## My Vocational Situation Diverse Populations Literature Review

<table>
<thead>
<tr>
<th>Author &amp; Year</th>
<th>Title</th>
<th>Sample</th>
<th>Variables</th>
<th>Measures</th>
<th>Major Findings</th>
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| 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) | • 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) | • My Vocational Situation  
• Career Decision Self-Efficacy Scale - Short  
• Relational Health Indices  
• Inventory of Parent & Peer Attachment  
• Family Environment Scale | • 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 | • Vocational identity (VI)  
• Affect | • My Vocational Situation  
• PANAS | • 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) | • My Vocational Situation | • 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 | 347 college students: 47% American, 53% Korean | • Optimism, pessimism  
• Career decision-making autonomy  
• Family support  
• Vocational identity (VI) | • Career Decision-Making Autonomy  
• Life Orientation Test-R  
• My Vocational Situation  
• Family Environment Scale Form-R | • 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:  
  o Koreans: extrinsic & intrinsic motivation mediate, family relations, family maintenance & family support moderate  
  o 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 | • Acculturation level  
• Vocational identity (VI)  
• Length of residency in US | • Suinn-Lew Asian Self-Identity Acculturation Scale  
• My Vocational Situation | • 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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<td>Tak, J. (2006)</td>
<td>Construct and concurrent validity of the Korean Career Indecision Inventory</td>
<td>238 Korean college students living in Seoul; 70% men, 30% women</td>
<td>• Concurrent validity of Korean Career Indecision Inventory</td>
<td>• Korean Career Indecision Inventory</td>
<td>• Construct validity supported - KCII total score &amp; five factors showed significant negative relationship with MVS</td>
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<td>Nicholas, L., &amp; Pretorius, T. B. (1994).</td>
<td>Assessing the vocational ability of black South African university students: Psychometric and normative data on the Vocational Identity Scale of the My Vocational Situation</td>
<td>• 1558 Black South African University students, 44.7% men &amp; 54.7% women</td>
<td>• Home language • Faculty frequency of guidance • Guidance experience • Vocational identity (VI)</td>
<td>• My Vocational Situation's Vocational Identity Scale</td>
<td>• Students who enrolled in career-oriented faculties (as opposed to liberal arts faculties) &amp; 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</td>
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<td>Leong, F. T. (1991)</td>
<td>Career development attributes and occupational values of Asian American and White American college students</td>
<td>• 146 university students, 83 (57%) White Americans (46% male, 54% female), 63 (52%) Asian Americans (38% male, 62% female)</td>
<td>• Career development attributes • Occupational values</td>
<td>• Career Maturity Inventory • Assessment of Career Decision Making Styles Subscales • My Vocational Situation</td>
<td>• 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</td>
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