

# Cognitive Information Processing Theory: Current Status, Future Trends, Implications for Career Services

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# Evolution of CIP

- Innovation in brief and self-help services in a university also serving adults in the community
- Establishment of the Center for the Study of Technology in Counseling and Career Development (aka The Tech Center)
- Establishment of a CIP research team
- Application of CIP theory to career choice

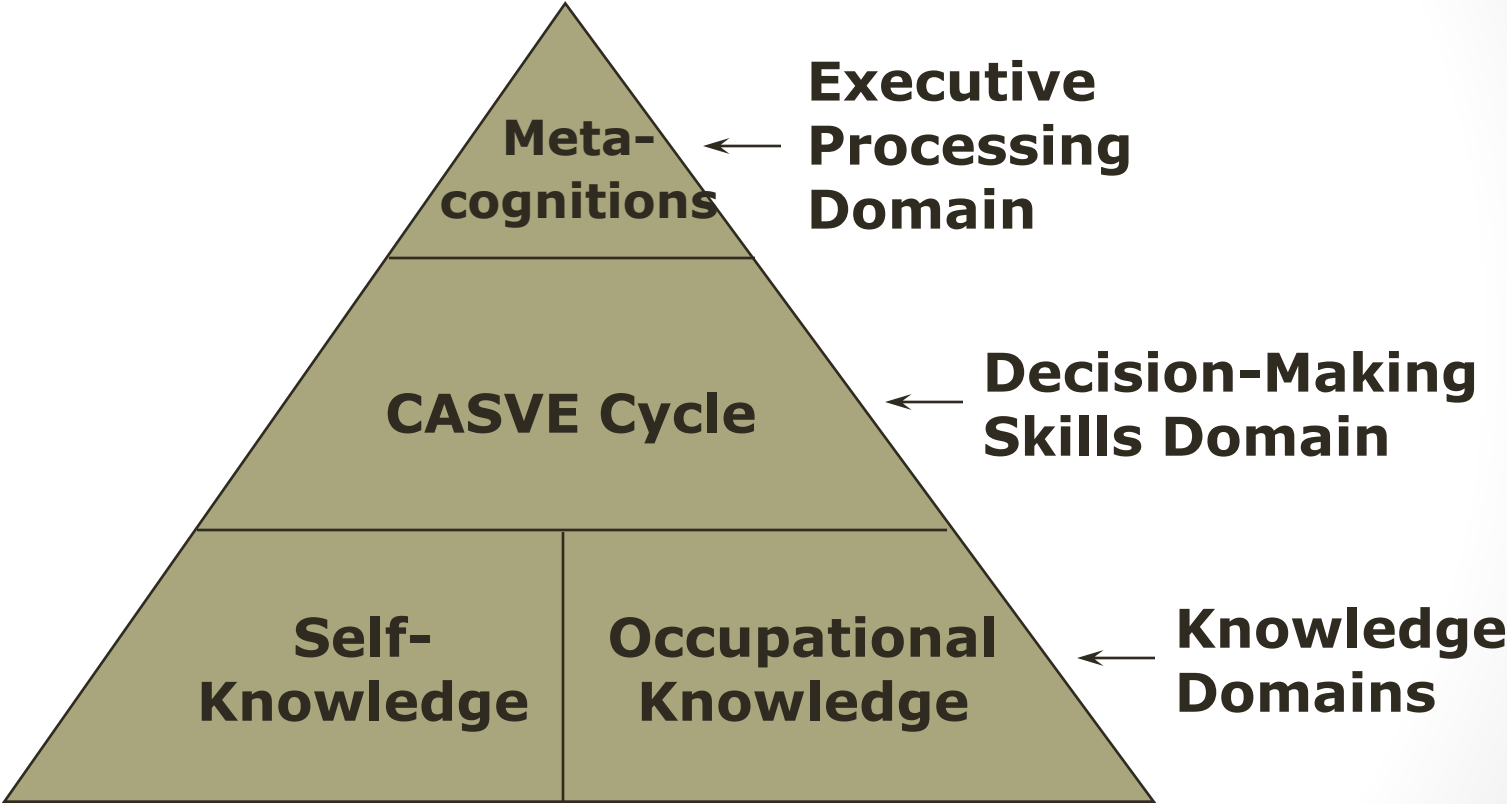
# Evolution of CIP

- Use of a career course as a laboratory for research and development
- Development of the Career Thoughts Inventory and Workbook
- Ongoing integration of CIP and Holland's RIASEC theory
- Creation of a Web-Based application for secondary school students
- Implementation of CIP in large service-delivery systems

