Connecting Career Theory with Practice: A Cognitive Information Processing Approach

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Evolution of CIP

- Innovation in **brief** and **self-help services** in a university setting--also serving community individuals

- Establishment of the Center for the Study of Technology in Counseling and Career Development (aka The Tech Center) & a research team

- Application of CIP theory to career choice and service delivery
CIP Theory: Basic Sources*


*More info found at: [http://www.career.fsu.edu/techcenter](http://www.career.fsu.edu/techcenter)*
Some Myths About CIP Theory

• is simply a decision-making model with a rational focus

• has only been researched and applied at Florida State

• has not been applied or researched with diverse populations or cultures

• emphasizes cognition/thinking over feelings

• doesn’t deal with chance or unplanned events

• focuses solely on the individual, rather than individuals in context
Key CIP Concepts

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

- Executive Processing Domain
- Decision-Making Skills Domain
- Knowledge Domains
- CASVE Cycle
  - Meta-cognitions
  - Self-Knowledge
  - Occupational Knowledge
Pyramid of Information Processing Domains

Thinking about my decision making

Knowing how I make decisions

Knowing about myself | Knowing about my options

Client Version
CASVE Cycle

- Communication: Identifying the problem - the gap
- Execution: Taking action to narrow the gap
- Analysis: Thinking about alternatives
- Synthesis: Generating likely alternatives
- Valuing: Prioritizing alternatives
CASVE Cycle - Client Version

- Knowing I Need to Make a Choice
- Knowing I Made a Good Choice
- Implementing My Choice
- Expanding and Narrowing My List of Options
- Choosing An Occupation, Program of Study, or Job
- Understanding Myself and My Options
Translating Concepts for Client Use

• Pyramid
  • What’s involved in career choice
  • The content of career choice
  • What you need to know

• The CASVE Cycle
  • A guide to good decision making
  • The process of career choice
  • What you need to do
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 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
Readiness

The capability of an individual to make appropriate career choices taking into account the complexity of family, social, economic, and organizational factors that influence career development.

Readiness for Career Choice Model

Complexity (high)

Low readiness
High degree of support needed
(Individual Case-Managed Services)

Moderate readiness
Moderate to low degree of support needed
(Brief Staff-Assisted Services)

Capability (low)

Moderate readiness
Moderate to low degree of support needed
(Brief Staff-Assisted Services)

High readiness
No support needed
(Self-Help mode)
Differentiated Service Delivery Model

Individual Enters

Brief Screening

Self or Staff Referral

Comprehensive Screening

Self-Help Services

Brief Staff-Assisted Services

Individual Case-Managed Services

Complete differentiated model of delivering career resources and services
Self Help

Brief Staff-Assisted

Individual Case-Managed Services
Use of Assessments in CIP

• Readiness
• Self assessments
• Assessing option knowledge
Readiness Assessment

Screening instruments, e.g.,

Career Thoughts Inventory (CTI)
Decision Space Worksheet (DSW)

help determine readiness for career choice and level of assistance needed
Purpose of the CTI

Identify individual negative thoughts that impair, impede, or block information processing in career decision making (item level)

Locate blocks in CASVE cycle--construct scales
- Decision-Making Confusion (DMC), C
- Commitment Anxiety (CA)
- External Conflict (EC)

Measure general state of indecision or confusion (CTI total score)
Assessing personal and social context - Decision Space Worksheet (DSW)

Decision Space Worksheet (DSW)

Name ______________________  Date _____________

Decision you are making ____________________________________________________________

Please list all thoughts, feelings, circumstances, people, or events that bear on the decision you are making:

1. __________________________________________________________
2. __________________________________________________________
3. __________________________________________________________
4. __________________________________________________________
5. __________________________________________________________
6. __________________________________________________________
7. __________________________________________________________
8. __________________________________________________________
9. __________________________________________________________
10. __________________________________________________________

The Decision Space

Directions:
- The large circle below represents the total decision space.
- Within the large circle, draw smaller circles that represent the magnitude or the relative importance of each item listed on the Decision Space Worksheet (DSW).
Purpose of the Decision Space Worksheet (DSW)

- Cognitive mapping task
- Helps clients reveal thoughts, feelings, persons, circumstances, etc. associated with the career decision
- Helps clients prioritize importance of contextual influences
- Can be used with middle school through college level students and adults
Typical Issues Revealed

- Cognitive distortion
- Financial
- Family
- Education
- Interests
- Self doubt
- Employment
- Quality of life
Issues From DSW Lead to ILP Creation in Collaboration with the Client
CIP/CTI in Individual Counseling

• 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
Connecting CIP Theory and Mental Health Issues

• How are career problem solving and decision making influenced by mental health status?

