EPSY 220 Midterm Study Guide

For the short-essay questions you may use your notes (but NO computer/phone/electronic device). <u>For the multiple-choice portion of the exam, you cannot use any outside sources</u>. You will first be given the multiple-choice section. Once you complete that, you will be given the short-answer section. You have the entire class period to work on the exam, and you may leave once you complete both parts. Here is the breakdown of questions and points:

Multiple-choice   40 questions x 4pts per question = 160 pts
Short Essay 1   Career case-study = 15 pts
Short Essay 2   Jame's Marcia's Theory = 10 pts
Short Essay 3   CASVE or PrOACT steps applied to you = 15 pts

Total = 200 pts

A Few (not all) Key Concepts to Review
   1. Work vs. Career

- **Work**: to labor, an activity done for a purpose that expends energy

  -- or--

  To be employed for the purpose of making enough money to live
- **Career**: the progress through life with respect to one's pursuit. One's lifework.

- **Career:** "a time-extended working out of a purposeful life pattern through work undertaken by the individual" (National Vocational Guidance Association, 1973)
- **Career Development:** "The total constellation of psychological, social educational, physical, economic, and chance factors that combine to shape the career of any given individual. (National Vocational Guidance Association, 1973).

2. James Marcia's Theory

James Marcia's Theory of Adolescent Identity Formation (continued)

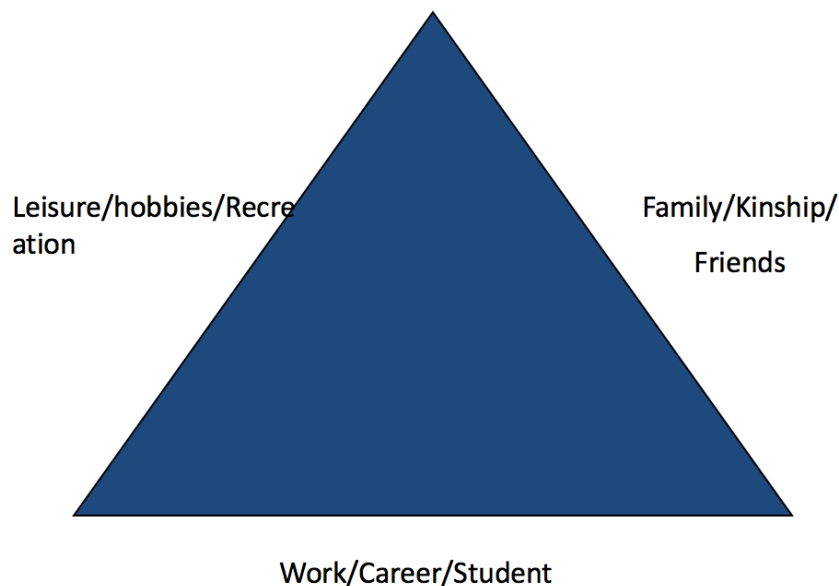|	Crisis	No Crisis
Commitment	Identity Achievement	Identity Foreclosure
No Commitment	Moratorium	Identity Diffusion

- ***Identity Achievement:*** Undergo a "crisis," weigh some choices about possible identities, contemplate values, and make choices about who he or she wants to be.

- ***Identity Foreclosure:*** Commit to values, goals, lifestyles, and identities that others (usually parents) have chosen for them. In other words, they never struggle with or contemplate their identity.

Identity Diffusion: Explores different identities and values, but <u>reaches no firm conclusions</u> about who they are or what they would like to do with their lives. <u>Has not undergone a "crisis."</u>

