

Holland's Theory in a Postmodern World: Is it still Relevant?

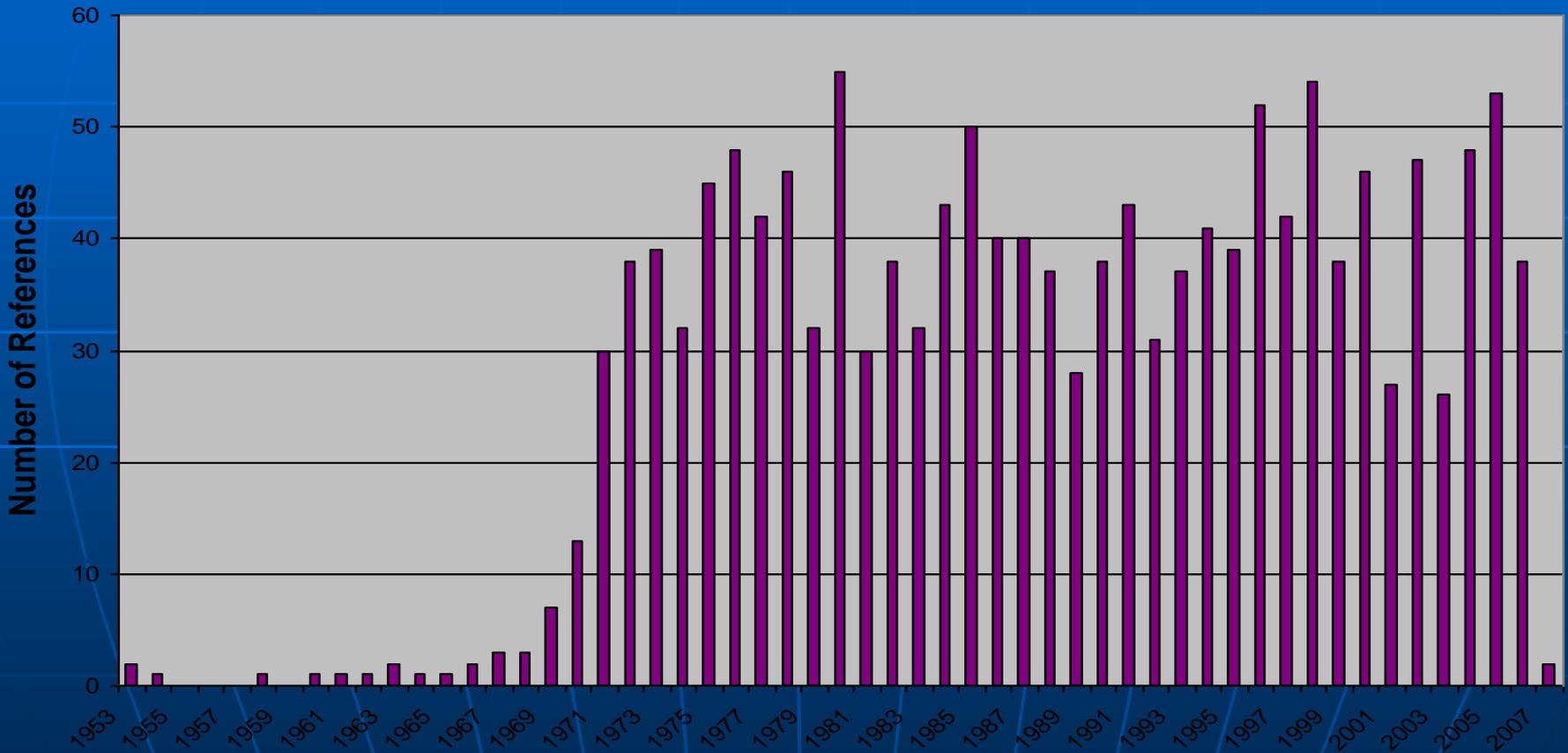


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Presentation Overview

- The “state” of Holland’s work
- Holland’s theory & common myths
- Summary
- Sources of additional information

Holland “Dethroned?”



