Integrating Theory, Research, and Practice in Vocational Psychology: Perspectives of a Journal of Vocational Behavior Editorial Board Member

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Fundamental Role of Academic Journals

- Disseminate knowledge

- Define the field

- Stimulate innovative thought

- Inspire Future research endeavors

History and Scope of *JVB*

- Founded in 1971 by Sam Osipow

- Aim was to publish research across the lifespan

- Began with one volume per year

- Currently at Volume 93 with six volumes

- Impact Factor = 2.59

- 8th out of 76 Applied Psychology Journals

JOURNAL OF
Vocational Behavior

A Spatial Configuration of Occupations[1]

NANCY S. COLE [2]

American College Testing Program

DOUGLAS R. WHITNEY

University of Iowa

and

JOHN L. HOLLAND

Johns Hopkins University

A mathematical analysis of the relationships among the six scales of Holland's Vocational Preference Inventory (VPI) yielded a representation of the six VPI scales in a "best-fitting" plane. The projection of VPI means of occupational groups onto that plane gave a spatial map of occupations in which the degree of relatedness was represented by the distance in the plane. The planar configuration was used to measure several concepts of vocational psychology and to test two initial hypotheses.

In a recent paper, Holland et al. (1969) presented a revised empirical classification of occupations using the six scales of Holland's Vocational Preference Inventory (VPI) and based on his theory of the psychology of vocational choice. An important result reported in that paper was the hexagonal configuration model for the six VPI scales. The hexagonal arrangement was supported by a statistical analysis which located the six scales in a "best-fitting" plane. This paper extends that formulation to the location of individuals and occupational groups on the plane.

The present analysis was performed to show the relationship among occupational groups. The need frequently arises in vocational counseling for a method of suggesting potential careers related to a client's expressed interests. Clients who are undecided or at an exploratory stage in their vocational development may be assisted by referring them to groups of related occupations. In addition, in research the concept of relatedness or degree of similarity of

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[1] Based on a paper presented at the 1970 annual meeting of the American Educational Research Association, March 6, 1970, Minneapolis, Minnesota.

[2] Reprints may be obtained from the senior author, American College Testing Program, Developmental Research Dept., P.O. Box 168, Iowa City, Iowa 52240.

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JOURNAL OF VOCATIONAL BEHAVIOR

History and Scope of *JVB*

- Strength is its breadth of topics

- Bridges two distinct, yet related fields
  - Vocational Psychology
  - Industrial Organizational Psychology

- Empirical research that advances theory

- Topics: vocational choice, occupational aspirations, career adaptability, career exploration, …job performance and satisfaction, multiple role management, work role salience, etc.

Relevance of Integrating Theory, Research and Practice

- Highly relevant to advance knowledge, suggest best practices and provide a foundation for the education and training of vocational psychologists (Fouad & Jackson, 2013)

- Integral to the editorial policy of *JVB*

- Theory-driven research is crucial (Fouad & Jackson; Karr & Larson, 2005)
  - Provides an organized framework
  - Reduces the generation of unconnected facts
  - Provides opportunities for growth and change in the field

- *JVB* is generally not a practice journal

Challenges in Integrating Theory, Research and Practice

- Long-standing gap between science and practice

- Location of integration with practice

- Integration of vocational theories and theories from industrial/organization psychology

- Theory, research and practice relevant to a broader range of national and global population

- Growing international focus in terms of authors and participants across national contexts, as well as editorial board members

- Call for a special issue on the vocational behavior of refugees

Challenges in Integrating Theory, Research and Practice

- Need to articulate theories that better account for the dynamic, non-linear, contextualized and diverse work lives (Hartung, 2013)

- Need to integrate intersectional perspectives

- Current call for special issue on understanding the experiences, attitudes and behaviors of sexual orientation and gender identity

- Post-modern approaches challenge vocational psychology's core value as a science

Opportunities for Integrating Theory, Research and Practice

- Continue to build on strength as a journal that publishes theoretically grounded research that empirically tests theories and informs practice (Fouad & Jackson, 2013)

- Social constructionism, constructivism and other post-modern approaches have gained ground (Collin & Patton, 2009)

- Expanding international focus through international collaborations, conferences and publications

- Disseminate knowledge and generate interdisciplinary solutions to complex global challenges

- Study of careers beyond economically advantaged countries and explanations involving free choice (Cohen, Arnold, & O'Neill, 2011)

- Interdisciplinary work of vocational psychologists and industrial/organizational psychologists

Recommendations for the Future

- Open reflective dialogue between the disciplines

- Examine and distinguish between established approaches and new responses (Creed & Hood, 2009; McIlveen, 2009)

- Proceed with theoretically-driven testable hypotheses and application of rigorous qualitative research methods

- Borrow from science to facilitate the translation of theoretical concepts and research to practice: translational science

Table 1: Core competencies for interdisciplinary research [adapted from (4,5)]

Major Area	Competencies
Conducting research	• **Use** theories and methods of multiple disciplines in developing integrated theoretical and research frameworks. • **Integrate** concepts and methods from multiple disciplines in designing interdisciplinary research protocols. • **Investigate** hypotheses through interdisciplinary research. • **Draft** funding proposals for interdisciplinary research programs in partnership with scholars from other disciplines. • **Disseminate** interdisciplinary research results both within and outside his or her discipline. • **Author** publications with scholars from other disciplines.
Communication	• **Advocate** interdisciplinary research in developing initiatives within a substantive area of study. • **Express** respect for the perspectives of other disciplines. • **Read** journals outside of his or her discipline. • **Communicate** regularly with scholars from multiple disciplines. • **Share** research from his or her discipline in language meaningful to an interdisciplinary team. • **Modify** his or her own work or research agenda as a result of interactions with colleagues from fields other than his or her own. • **Present** in an interdisciplinary research setting.
Interacting with others	• **Engage** colleagues from other disciplines to gain their perspectives on research problems. • **Interact** in training exercises with scholars from other disciplines. • **Attend** scholarly presentations by members of other disciplines. • **Collaborate** respectfully and equitably with scholars from other disciplines to develop interdisciplinary research frameworks.

Recommendations for the Future

- Subsume vocational psychology and industrial/organizational psychology under an overarching framework

Dreams for the Future of Vocational Psychology

"An interdisciplinary team of vocational psychologists, sociologists, economists, and anthropologists will test newly developed theoretical constructs to explain contextual factors in vocational behavior. The *Journal of Vocational Behavior* will become the outlet of choice for all related disciplines studying the work-related behavior of individuals." (Fouad, 2001, p. 189)