Moratorium*:* Are <u>in the midst of "crisis."</u> Choices are on hold because they are <u>in the process of exploring identities, values,</u> social groups, etc.
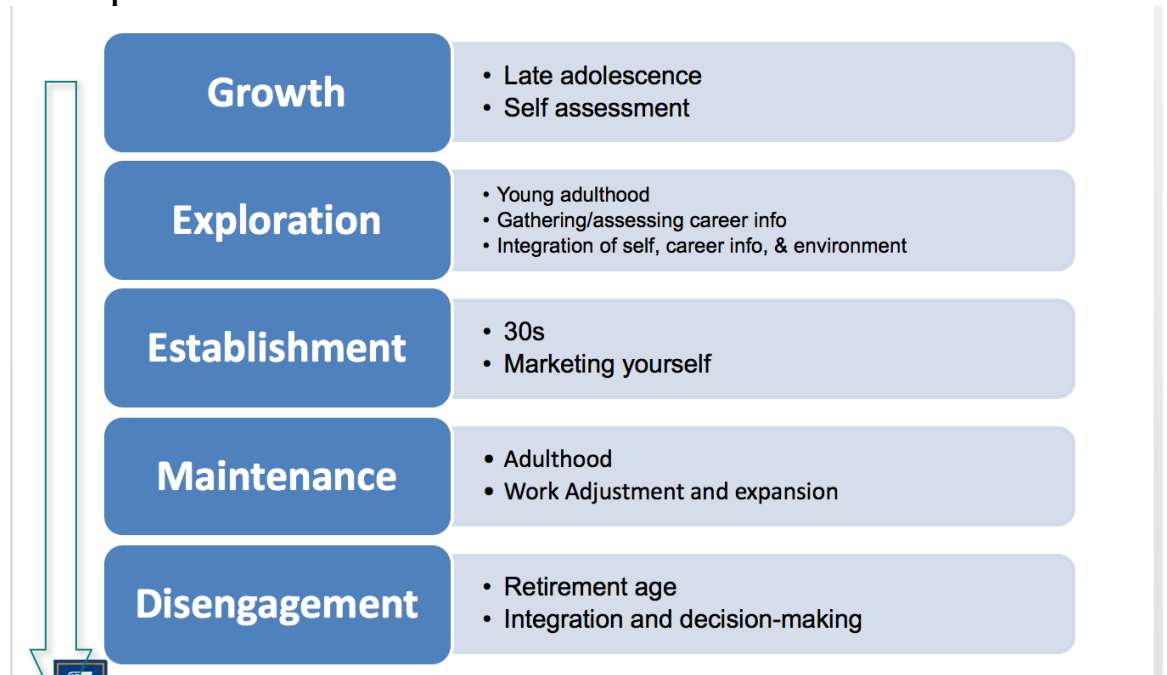
3. Lifestyle Triangle

Lifestyle Triangle

Leisure/hobbies/Recreation

Family/Kinship/

Friends

Work/Career/Student

4. The Career Theories

a. Super

Growth	• Late adolescence • Self assessment
Exploration	• Young adulthood • Gathering/assessing career info • Integration of self, career info, & environment
Establishment	• 30s • Marketing yourself
Maintenance	• Adulthood • Work Adjustment and expansion
Disengagement	• Retirement age • Integration and decision-making

- **Identity Diffusion**
  - Haven't experienced a crisis, haven't made any choices: aimless, does not engage.
- **Identity Foreclosure**
  - Committed but with no crisis. Acceptance of others values without struggling for a fit.
- **Identity Moratorium**
  - In crisis but no commitment yet. Part of a healthy maturation process. May be struggling, in confusion, with increased awareness.
- **Identity Achievement**
  - Experienced crisis. Questioned beliefs, values and assumptions. Achieved commitment to choices.

b. Theory of Work Adjustment

Career Development Theory

Theory of Work Adjustment (TWA, Dawis & Lofquist, 1984)

- Focus on work adjustment (satisfactoriness, satisfaction)

  - The match between your abilities and the ability requirement of the job

  - The match between your needs and values and the rewards provided by the job

Theory of Work Adjustment

- Basic assumption:
  - Individuals seek to achieve and maintain a positive relationship with their work environment (work adjustment)

Theory of Work Adjustment

- Key Points:

 (1) work personality and work environment should be amenable

 (2) individual needs – most important in determining the individual's fit into work environment

 (3) job placement best accomplished through a match between worker traits and work environment

 (4) individual needs and work reinforcer system are important aspects of stability and tenure

, The adjustment behavior:

 (1) Flexibility- tolerance for lack of correspondence

 (2) Perseverance – the length of time the individuals spends in the adjustment process

 (3) Active adjustment behavior- acting on the environment to achieve closer correspondence

 (4) Reactive adjustment behavior – changing something about oneself to achieve closer correspondence

c. Social Cognitive Theory

Social Cognitive Career Theory (SCCT; Lent, Brown, Hacket, 1994)

- Derived from Bandura's (1986) social cognitive theory of <u>self-efficacy</u>

- Emphasizes how self-efficacy influences career interests, goals, and behaviors.

- Basically, what you think you can do matters (and the env. shapes what you think you can do)

Overview of SCCT

- **Lent, Brown and Hackett – 1994**

- Grew out of Albert Bandura's social cognitive theory (knowledge is obtained by observing others)

- Attempts to address issues of culture, gender, genetic endowment, social context an unexpected life events that may interact with and supersede the effects of career-related choices.

- Focuses on the connection between self-efficacy, outcome expectations and personal goals that influence an individual's career choice.