Myth 1: Holland's RIASEC theory ignores variables outside the six types

- Measures of RIASEC (e.g., SDS, SII) provide information beyond the 6 types
- Constructs such as **Congruence** and **Consistency** allow for more in-depth interpretation of codes
- Theory emphasizes the importance of counselor's judgment

Myth 2: Holland's SDS only captures interests and personality characteristics, not values or abilities

- SDS subscales include measures of skills
- Research and theoretical propositions link RIASEC types to particular values
- SDS interpretation can include an assessment of values

Myth 3: More complex models than the hexagon are needed and provide more help to clients

- Holland's hexagon structure repeatedly accounts for the underlying structure of occupations
- Support for Holland's hexagon structure found across varied cultures throughout the world
- More complex models can be harder for adolescents & adults to understand

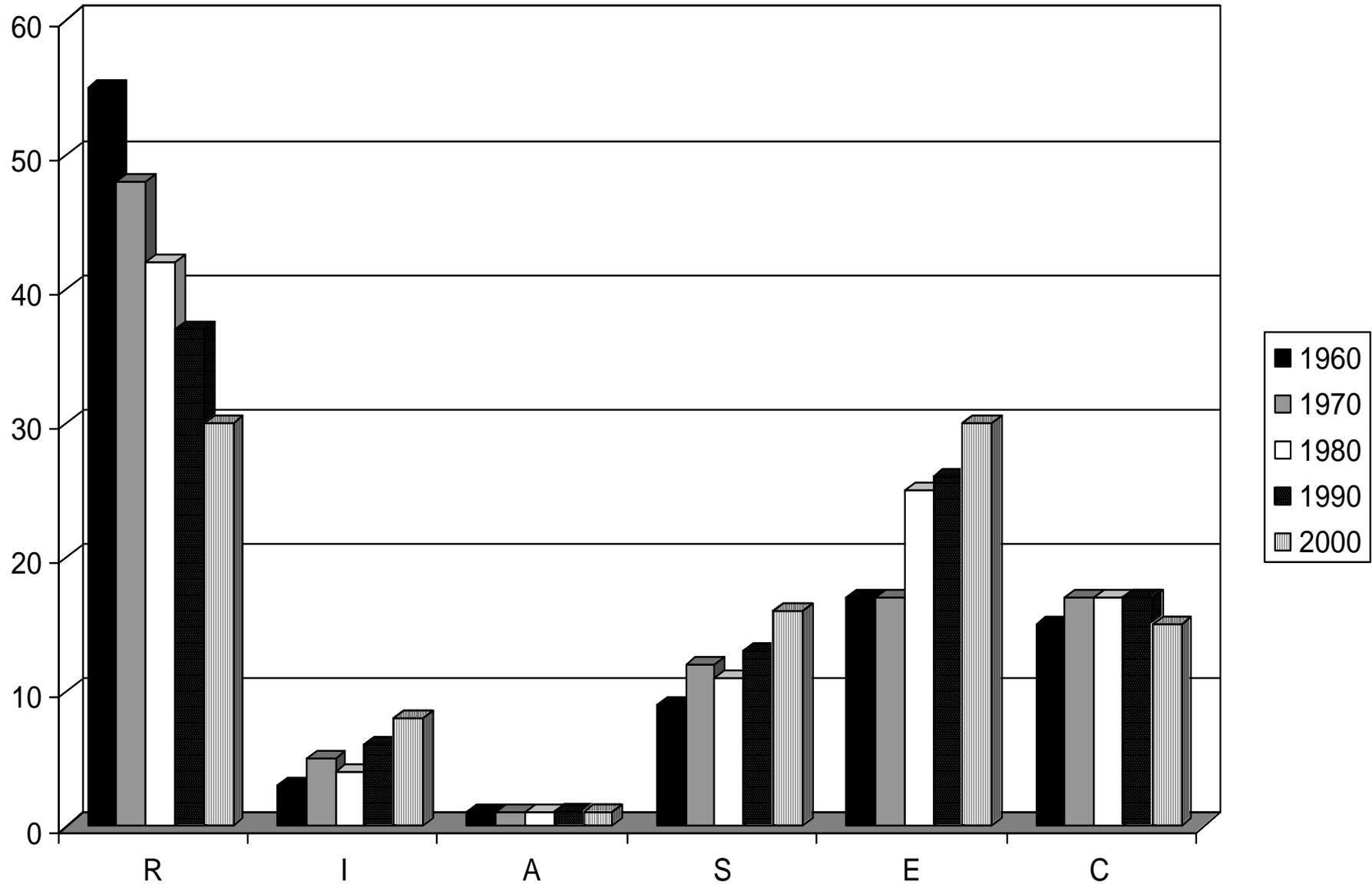
Myth 4: RIASEC types are not applicable to persons of different racial and ethnic heritages

