

The Perceived Role of Military Culture:

Preparing the Next Generation of Career Practitioners
to Serve Military Populations



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Introductions & Interests

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Presentation Overview

- ⦿ Presentation Purpose
- ⦿ Culture Defined
- ⦿ Career Related Concerns of Veterans
- ⦿ Research Methods
- ⦿ Results
- ⦿ Discussion
- ⦿ Questions

Presentation Purpose

- ④ Understand findings related to counselor educators' view of the military as a distinct culture
- ④ Know the extent that military culture is currently included in counselor education programs, including career counseling and in which courses educators believe this topic should be discussed
- ④ Acquire a list of resources and opportunities for military culture training for career practitioners
- ④ Learn the role of shared beliefs, norms, and basic tenets of military culture related to career issues

Basic Elements of Military Culture

- ⦿ “Duty, Honor, Country”
- ⦿ Discipline
- ⦿ Professional Ethos
- ⦿ Patriotism
- ⦿ Subordination
- ⦿ Prioritizes Group over Individual
- ⦿ Ceremony & Etiquette
- ⦿ Cohesion
- ⦿ Additional subcultures (e.g. Type of unit or Branch)

Hsu, J. (September, 2010). *Overview of Military Culture*.

<http://www.apa.org/about/gr/issues/military/military-culture.pdf>

Career Related Concerns of Veterans

- ⦿ Post 9/11 Veterans Employment Rates > Equivalent Civilian Population (Bureau of Labor and Statistics, 2014)
- ⦿ Physical Injuries (Marchione, 2012)
- ⦿ Psychological Concerns Related to Service (Tanielian & Jaycox, 2008)
- ⦿ Translating Military Experience to Civilian Employment (Hayden, Ledwith, Dong, Buzzetta, 2014)
- ⦿ Addressing Career Needs with Post-combat Injuries (i.e. PTSD, TBI, etc.) (Hayden, Green, & Dorsett, 2013).

Culture Defined

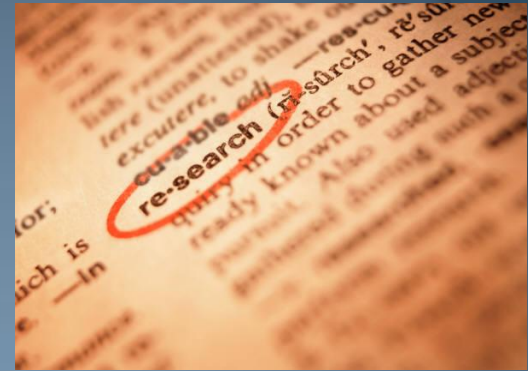
- ⦿ Review of literature and multicultural counseling textbooks incorporating military populations as a cultural consideration
- ⦿ Examination of the definition of culture and adoption of cultures into multicultural counseling textbooks
- ⦿ *Multicultural* is defined in the Accreditation Procedures Manual and Application of the Council on the Accreditation of Counseling and Related Educational Programs (CACREP, 1985) as "representing diversity including different races, economic backgrounds, ages, ethnic backgrounds, genders, sexual orientations, and physical and mental abilities" (p. 108).
- ⦿ VISION: A Model of Culture for Counselors

The VISION Model of Culture

The model directs attention to an individual's thoughts, feelings, or actions:

- ⦿ V - Value and belief systems form the principles for keeping individuals oriented in a changing world; individuals learn to structure their phenomenal world according to values and preferences.
- ⦿ I - Internal responses to external stimuli in an individual's phenomenal world produces interactive learning.
- ⦿ S - Structuring of an individual's phenomenal world is built on values and beliefs, which generate appropriate strategies (goal-directed behaviors).
- ⦿ I - Interactive learning takes place through verbal and nonverbal communication in social groups and within one's physical environment.
- ⦿ O - Operational procedures and strategies of individuals are linked to accomplishing behavioral expectations and future goals through decision making.
- ⦿ N - Needs fulfillment-physical, mental, emotional-is the basis of an individual's phenomenological world.

Description of Study



- ⦿ Mixed Methods Research Design
 - Survey of Counselor Educators
 - Utilized an online electronic survey
 - Responded to online survey related to perceptions of military as a unique culture (VISION Model)
- ⦿ Survey inquired about perceptions regarding the military as a unique culture as well as if and where the topic of the military may be covered in a counselor education curriculum.