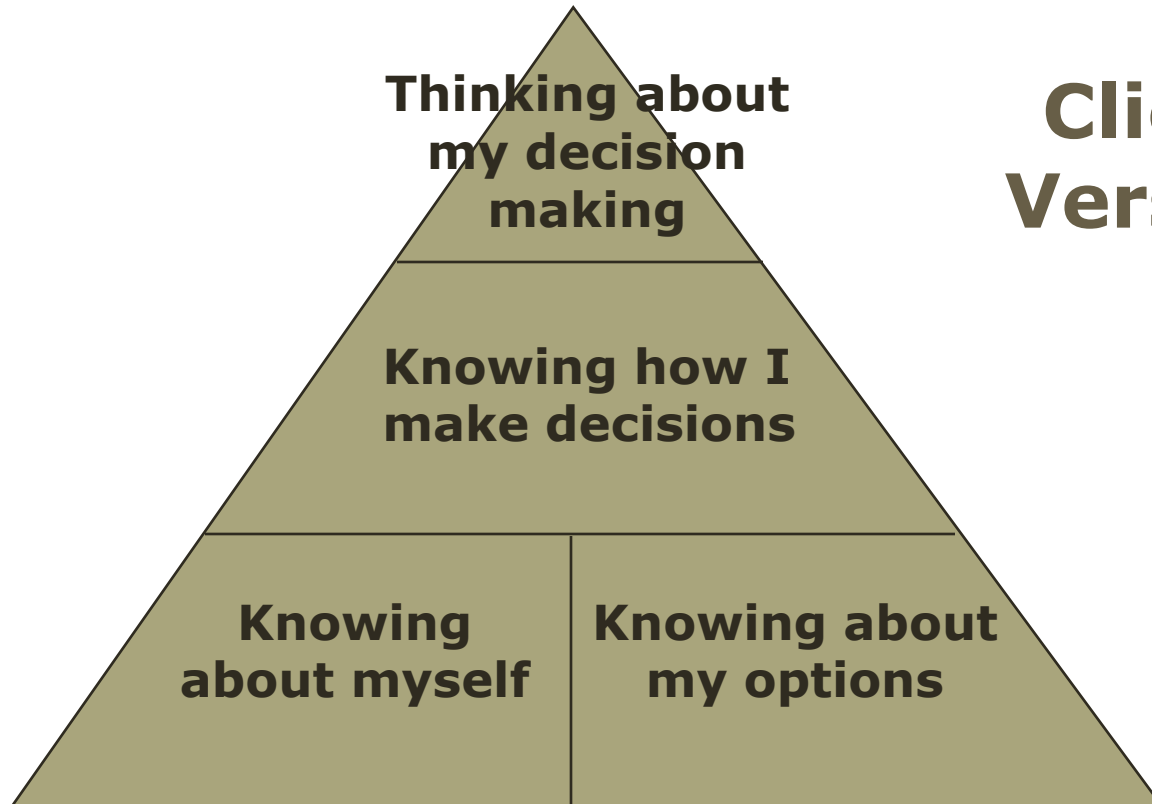
# Evolution of CIP

- Pyramid of Information Processing Domains (Knowing)
- CASVE Cycle (Doing)
- Readiness for Career Choice Model
- Differentiated Service Delivery Model

