing sub-categories from previous bibliography

Manage Data

- Analyze and share findings for totals and distribution; implications

Results

237 additional references between January 2012 – December 2015

- 2012: **66**
- 2013: **53**
- 2014: **64**
- 2015: **54**

2,255 total unique references between 1953 – 2015

355 total periodicals represented (1953-2015) (+ 80; 29% increase)

Periodicals with highest number of citations:

- **304** Journal of Vocational Behavior
- **134** Journal of Career Assessment
- **111** Journal of Counseling Psychology
- **51** Career Development Quarterly
- **40** Journal of Employment Counseling

Results: Citations by Category

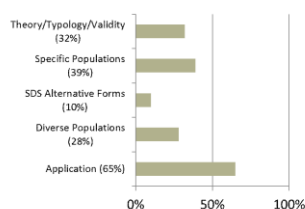
Category Totals:

- Application: **1,455**
- Diverse Populations: **633**
- SDS Alternate Forms: **221**
- Specific Populations: **878**
- Theory/Typology/Validity: **725**

3,912

references listed across all categories

Percentage of Total Unique References by Category



Discussion Points



- The literature supports the applicability of Holland's theory to diverse and special populations and the majority of diverse citations examine gender differences and college students
- The focus of the majority of reference citations concern applying Holland's theory in practice, across disciplines, in a variety of settings
- The results of this update show no evidence of drop-off in number of works created in recent years concerning Holland's theory, lending to the assumption that the theory and its applications remain relevant in modern practice
- Holland's theory is being examined amongst diverse populations (including many countries, ethnic/other groups, and occupations). Some areas for further examination include application of Holland's theory to military populations.

429 Holland references from 2006 to 2016 included:

...Examinations of groups belonging to **42** different major/occupation groups

...Application of Holland concepts to **71** different ethnicities/nationalities

...Studies conducted in **33** different countries

Ethnicity/ Nationality Groups

| | | | | | |
|--------------------------|-----------|-----------|--------------------------|---------------|---------------------|
| African | Canadian | French | Korean | Norwegian | Spanish |
| American | Caribbean | Canadian | Latino/Latina | Pakistani | Swedish |
| Argentinian | Chilean | German | - American | Filipino | Swiss |
| Asian | Chinese | Greek | Lithuanian | Polish | Thai |
| American | Croatian | Hispanic | Malaysian | Portuguese | Venezuelan |
| Australian | Cypriot | Hungarian | Mexican-American | Romanian | Black South-African |
| Austrian | Czech | Icelandic | Mexican | Russian | Vietnamese |
| Belgian | Danish | Indian | Middle Eastern-Americans | Saudi Arabian | Serbian |
| Bicultural Latino/Latina | Dutch | Iranian | Native American | Singaporean | Pacific Islander |
| Black | Egyptian | Irish | American | Slovene | Taiwanese |
| Brazilian | Emirati | Israeli | New Zealander | South African | |
| British | Estonian | Italian | | South-Asian | |
| Bulgarian | Finnish | Japanese | | American | |
| Maltese | French | Jordanian | | | |

Occupations

| | |
|------------------------------------|----------------------------------|
| Accountants | Managers |
| Business Majors | Medical Students |
| Career Counselors | Non-Profit Workers |
| Construction Superintendents | Nurses |
| Counselors | Nursing Education Students |
| Customer Service | Physicians |
| Dental Hygienists | Police |
| Education Majors | Project Managers |
| Engineering | Psychology Majors |
| Entrepreneurs | Quality Managers |
| Farmers | Rehabilitation Counselors |
| Fashion | Sales/Sales Managers |
| Funeral Service Ed. Majors | School Library Media Specialists |
| Guidance Counselors | School Psychologists |
| Health Care Professionals | Science Majors |
| Humanities Majors | Scientists |
| Industrial Construction | Software Engineers |
| Information Technology | Sonographers |
| Instructional Technology | STEM |
| Licensed Real Estate Professionals | Teachers/Faculty |
| Literary Coaches | Therapists |

Observed themes:

College Students are the most widely studied population - **27%** of references

Studies examining **women and/or gender differences** were the most prevalent—**15%** of references

Few studies examined **religious groups** (3 studies), **veterans** (3 studies), or **LGBTQ+** (1 study) populations

Greece
Germany
France
Denmark
Czech Republic
Croatia
Canada
China
Brunei
Brazil
Australia

Turkey
United Arab Emirates
United Kingdom