What’s New with CIP? A 20-Year Perspective of Cognitive Information Processing (CIP) Theory

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NCDA Global Conference, July 2008
Washington, DC
Overview

- Context/History & purpose
- Applying CIP theory in practice
- CIP in program development
- CIP research & theory developments
- Question/answer
The Context

• 4th largest state in the U.S.
• Tallahassee, FL--state capital
• Florida State University, 4-year, public research university, 40,000 students
Center for the Study of Technology in Counseling and Career Development

A unit of the Florida State University Career Center and College of Education

Integrating theory, research, and practice

Theory  Research  Practice

www.career.fsu.edu/techcenter
History and Purpose

• Current staff includes:
  – Drs. Sampson & Lenz, Co-Directors
  – Drs. Peterson & Reardon, Senior Research Associates
  – Dr. Garis, Research Associate
  – Ms. Epstein, Librarian
  – Graduate Students
History and Purpose

- **CIP Initial Introduction—A Theoretical Shift**

- **CIP/CTI Formal Introduction**


History and Purpose

• Dissemination

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


History and Purpose

• CIP/CTI cited in:

• CIP/CTI not cited in:
CIP Critiques

**Brown (2007):** little information relative to diverse groups; CTI is intrusive measure for some cultural groups; model applies to clients expecting to make their own decisions.

**Capuzzi & Stauffer (2006):** few empirical findings available yet; excellent for clients motivated to use linear decision making.

**Herr, Cramer, & Niles (2004):** a learning-approach and bridge to situational, sociological, and contextual approaches.
CIP Critiques

Niles & Harris-Bowlsbey (2005): built on research in cognitive psychology, uses clear definitions of constructs, committed to practical applications; research growing but not extensive.

Sharf (2006): a prescriptive approach relatively new with little known relative to gender and diversity, an area of potential research.

Zunker (2006): strength is a practical application for solving career problems.
History and Purpose

• Analyzing the CIP bibliography
  – 20 dissertations from 6 different universities
  – CIP applications: About 45 citations
  – CTI research: About 35 citations
  – About 50 refereed journal articles published
History and Purpose

• CIP:
  – Is informed by scholarship and practice and vice versa
  – Is freely disseminated to practitioners and clients
  – Has origins in human learning events, information processing, career service delivery, and technology
  – Uses a systems approach to service delivery
  – Not limited to counseling interventions
History and Purpose

• Since 1986, the FSU Career Center and Tech Center:
  – Have been visited by persons from 40 countries
  – Staff have presented and consulted in 28 countries

• Tech Center Web site visitors in 2008 are from more than 48 countries outside the U.S.
History and Purpose

• Contributions and traits of CIP principals:
  – Peterson—originator of ideas; CIP lead author; divergent thinker; cognitive scientist; researcher
  – Sampson—promoter; international consultant; CTI lead author; computer applications; service delivery options
  – Reardon—program development; undergraduate text lead author; self-help information; links RIASEC theory
  – Lenz—lead staff trainer; chief CIP implementer; links RIASEC theory; current group leader
  – Saunders—initial CTI researcher; mental health and career practitioner and consultant; program chair
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

- Experience has shown that CIP concepts can be successfully applied in all forms of service delivery
  - Self help
  - Brief staff-assisted
  - Individual
CIP in Practice

- CIP focus is on creating a learning event
- Goal: clients learn how to solve career problems and make decisions
- CIP approach can be easily explained to clients
Using CIP & the CTI with Individual Clients

- Provides a framework/model for the career decision making process
- Allows clients to be involved in the process and identify areas to explore
- Builds on existing knowledge, utilizes clients’ understanding of themselves
- Enhances the counseling relationship as counselor and client jointly work at career issues
Using the 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
Challenges in Training & Practice

• Not all staff “buys in” to the approach
• Inconsistent use of CIP theory and associated tools
• Time pressures of drop-in services may impact use of CTI and CTI workbook
• Ongoing training and supervision needed for most effective use of CTI and CTI workbook
CIP in Instruction

- Undergraduate 3-credit career development class
- CIP integrated into text, class lectures, small group activities
- CTI used as pre-post test
- Study by Reed, Reardon, Lenz, & Leierer (2001) showed a significant decrease in students’ negative career thoughts
- 3rd edition of CIP-based undergraduate text to be published fall 2008
New Developments in CIP

- Four steps in promoting effective use of Career Resources:
  1. Understanding
  2. Recommending
  3. Orienting
  4. Follow-up

Four-Step Process

• Understanding
  – Clarifying the career assessment and information needs of an adolescent or adult

• Recommending
  – Suggestions about career assessments and information on the ILP that are appropriate for the needs of the adolescent or adult
  – Selecting
  – Sequencing
  – Pacing
Four-Step Process

• Orienting
  – Preparing adolescents and adults to make effective use of career assessments and information

• Follow-Up
  – Checking that adolescents and adults have appropriately used the resources and services on their ILP and that they have a plan of action for the future
CIP in Program Development

- International applications
- CIP as a “social justice” approach to career services
- Policy development & CIP
- Diverse populations, translation of materials globally
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, March 2008)
CIP/CTI Use

- Australia
- Bermuda
- Canada
- China
- Finland
- Great Britain
- Greece
- Guam
- Hong Kong
- Iceland
- India
- Indonesia
- Ireland
- Italy
- Japan
- Latvia
- Lithuania
- Malaysia
- Malta
CIP/CTI Use

- Mexico
- New Zealand
- Northern Ireland
- Norway
- Pakistan
- Philippines
- Portugal
- Romania
- Scotland
- Singapore
- South Africa
- South Korea
- Spain
- Sweden
- Switzerland
- Taiwan
- Turkey
- United States
CTI Translations

- Korean
- Finnish
- Turkish
- Icelandic
- Greek
- Portuguese*
Developing National & State Systems for Career Services

- Awareness of the need for change
- Identify career service-delivery models
- Select a cost-effective model
- Develop an implementation plan
- Implement improved career resources and services
Examples

• JobLink Centers in North Carolina
• Workforce Centers in Oklahoma
• Connexions Services in England
• Careers Scotland Centres
• Careers Service in Northern Ireland
CIP Applications

Career Decision Making Tool (CDMT)
http://www.acrnetwork.org/decision.htm
CIP Theory Development

- Validation through Structural Equation Modeling (SEM)
- Integrating disability into CIP
- Integrating mental health aspects
- Theory generalization
- Ongoing development of theory-based practice
Future Directions

• CTI revision
• Training in use of CTI & CTI workbook
• Online delivery of CTI, CIP-based interventions
• Further convergence of career & mental health counseling (e.g., problem space worksheet)
• Spirituality & vocational choice (Valuing)
Future Directions

• Individual characteristics & effectiveness of CIP theory
• Career thoughts in relation to other constructs, e.g., motivation, self-efficacy, career stress
• Learning styles & acquisition of career problem-solving & decision-making skills
Summary

• Theory----practice----research----theory
• Client & learning-focused approach
• Paradigm shift in career theory
• Balancing theory in the study of vocational behavior with applying theory in the design & delivery of career services and resources
Questions/Discussion

Visit us online at www.career.fsu.edu/techcenter or come see us in our new facility, beginning September 2008