# Pyramid of Information Processing Domains

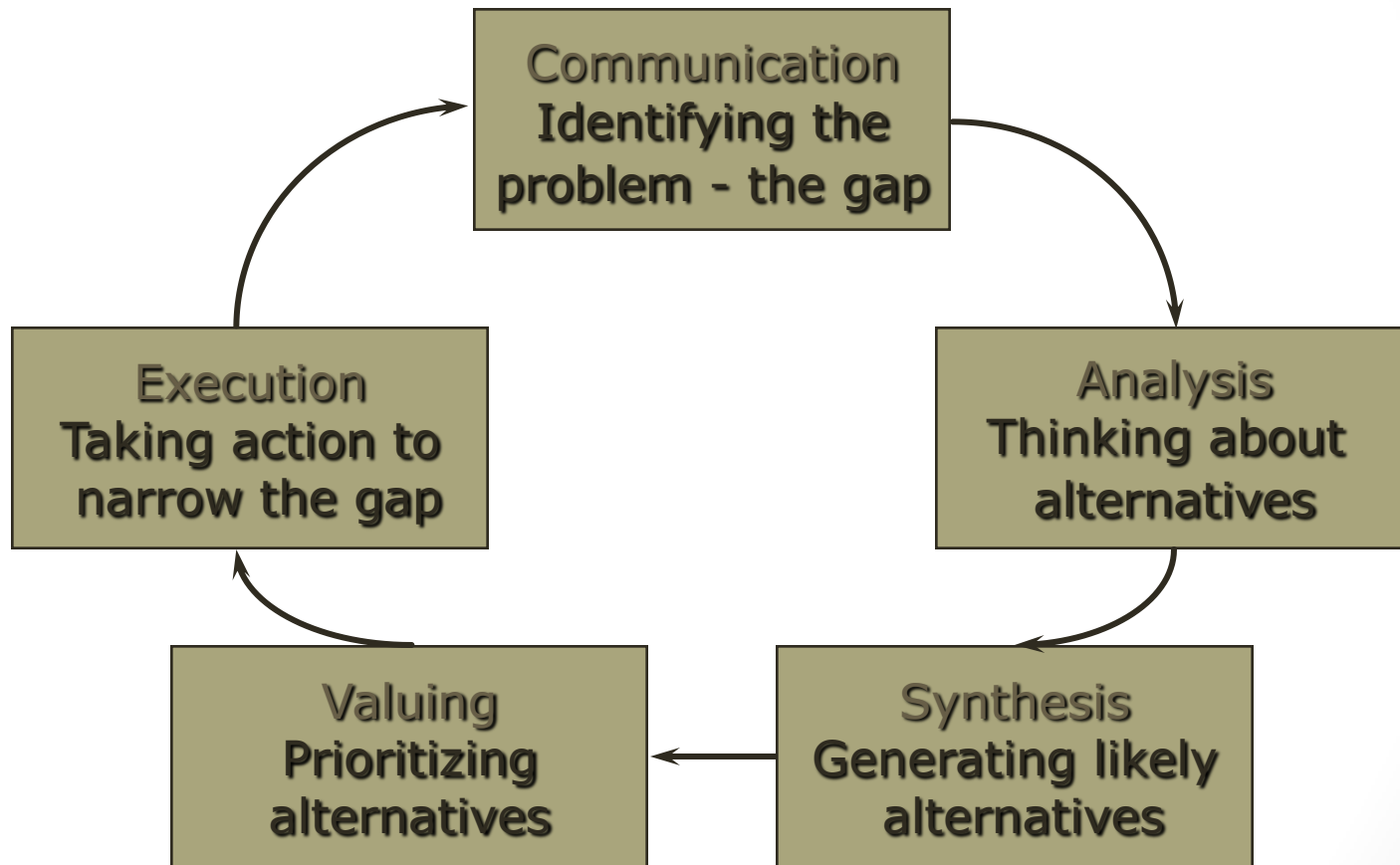


# Pyramid of Information Processing Domains

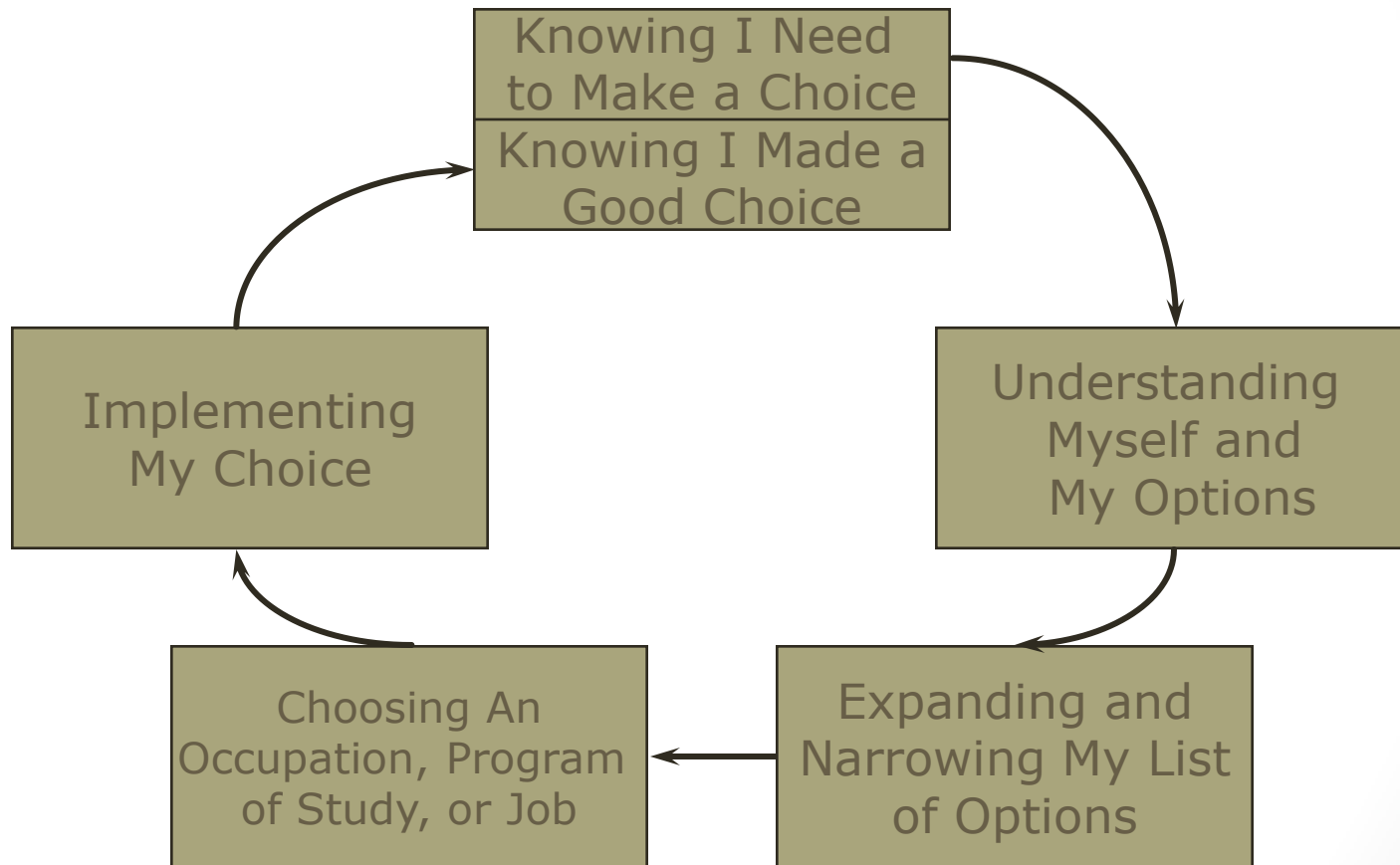


**Client  
Version**

# CASVE Cycle

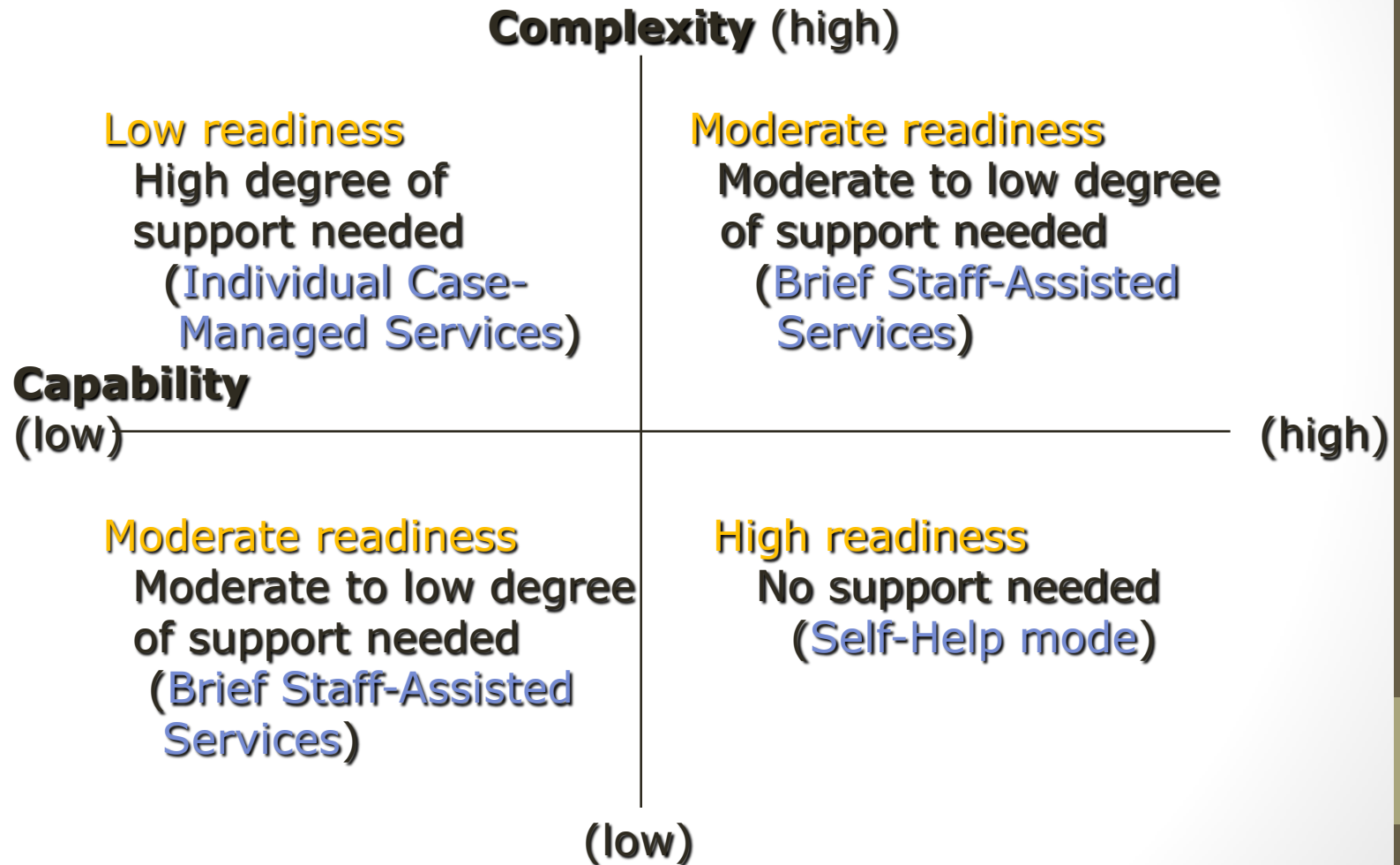


# CASVE Cycle - Client Version

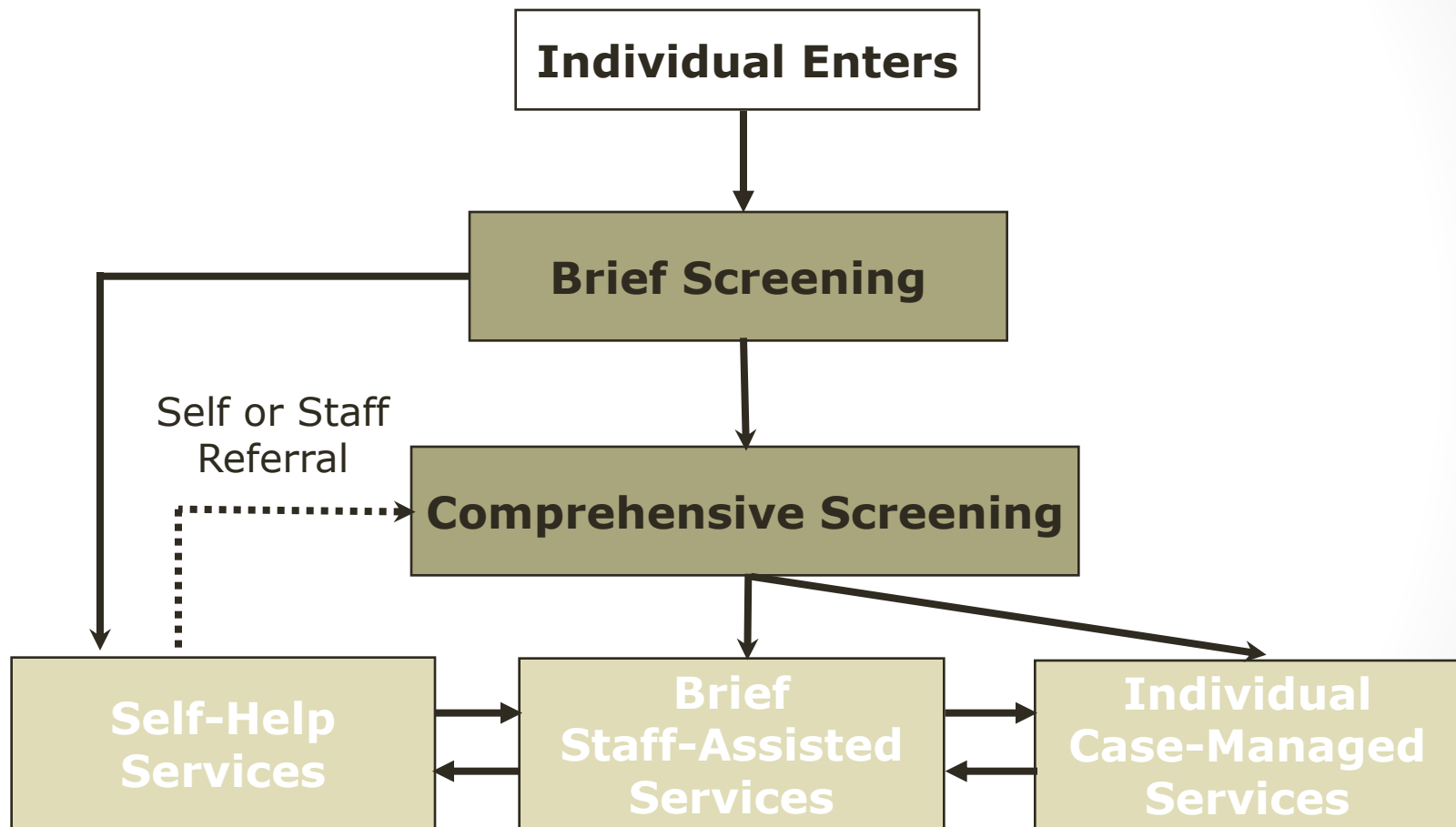




