What's Important and What's Not: What our Journals Tell Us About our Profession, Theory, Research, and Practice

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Presentation Outline

- Introduction
- Prior annual reviews
- Content analyses of journal articles
- Theory, research, practice
- Methodology
- Results and discussion
- Implications and limitations
- Conclusion

Prior Annual Reviews

- Savickas, M. L. (1989)
- Spokane, A. R., & Hawks, B. K. (1990)
- Cook, E. (1991)
- Jepsen, D. A. (1992)
- Salomone, P. R. (1993)
- Subich, L. (1994)
- Walsh, W., & Srsic, C. (1995)
- Stoltz-Loike, M. (1996)

Prior Annual Reviews

- Niles, S. G. (1997)
- Swanson, J. L., & Parcover, J. A. (1998)
- Young, R. A., & Chen, C. P. (1999)
- Arbona, C. (2000)
- Luzzo, D., & MacGregor, M. (2001)
- Whiston, S. C., & Brecheisen, B. K. (2002)
- Flores, L. Y., Scott, A. B., Yu-Wei, W., Yakushko, O., McCloskey, C. M., Spencer, K. G., & Logan, S. A. (2003)

Prior Annual Reviews

- Dagley, J. C., & Salter, S. K. (2004)
- Guindon, M. H., & Richmond, L. J. (2005)
- Harrington, T. F., & Harrigan, T. A. (2006)
- Tien, T. (2007)
- Chope, R. C. (2008)
- Patton, W., & McIlveen, P. (2009)
- Hartung, P. J. (2010)
- Creager, M. (2011)

Prior Annual Reviews

- Erford, B. T., & Crockett, S. A. (2012)
- Bikos, L. H., Dykhouse, E. C., Boutin, S. K., Gowen, M. J., & Rodney, H. E. (2013)
- Sampson, J. P., Jr., Hou, P. C., Kronholz, J. F., Dozier, V. C., McClain, M. C., Buzzetta, M., Pawley, E. K., Finklea, J. T., Peterson, G. W., Lenz, J. G., Reardon, R. C., Osborn, D. S., Hayden, S. C. W., Colvin, G. P., & Kennelly, E. L. (2014)

Content Analyses of Journal Articles

- Four basic forms:
  - Analyzes the content of multiple journals in a given year
  - Analyzes the content of a single journal over an extended period of time
  - Compares the content of two journals over an extended period of time
  - Analyzes journal content related to a specific topic for one journal or multiple journals
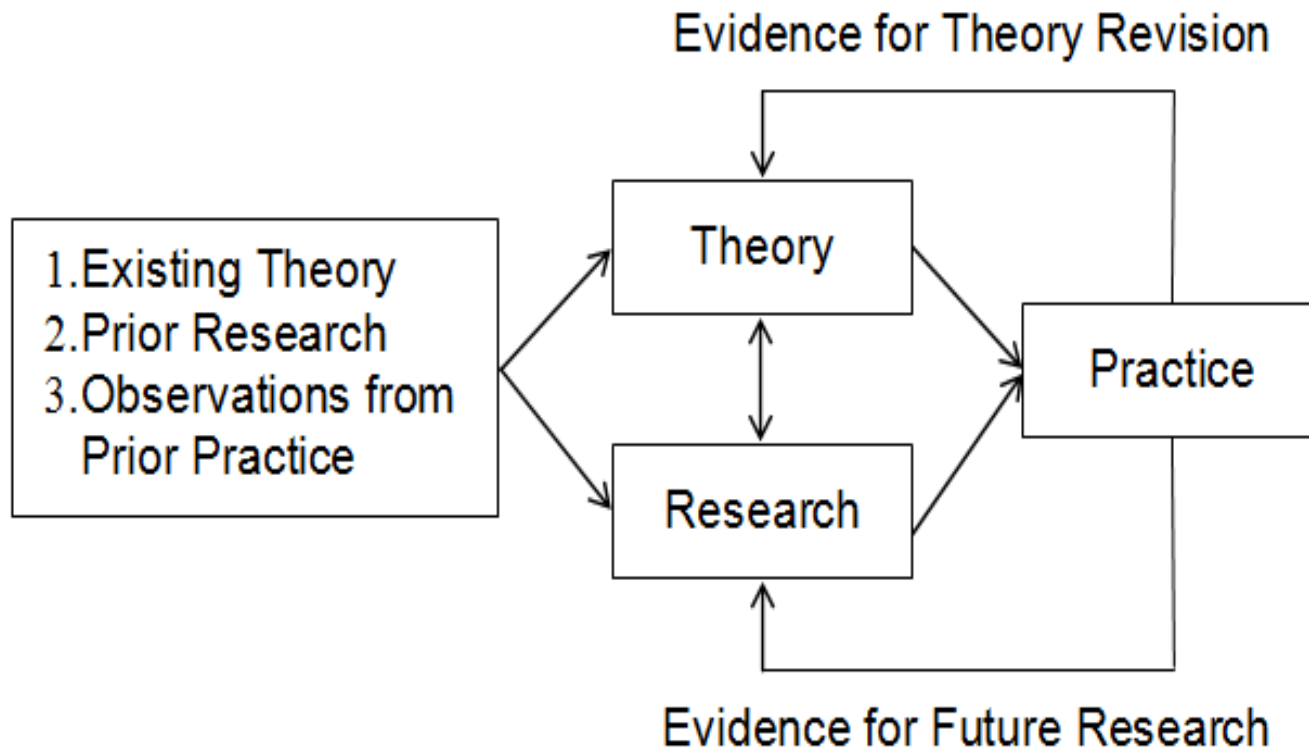
Content Analyses from Career Journals