• Using assessments that bridge career and mental health domains

• How can knowledge of career and mental health issues be used in developing an individualized learning plan?
CIP & Mental Health

• Alleviates stress and anxiety associated with the decision making task

• Can enhance client focus and concentration

• Creates an environment to integrate new understanding of client mental health issues and their impact on career decision-making

• Provides an evidence-based approach for combining career and mental health issues in counseling
Mental health constructs directly correlated with dysfunctional career thoughts

- indecision
- neuroticism
- anxiety
- angry hostility

- depression
- self-consciousness
- impulsivity
- vulnerability

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
- Studies by Reed et al. (2001) & Osborn et al. (2007) showed significant decreases in students’ negative career thoughts
CIP in Program Development

- International applications
- Diverse populations, translation of materials globally
- Visitors from 42 nations to FSU Career Center/Tech Center
Issues Related to Access

• Theory base for career services impacts access
• Cost effectiveness of interventions
• Access is a social justice issue
• CIP theory’s service delivery approach provides a model for increasing access
CIP in Program Development

- Career workshop with Swiss secondary school students:
  “CIP approach...can be successfully applied to promote career development on an international scale” (Hirschi & Lage, 2007)

- CIP-based intervention most positive change in career decision making for Icelandic secondary students (Björnsdóttir, 2011)

- 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...

Dr. Parrillo authored a dissertation on *Parental Attachment and Involvement as Predictors of High School Students Career Thoughts*
The 2008 *NCDA Monograph* Highlights Application of CIP Theory 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
  • Workforce Centers in Oklahoma
  • Private Secondary School in Tasmania
Richmond Chambers Careers Service in Northern Ireland
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)
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......

Regards
Cathy Hughes
CIP in China

Translated for use in CDF training
CIP in Costa Rica

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

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Applications in University settings
CIP Perspective on Big Questions Facing Vocational Psychology

1. New knowledge should come from varied disciplines and field experience

2. Methods should be developed to transfer extensive knowledge from existing theory and research into practice

3. There are common themes in the global economy that can be informed by career theory and research

Connecting Research to Practice: Analyzing the CIP/CTI Bibliography

- Citations in 119 refereed journal articles, chapters, and Web publications
- 34 dissertations worldwide (19 Florida State University)
- *CIP applications in service delivery: About 91 references
- *CTI research studies: About 59 references

*Some citations apply in both areas
CIP Research: CTI Translations

- Korean
- Finnish
- Turkish
- Latvian
- Icelandic
- Greek
- Portuguese
Selected CIP Publications & Research 2010-2012

1. Translating career theory to practice: The risk of unintentional social injustice (Sampson et al., 2011, *JCD*)

2. Connecting mental health and career counseling (Lenz et al., 2010, *VISTAS*)

3. Relationships among career and life stress, thoughts, and career decision state (Bullock et al., 2011, *CDQ*)

4. Career interventions and the career thoughts of Pacific Island college students (Thrift et al., 2012, *JCD*)

5. Measurement and development of competence in the use of career assessments (Peterson et al., 2010, *CPADJ*)
CIP Research: In Progress

1. Goal instability in relation to career thoughts and career course behavior
2. Calling, vocational identity, and negative thinking
3. Holland type, goal instability, career thoughts, and vocational identity
4. Negative career thinking and career decision self-efficacy in career exploratory behavior
5. Personality assessment, career decision making, & career thoughts
6. Career thoughts, indecision, and depression: Implications for assessment in career counseling
7. The relationships among neuroticism, dysfunctional career thoughts, and coping strategies

8. Adapting vs. adopting the CTI in a Finland Polytechnic

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

- Further convergence of career & mental health counseling (e.g., Decision Space Worksheet, Beck Depression Inventory)
- Spirituality & vocational choice (Valuing)
- Enhanced use of model reinforced learning in ISB
- CTI revisions
- Online delivery of CTI, CTI workbook, and CIP-based interventions
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
• Learning from research on CTI translations & use in other countries
CIP Future Directions

Further integration of CIP and other theoretical perspectives, such as Holland’s RIASEC theory, Social Cognitive Career Theory (SCCT), Relationship Theory
For More Information

www.career.fsu.edu/techcenter