# Readiness for Career Choice Model



# Differentiated Service Delivery Model



Complete differentiated model of delivering career resources and services

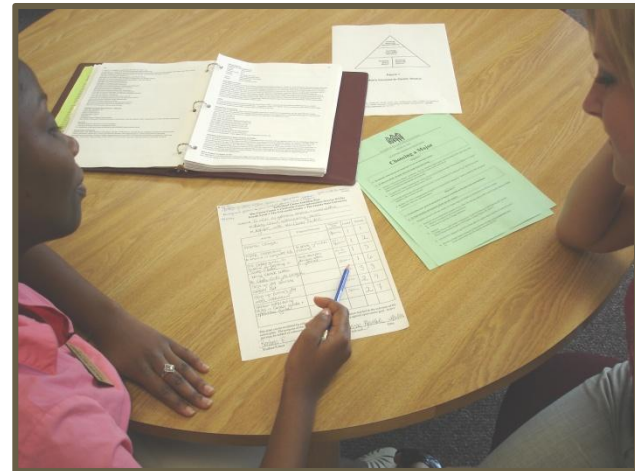
# CIP in Practice

- CIP provides a concrete application of how practitioners can be trained to apply theory in practice
- Career practitioners agree that CIP can be easily learned and applied
- Evidence of CIP replication in other settings



# CIP in Practice

- Focus is on **creating a learning event**
- Goal: clients learn how to solve career problems and make decisions
- CIP approach/ concepts can be easily explained to clients