- The SDS is available in more than 25 languages
- The SII has been translated into more than 17 languages
- Although the exact RIASEC structure has not been supported in all cultures, the research support is generally positive

Myth 5: Six types cannot capture the complexity of today's work world

- World-wide market economies
- Standard Occupational Codes (SOC) as the new benchmark
- *Dictionary of Holland Occupational Codes* (3rd ed.)
- 1960-2000 census data

Employment and Six Kinds of Work



Myth 6: Holland's theory of career choice is static and does not account for the development of a person's type

- The development vs. choice dichotomy in career theory is a false one
- Research has shown types beget types and are learned
- SDS norms reveal limited changes over time

Myth 7: Holland's theory cannot accommodate new and emerging jobs

- The Position Classification Inventory (PCI) can be used to develop codes for jobs
- Jobs are difficult to classify, e.g., job titles vs. occupational titles
- O*NET vs. DHOC code differences
- 2016 LMI forecasts based on RIASEC codes

10 Fastest Growth Occupations, 2006-16

Network systems, data communications analysts	402K	RSI
Personal/home care aides	1,56K	SRE
Home health aides	1,71K	SRC
Software engineers, applications	733K	RIC
Veterinary techs	100K	ISR
Personal financial advisors	248K	ESC
Make-up artists, theatre & performance	3K	AER
Medical assistants	565K	SCR
Veterinarians	84K	IRE
Substance abuse/behavioral counselors	112K	SRA

Employment projections, *Monthly Labor Review*, 11/07,
Summary Code Order: SRIECA (E has moved from 4th to 3rd for fast
growth occupations since 2002).

Code Order for big growth occupations: SERCIA.

Myth 8: Holland's theory and the SDS are biased against women

- SDS is a "sex-fair inventory" (*PUG*)
- SDS captures daydreams as well as life experiences
- SDS uses raw scores to explore options, but norms are available
- The SDS identifies women with Realistic interests and skills

	R	I	A	S	E	C
Male Carpenters	40	24	19	25	26	17
Female Carpenters	36	22	23	30	25	27

Swan, K. C. (2005). Vocational interests (The Self-Directed Search) of female carpenters. *Journal of Counseling Psychology, 52*, 655-657.

Myth 9: The theory is simply codes matching occupational titles

- *Making Vocational Choices* (Holland, 1997) makes it clear there is more to it than that
- Expressed code (daydreams) provide important insight into how clients' construct their world
- Theory specifies other factors that provide window into client's life pattern, e.g., congruence, consistency, differentiation, etc.

Myth 10: “Matching” personal characteristics to options is no longer possible or useful in today’s work world

- Educational, occupational, & employment decisions still require individuals to consider lists of options
- Options derived from matching can be a springboard to considering alternatives not contained on “the list”
- SDS provides both an expressed and assessed measure of interests to use for exploration purposes

Myth 11: Holland's theory can't be used with persons who have chaotic work histories

- This is a common myth shared by persons with a "post-modern" perspective
- Holland RIASEC "lens" helps to bring some order to the chaos
- Use past skills & interests, categorized by Holland types, to help frame ideas for future options

Myth 12: Holland's theory and the SDS don't work well with A types

- Critical aspect is how career practitioner engages with the client, integrates RIASEC info, shares SDS results with the client
- Examples of creative techniques abound (Australia example, Hexagon party game, etc.)
- RIASEC card sorts can be used effectively with A types

Summary

- Review of research literature shows that Holland-related work continues to be prevalent in the field
- Myths abound that are easily refuted by data and practice
- Important for counselors to practice with full knowledge of the instruments, manuals, and theory associated with Holland's work

Sources of Additional Information

- FSU Tech Center with Holland-based resources
http://www.career.fsu.edu/techcenter/designing_career_services/Holland's_RIASEC_theory/index.html