Assumptions

1. Interests are strongly related to one's self-efficacy and outcome expectations
2. Performance accomplishments can influence learning experiences, which in turn influence self-efficacy, goals, and actions
3. Self efficacy and outcome expectations vary depending on the context of the situation
   - ❑ E.g., woman taking a math class in an all-female school vs. all-male school

Four Sources of Self-Efficacy:

1. **Performance accomplishment**
   - – Actually succeeding or failing at something yourself (i.e. gets A on the math test)
2. **Vicarious experience**
   - – Observational learning — seeing someone else succeed or fail at some task
3. **Social persuasion**
   - – Getting encouragement or discouragement about performance or potential
4. **Emotional arousal (anxiety)**
   - – How physiologically aroused or anxious you may get before performance of a task

The Relationship between Self-efficacy, Outcome Expectations, and Personal Goals

- An individual develops an expertise/ability for a particular endeavor and meets with success.

- This reinforces one's **self-efficacy** or belief in future continued success in the use of this ability/expertise.

- As a result, one is likely to develop **goals** that involve continuing involvement in that activity/endeavor.

- Contextual factors come into play by influencing the individual's perception of the **outcome expectation**.

d. Holland's Theory

R- Realistic

I- Investigative

A- Artistic

S- Social

E- Enterprising

C- Conventional

Seven Principles:

1. Six personality types (RIASEC)
2. Six working environments (RIASEC)
3. People seek environments that match their personality types
4. Behavior is a product of interaction between personality and environment
5. <u>Congruence</u>: how well one fits in with their environment
6. <u>Consistency</u>: how closely related one's different types are
7. <u>Differentiation</u>: how "pure" one's type is

Congruence

- Congruence
  - The degree of congruence (or agreement) between a person and an occupation (environment) can be estimated by the hexagon

  - The shorter the distance between the personality type and occupational type, the closer the relationship

Consistency

Consistency
  - Adjacent types on the hexagon model are more consistent than types that are not adjacent
  - Types that are adjacent have more similar interests, personal dispositions, and job duties

5. Decision-Making
    a. CASVE

Process of Decision-Making (CASVE)…

- **C**ommunication
- **A**nalysis
- **S**ynthesis
- **V**aluing
- **E**xecution

1. <u>Communication</u> (**internal** and **external**)—know there is a problem &, thus, a decision to make (problem)
2. <u>Analysis</u>—gathering and analyzing information about self and information of options (cause)
3. <u>Synthesis</u>—integrating information and create alternatives (**expanding** then **narrowing**) (solutions)
4. <u>Valuing</u>—weighing all the options based on several factors; prioritizing; committing to a decision (decision)
5. <u>Execution</u>—planning, try-out, and applying (action)

b. PrOACT

- PrOACT

- **Pr**oblem

- **O**bjective

- **A**lternatives

- **C**onsequences

- **T**rade-offs

6. Specific, Transferable, and Adaptable Skills

1. Adaptive/Self-Management Skills

- Enable an individual to accept and adjust to the physical, interpersonal, & organizational arrangements & conditions in which a job exists

- E.g. how to respond to authority, accept criticism/feedback, get along with others, regulate emotions, self-presentation, etc

2. <u>Functional/Transferable</u> Skills

- Enable an individual to relate to things, data, and people
- Can be learned in one environment and transferred to another
- E.g. Public speaking, programming, writing, organization, research, etc.

3. <u>Work Content/Specific</u> Skills

- Enable an individual to perform a specific job
- E.g. medical procedures, pipe-fitting, working cash register, accounting practices, marketing techniques, how to punt a football

7. The Fundamental Attribution Error

Fundamental Attribution Error

- Placing more emphasis on internal rather than external causes/explanations for people's behavior, or the behavior of people belonging to a particular group

- In other words, we often focus more on people's innate/biological characteristics when making causal inferences rather than considering the situational factors at work

- https://www.youtube.com/watch?v=HR_q96-YRzk (1 min video)

8. Figler's Values

Figler's Thoughts on Work & Values

- All people want certain things out of their jobs or careers…
  - Work that is interesting for its own sake
  - Work that allows us to be respected because we do it well
  - Work that has some value for ourselves and others

- Four Value Dimensions:

| Material | Social | Emotional | Spiritual |

9. Resume and Cover Letter
10.   Ethnocentrism
11.   O*NET

What is Occupational information Network (O*NET)?

• Nation᾽s primary source of occupational information

• Helps to make informed decisions about education, training, career choices, and work

• Administered and sponsored by the US Department of Labor᾽s Employment and Training Administration