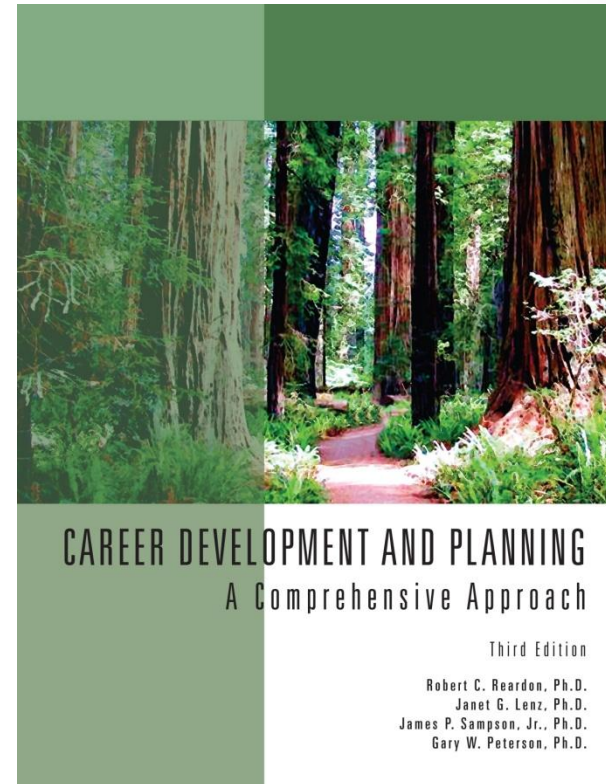


# CIP/CTI in Practice

- Allows for a holistic approach to the career decision making process
- Recognizes the complexity of career decision making
- Often provides clients with the awareness of things that have kept them “stuck”
- Provides an opportunity to relate this process to other life issues

# CIP in Instruction

- Theory-based undergraduate 3-credit career development class
- CIP integrated into text, class lectures, small group activities
- CTI used as **pre-posttest**
- Study by Reed, Reardon, Lenz, & Leierer (2001) showed a significant decrease in students' negative career thoughts



# CIP in Program Development

- International applications
- CIP as a “social justice” approach to career services
- Policy development & CIP
- Diverse populations, translation of materials globally
- Visitors from 42 nations to FSU Career Center/Tech Center

# CIP in Program Development

- Career workshop with secondary school students:
  - “CIP approach...can be successfully applied to promote career development on an international scale” (Hirschi & Lage, 2007)
- 14-week career assistance program—male cricketers, ages 15-16; experimental group improved career goal decidedness and career awareness (AJCD, 2003)
- Application of CIP to assist service members’ transition into the civilian world (Clemens & Milsom, CDQ, 2008)



# CIP in Program Development



Albert Parrillo, guidance counselor in Mechanicsburg, PA, using CIP concepts with a student...

Albert authored a dissertation on *Parental attachment and involvement as predictors of high school students career thoughts*

# Sampson Monograph to Highlight Use of CIP in Program Development



# CIP Applications in National, State, & Regional Systems for Career Services

- Examples
  - Connexions Services in England
  - Careers Scotland Centres
  - Careers Service in Northern Ireland
  - JobLink Centers in North Carolina
  - Workforce Centers in Oklahoma
  - Private Secondary School in Tasmania





Richmond Chambers Careers Service in Northern Ireland



CAREERS TEAM



LOCAL INFORMATION

GOING TO UNIVERSITY

HOW TO WRITE A CV

CHOOSING A CAREER

FINDING A JOB

COLLEGE







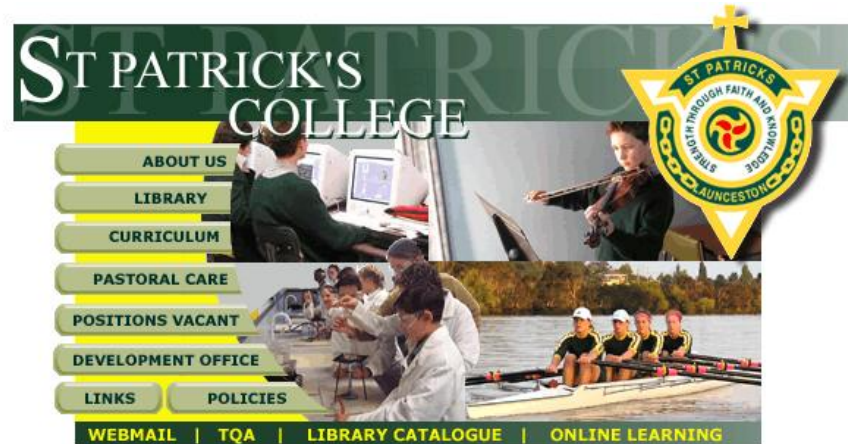
# CIP in Workforce Centers

Because of the **Oklahoma One Stop Career** Centers' effort to address career needs of their ever-increasing number of jobseekers, and their ever-decreasing budgets to maintain staff to facilitate these services, the **CIP model** became the perfect solution to serving their clients' diverse needs. The Workforce Oklahoma Training Institute at the University of Oklahoma collaborated with the state in adapting the model to match their clients' needs whether they were delivered one-on-one, self-help, or staff assisted...

Implementing the CIP model changed the culture of how clients perceived the Centers and how staff perceived clients. Staff roles were transformed to being true helpers rather than providers of information and eliminated much of the traditional paperwork.