The screenshot shows a web browser window with the address bar containing the URL: http://www.career.fsu.edu/techcenter/designing_career_services/Holland's_RIASEC_theory/index.html. The page header includes the logo for FSU Tech Center and the text "The Career Center @ Florida State University". Below the header is a navigation menu with links for "home", "designing career services", and "Holland's RIASEC theory". The main content area features a paragraph: "I want to learn how **Holland's RIASEC theory** can be applied to solving career problems and designing career services." To the right of this paragraph is a section titled "Alternate file type:" with icons for Word, Excel, and PDF. Below this are five entries, each with a title, a brief description, and a file icon:

- TR 30: Comparison of Paper, PC, & Internet Versions of Holland's SDS**
Learn about the similarities and differences among three different versions of the Self-Directed Search, one of the most widely used interest inventories..
- TR 33: A Holland Perspective on the U.S. Workforce.**
Review an analysis of civilian employment data collected by the Census Bureau in 1960, 1970, 1980, and 1990 with respect to six kinds of work, occupation, employment, gender, occupational level, and income.
- TR 38: Holland's Theory and Implications for Academic Advising and Career Counseling.**
Read a literature review and theory-based model on the application of Holland's theory to postsecondary academic advising and career counseling services.
- TR 39: An Exploration of Profile Elevation on the Self-Directed Search.**
Review a study on the validity of interpreting profile elevation and an exploration of possible, related variables.
- TR 47: Creating a Research Database on Holland's Theories & Practical Tools**
Learn about the creation of a comprehensive bibliography of 1,609 reference citations related to John Holland's theory and applications.

The footer of the page contains copyright information: "©2002 florida state university | accessibility | privacy policy" and navigation links: "help | about us | site map | ind".

Sources of Additional Information

The screenshot shows a web browser window with the address bar containing the URL: http://digitool3.lib.fsu.edu/R/?func=dbin-jump-full&object_id=38192. The page header includes the Florida State University Libraries Digital Library Center logo and the text "digital asset management". Navigation links include "Search", "Results", "Previous Searches", "Search Bases", and "My Space". User options include "Login", "End Session", "Help", and "Guest".

The search results section shows a search for "System Number= 000012583" in the "General Silo" collection, sorted by "Ranking". The view is set to "Full view" and "Sort by: Ranking". The results list shows "Record 1 of 1".

The record details are as follows:

	Object	 Holland Bibliography - XLS Document (299 K)
	Record number	000012583
	Title	Comprehensive Bibliography of John Holland's Theories and Theory-Based Assessment References
	Creator	Reardon, R.; Ruff, E.; Cummings, S.; Lewis, M.
	Subject	Career Counseling and Development
	Publisher	FSU Libraries Digital Library Center
	Description	This site contains a comprehensive bibliography containing a wide variety of reference types (ex: books, reports, articles, etc.) relating to the work of John Holland. Holland is considered one of the most prolific figures in the field of career counseling and development. This bibliography encompasses references made to his theory and theory-based assessments. These references have been compiled in an excel format to be used by a variety of readers such as students interested in career development, teachers and professors developing course materials, researchers locating references related to this topic, and professionals curious about the state of the science in this particular area.
	Description	The bibliography may be manipulated per the reader's need by key word search, sorting by author, date, etc. References have also been categorized based on content focus. These categories include: Application: References about Holland's theory and assessments in relation to the way they are being used in practice, e.g. for specific groups, use with special populations, to develop specific programs, etc. "Alternate Forms" - References describing alternative copyrighted forms of Holland theory-related instruments. "Theory/Technology/Validity" - References pertaining to relevant

The browser status bar at the bottom shows "Done" and "Internet".

http://digitool3.lib.fsu.edu/R/?func=dbin-jump-full&object_id=38192

Sources of Additional Information

- Copies of Presentation Slides can be accessed at:
 - www.career.fsu.edu/techcenter

Sources of Additional Information

- Holland, J. L. (1997) *Making vocational choices* (3rd ed.). Odessa, FL: PAR, Inc.
- NCDA *Career Convergence*, June 1, 2008.
- Reardon, R. C., & Lenz, J. G. (1998). *The Self-Directed Search & related Holland materials*. Odessa, FL: PAR, Inc.

Questions/Discussion

Thank You!

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