- Career development journal reviews
  - Five content analyses of *CDQ*, *JVB*, and *JCA*
- Life-span career development/perspectives, career development interventions, career assessment/assessment of vocational behavior, person-environment fit/Holland's theory, and decision making

Content Analyses from *CDQ* Annual Reviews

- Three trends
  - Career theory, career assessment, and gender
  - Life-career development, self-efficacy, work-life/family balance, career transitions, and disability
  - Professional issues/development, international students, mentoring, sexual orientation, job satisfaction, career maturity/adaptability, well-being, social justice, emotional intelligence, calling, social class, and immigration status

Integrating Theory, Research, and Practice

Literature on Integrating Theory, Research, and Practice

- Influence of theory on research
- Influence of theory on practice
- Influence of research on practice

Influence of Theory on Research

- Career theory provides a foundation for the study of vocational behavior and career development , and for examining evidence-based practice

- Karr and Lawson (2005) found that a theory or model was used to guide research in only 43% of the data-based studies they reviewed

Influence of Theory on Practice

- Practitioners can link theory-based concepts with client needs to better select career interventions

- The potential contribution of theory to practice may be somewhat limited

Influence of Research on Practice

- Research is also a fundamental tool in creating new career resources and services

- Murray (2009) noted that a chasm exists between researchers and practitioners

Methodology

- Selection of journal articles included in the analysis
  - Total of 357 articles from 24 different journals

- Development of a schema for career constructs
  - Total of 458 concepts were included in all four levels of the final schema
  - Used to answer research question #1

Methodology

- Journals included in the analyses:
    - The Career Development Quarterly
    - Career Planning and Adult Development Journal
    - Journal of Vocational Behavior
    - Journal of Career Assessment
    - Journal of Career Development
    - Journal of Employment Counseling
    - International Journal for Educational & Vocational Guidance

Methodology

- Journals included in the analyses:
  - Adultspan Journal
  - American Psychologist
  - British Journal of Guidance and Counselling
  - Journal of Applied Psychology
  - Journal of Counseling & Development
  - Journal of Counseling Psychology
  - Journal of Organizational Behavior
  - Measurement and Evaluation in Counseling and Development
  - Australian Journal of Career Development
  - Rehabilitation Counseling Bulletin

Methodology

- Journals included in the analyses:
  - The Counseling Psychologist
  - The Professional Counselor
  - Journal of the National Institute for Career Education and Counselling
  - The Canadian Journal of Career Development
  - Canadian Journal of Counseling & Psychotherapy
  - International Journal for the Advancement of Counselling
  - South African Journal of Industrial Psychology

Methodology

- Created operational definitions for key terms
  - Used to answer research questions #2-4

- Coding process
  - Mean number of content terms coded per article was 4.57 (SD = 2.38)

- SPSS
  - Articles in *rows*, and content topics and theory/research/practice variables in *columns*

Research Question #1

- What content topics were included in career development articles published in refereed journals in 2013?

  – What content topics appear most frequently in the journal literature?

  – What content topics appear to be underrepresented in the journal literature?