(Director, Workforce Oklahoma Training Institute, University of Oklahoma)

# CIP in Tasmania



Hi Janet

Yesterday I gave a presentation at the Career and Transition Education Teachers conference about the socially inclusive career development program at my school. I stressed that the only way that we have time available to develop career programs for specific disadvantaged groups is because we use CIP's approach to career service delivery. Many attendees were impressed and found the information provided in the workshop to be very practical. I referred them to FSU Tech Center website and many made a note of your book, *Career Counseling and Services*.

Regards

Cathy Hughes



# CIP in China



# CIP in Costa Rica

Método cognoscitivo  
del procesamiento de información, para  
resolver problemas de la carrera

**Presentador**

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Centro para el estudio de la tecnología  
en el asesoramiento y  
el desarrollo de Carrera

Universidad Estatal de la Florida (FSU)  
Estados Unidos de América

## Pirámide del Proceso de la Información

**Habilidades metacognición**

- sensaciones del cuerpo y las emociones
- voz interna
- supervisión y control

**Conocimiento de sí mismo(a)**

- Intereses
- Valores
- Habilidades
- Preferencias del trabajo

**Conocimiento de las opciones**

- ocupaciones
- programas del estudio
- pasatiempos



# CIP Web-based Application

**CAREER DECISION-MAKING TOOL**

The CDMT helps teachers, counselors, and parents assist their students or children in identifying an appropriate career direction and selecting or developing an educational program or plan that will provide the knowledge and skills needed to succeed within their chosen career field.

The process that students—or anyone else—must go through to identify a career direction and evaluate an educational preparation plan is provided in a six-step decision cycle that may be entered at any point and repeated over and over until a satisfactory conclusion is reached.

Roll your cursor over each step for a description.

**Engaging**  
Starting Early

**Understanding**  
Learning what's important

**Exploring**  
Expanding your options

**Evaluating**  
Reviewing your options

**Acting**  
Developing an educational plan

**Reflecting**  
Reconsidering your decisions

**Career Decision-making Tool**

**USE THE TOOL**

- STATE & NATIONAL TOOLS
- USER GUIDES
- REFERENCES
- ACKNOWLEDGEMENTS

**CDMT HOME**

# CIP Research: Dissemination

\*<http://www.career.fsu.edu/techcenter> Tech Center established in 1986

Peterson, G., Sampson, J., & Reardon, R. (1991). *Career development and services: A cognitive approach*. Pacific Grove, CA: Brooks/Cole.

Peterson, G. W., Sampson, J. P., Jr., Lenz, J. L., & Reardon, R. C. (2002). A cognitive information processing approach in career problem solving and decision making. In D. Brown (Ed.), *Career choice and development* (4th ed., pp. 312-369). San Francisco: Jossey-Bass.

Sampson, J. P., Jr., Reardon, R. C., Peterson, G. W., & Lenz, J. L. (2004). *Career counseling and services: A cognitive information processing approach*. Pacific Grove, CA: Wadsworth-Brooks/Cole.

Reardon, R., Lenz, J., Sampson, J., & Peterson, G. (2009). *Career development and planning: A comprehensive approach* (3rd ed.). Mason, OH: Thomson Custom Solutions.

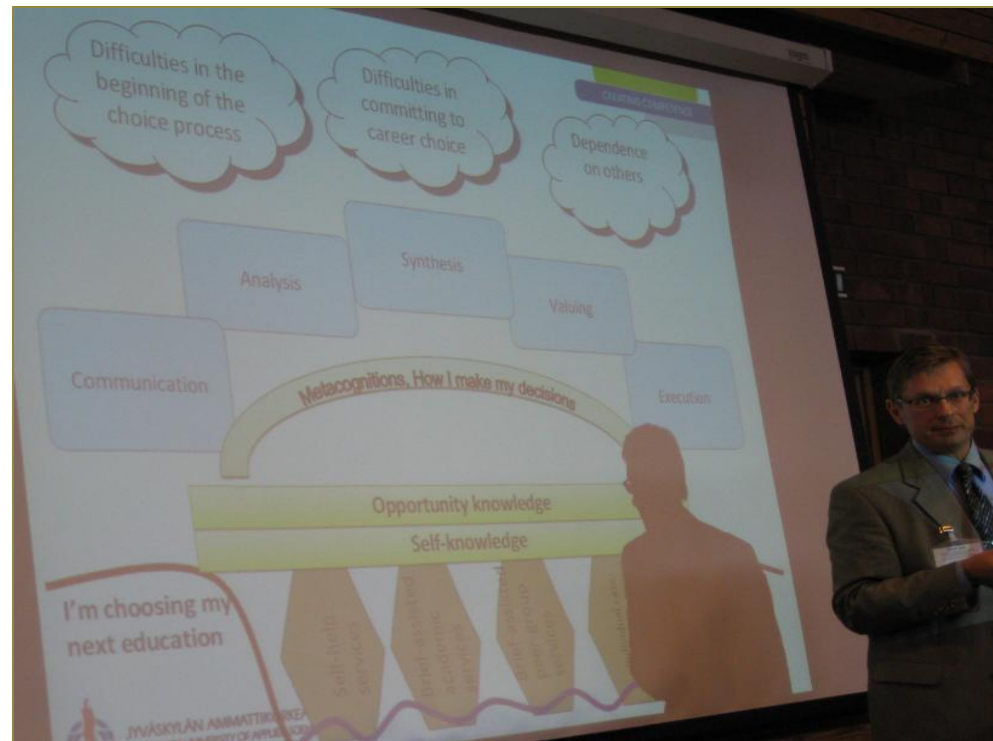
Sampson, J. P., Jr. (2008). *Designing and implementing career programs: A handbook for effective practice*. Broken Arrow, OK: NCDA.