Initial Sample Size

Approximately 250 CACREP Accredited Programs:

- Career Counseling (9)
- Mental Health Counseling (38)
- Clinical Mental Health Counseling (100)
- Community Counseling (119)

*Of the 266 programs, 11 had 2 programs within the same institution



*Council for Accreditation of
Counseling & Related Educational Programs*

Actual Sample Size by Geographic Location

- Minnesota
- Alabama (2)
- Texas (4)
- Louisiana (3)
- Kansas
- Oregon (4)
- Pennsylvania (2)
- California (3)
- New Mexico
- Arizona (2)
- Ohio (3)
- Colorado (2)
- Nevada
- Florida (5)
- Indiana (3)
- Washington
- New Jersey
- North Carolina (2)
- Georgia (4)
- Virginia (2)
- Washington D.C.
- Idaho
- Illinois
- New York
- North Dakota
- Tennessee
- Walden University Online

*57 total responses

Actual Sample Size by Program

Answer	Response	%
School Counseling	52	83%
Mental Health Counseling	56	89%
Community Counseling	11	17%
Student Affairs/College Counseling	9	14%
Addiction Counseling	9	14%
Career Counseling	10	16%
Marriage & Family Counseling	21	33%
Gerontological Counseling	1	2%
Counselor Education/Supervision Doctorate	20	32%
Counseling Psychology Doctorate	7	11%
Doctorate in other Counseling Specialty	2	3%
Other	6	10%

Demographics

- Gender – 33 females; 20 males; 2 transgender
- Highest level of education – 49 Ph.D, 1 Master's, 5 Other

#	Answer	Response	%
1	American Indian	0	0%
2	Asian	1	2%
3	Hawaiian Native or Other Pacific Islander	0	0%
4	Hispanic/Latino	3	6%
5	Black/African-American	6	11%
6	White	38	70%
7	Prefer not to Respond	2	4%
8	Other	4	7%
	Total	54	100%

Demographics (cont.)

- Prior family military experience – 46 yes; 8 no

A horizontal bar chart with a table overlay. The table lists 8 categories of family relationships. The bars represent the number of respondents for each category. The data is as follows:

#	Answer	Response	%
1	Parent	31	69%
2	Spouse	10	22%
3	Child	3	7%
4	Sibling	12	27%
5	Grandparent	13	29%
6	Uncle/Aunt	23	51%
7	Cousin	19	42%
8	Other	5	11%

- Prior personal military experience – 4 yes; 51 no

Findings



- Counselor Educators indicated agreement on elements of the VISION conceptualization of culture.
 - Shared beliefs and values (92%)
 - Impact of context on problem solving (91%)
 - Handling of External Issues affected by context of the military (89%)
 - Operation goals and strategies of the military affecting behavioral expectations (94%)
 - Manner in which emotional, mental and physical needs are fulfilled affected by the military (94%)

Findings (cont.)

- ⦿ Where in curriculum information is currently addressed:
 - *Multicultural*
 - Required Reading, Lecture/Guest Speaker, Media Source
 - *Other (Crisis, Counseling Military and their Families, Practica/Internship)*
 - Required Reading, , Required Assignment, Media Source
 - *Mental Health Counseling*
 - Required Reading, Lecture/Guest Speaker, Required/Optional Assignment
 - *Substance Abuse*
 - Required Reading, Lecture/Guest Speaker, Optional Assignment

Finding (cont.)

- ⦿ Where in curriculum it could be addressed:
 - Mental Health Counseling
 - Marriage & Family
 - Career Development
- ⦿ Indications of the benefit of imbedding information on military members and families throughout the curriculum
- ⦿ Apparent indication of a need to focus on the career development needs of military members and their families.



Limitations

- ⦿ Asked department chairs to pass survey along to colleagues
- ⦿ Regional responses
- ⦿ No previous measure requiring us to create an instrument to collect data
- ⦿ Respondents may have self-selected based on their interest in the topic.

Discussion



- ⦿ Appears the those who are primarily tasked with preparing counselors and by extension career practitioners view the military as a unique culture
- ⦿ Seems that understanding the career development needs of military members and their families is valued within professionals who train counselors.
- ⦿ Findings indicate there are several ways in which this process can take place (e.g. readings, guest lectures, etc.)

Discussion (cont.)

- ① What are your thoughts on how this information connects with your work in supervising and training career practitioners?
- ① What are strategies in which we can prepare career practitioners to effectively work with military members and their families?
- ① What are ongoing areas of growth within career development practice/research/theory that would benefit our work with military members and their families?



- ⦿ Thank you for your time!!!
- ⦿ Enjoy the rest of your time at the conference and in Long Beach!!!