# CIP/CTI Research: Analyzing the Bibliography

- About 95 refereed journal articles, chapters, and Web publications
- About 37 dissertations worldwide
- About 19 dissertations from FSU
- CIP applications: About 57 references
- CTI research: About 84 references

# CIP Research: CTI Translations

- Korean
- Finnish
- Turkish
- Latvian
- Icelandic
- Greek
- Portuguese\*





# CIP Research: Published 2009+ or In Press

1. Big questions facing vocational psychology: A CIP perspective
2. Translating career theory to practice: The risk of unintentional social injustice
3. Modern and post-modern career theories: The unnecessary divorce
4. Icelandic translation of the CTI
5. Dysfunctional career thoughts and learning disabilities

# CIP Research: Published 2009+ or In Press

6. Connecting career and mental health counseling: Integrating theory and practice
7. Relationships among stress, decision state, and career thoughts
8. Communication apprehension related to career thoughts
9. Measuring & developing competence in using career assessments
10. Demonstration of Rasch measurement with the CTI



# CIP Research: In Progress at FSU

1. Career interventions and changed career thoughts of Pacific Island students
2. Goal instability in relation to career thoughts and career course behavior
3. Calling, vocational identity, and negative thinking
4. **Efficacy of brief career advising in a career resource room**
5. Validity of cognitive constructs in CIP and SCCT theories
6. Career thoughts, indecision, and depression: Implications for assessment in career counseling

# CIP Research: In Progress at FSU

7. Adapting vs. adopting the CTI in a Finland Polytechnic
8. Relationships among Holland types, goal instability, vocational identity, and career thoughts of university students
9. Relationships among career thoughts, profile elevation, differentiation, career decidedness, and satisfaction with choice
10. Using model-reinforced learning to shape career behavior

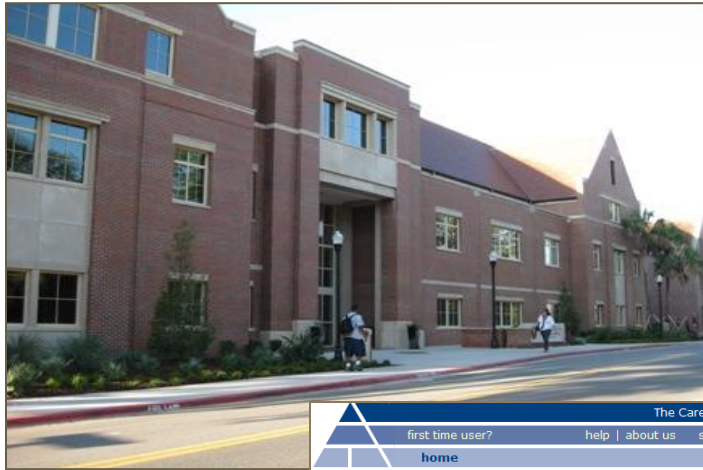
# CIP Future Directions

- CTI revision
- Online delivery of CTI, CTI workbook, and CIP-based interventions
- Further convergence of career & mental health counseling (e.g., problem space worksheet, Beck Depression Inventory)
- Spirituality & vocational choice (Valuing)
- Enhanced use of model reinforced learning in ISB

# CIP Future Directions

- Further integration of multicultural factors in vocational choice, e.g., the nature of positive family influence on decision making in the Valuing phase of the CASVE Cycle
- Career thoughts in relation to other constructs in vocational behavior, e.g., motivation, self-efficacy, career stress
- Further integration of CIP and other theoretical perspectives, such as Holland's RIASEC theory

# For More Information



The Career Center @ Florida State University

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[home](#)

**Center for the Study of Technology in Counseling and Career Development**  
*Welcome! What brings you here today?*

I am an: [Individual](#) seeking information about my own career and education choices.

[Student](#) learning how to design and deliver career resources and services or exploring graduate study at FSU.

[Instructor](#) teaching a career development or planning course.

[Practitioner](#) delivering career services or creating career resources.

[Researcher or program evaluator](#) examining the delivery of career resources and services.

[Policy maker or senior administrator](#) interested in the cost-effectiveness of career services.

[Developer of computer applications](#) used in the delivery of career resources and services.

**What's New**  
**October 2010**  
[FCA 2010](#)

**August 2010**  
[Distance Counseling Bibliography](#)

**July 2010**  
[NCDA 2010 Materials](#)

**April 2010**  
[Holland's Theory In an International Context: Applicability of RIASEC Structure and Assessments](#)

[www.career.fsu.edu/techcenter](http://www.career.fsu.edu/techcenter)