Results – Research Question #1

- Five general themes:
  - Personal characteristics and state of being (578 times)
  - Delivery of career interventions (230 times)
  - External factors influencing the individual (126 times)
  - Theory (114 times)
  - Occupational, educational, or employment options (37 times)

Results – Research Question #1

- Content topics underrepresented in the literature:
  - Accountability
  - Aptitude
  - Career library
  - Creativity
  - Glass ceiling
  - Information classification systems
  - Learning styles
  - Life-long learning
  - Mock interviews
  - Sexual harassment
  - Work-to-school transition

Discussion – Research Question #1

- Examples of content topics that have remained constant over time:
  - RIASEC and life span/life space career theories
  - The design and use of career assessments
  - Individual characteristics
  - The nature and process of decision making
  - The centrality of employment as an outcome

Discussion – Research Question #1

- Personal characteristics and state of being = 53.27%
- Delivery of career interventions = 21.20%
- External factors influencing the individual = 11.61%
- Theory = 10.51%
- Occupational, educational, or employment options = 3.41%

Research Question #2

- To what extent are theory, research, and practice integrated in career development articles published in refereed journals in 2013?

Results – Research Question #2

- What is the overall proportion of the literature that includes theory, research, and practice?
  - Theory = 176 (30.72%)
  - Research = 266 (46.42%)
  - Practice = 131 (22.86%)

Results – Research Question #2

- To what extent are one or more *theories* included in *research* articles?
  - 145 articles which included both theory and research
  - Represented 54.51% of the total 266 articles coded as research

Results – Research Question #2

- To what extent are one or more *theories* included in *practice* articles?
  - 51 articles which included both theory and practice
  - Represented 38.93% of the total 131 articles coded as practice

Results – Research Question #2

- To what extent is *research* included in *practice* articles?
  - 51 articles which included both research and practice
  - Represented 38.93% of the total 131 articles coded as practice

Discussion – Research Question #2

- Integration happens 44.12% of the time

  - Enhances quality and utility of the literature

  - Requires a systematic approach

  - A rough estimate of a desirable level of integration would be an average of 75%

Research Question #3

- What variation exists in the characteristics of career development articles published in refereed journals in 2013?

Results – Research Question #3

- What are the most common *theories* included in the literature?
  - Social Cognitive-Career Theory (n = 35)
  - Career Construction-Life Design Theory (n = 19)
  - RIASEC Theory (n =17)
  - Big Five Factor Theory (n = 11)
  - Job Demands-Resources Model (n =8)
  - Life Span/Life Space Theory (n =8)

Results – Research Question #3

- When *theories* are included in the literature, are these theories presented as a single theory or multiple theories?

    – Average number of theories per article was 1.27 (SD = 0.53)

Results – Research Question #3

- To what extent do *research* articles focus on the study of vocational behavior versus evidence-based practice?

  - 93% ($n = 247$) involved the study of vocational behavior

  - 7% ($n = 19$) involved the examination of evidence-based practice

Results – Research Question #3

- To what extent do *research* articles use quantitative, qualitative, and mixed methods?
  - 82% ($n = 217$) were quantitative
  - 14% ($n = 37$) were qualitative
  - 4% ($n = 12$) were mixed methods

Results – Research Question #3

- What is the relative proportion of articles pertaining to career resources and career services?
  - Career resources = 24% (n = 88)
  - Career services = 19% (n = 67)
  - Both career resources and career services = 11% (n = 38)
  - Neither career resources or career services = 46% (n = 164)

Discussion – Research Question #3

- The use of multiple theoretical perspectives

- Lack of evidence-based practice in our field

- Topic of accountability

Discussion – Research Question #3

- Assessment of career intervention learning outcomes

- Vast majority of resources included in articles were career assessments

Research Question #4

- What variation exists in the content included in theory, research, and practice articles?

Results – Research Question #4

- To what extent are *theory*, *research,* and *practice* included in articles categorized as career resources and career services?

Results – Research Question #4

– **Career resources**

- Theory = 30% (n = 42)
- Research = 46% (n = 65)
- Practice = 24% (n = 34)

– **Career services**

- Theory = 21% (n = 21)
- Research = 37% (n = 37)
- Practice = 42% (n = 43)

Results – Research Question #4

- What are the most common *theories* used in *research* articles versus *practice* articles?

Results – Research Question #4

– **Research articles**
- Social Cognitive Career Theory (22)
- RIASEC Theory (16)
- Career Construction-Life Design Theory (15)
- Big Five Personality Factor Theory (10)
- Job Demands-Resources Model (8)
- Self-Determination Theory (7)
- Life Span Life Space Theory (4)
- Relational Theory of Working (4)

Results – Research Question #4

- **Practice articles**
  - Social Cognitive Career Theory (13)
  - Career Construction-Life Design Theory (7)
  - RIASEC Theory (6)
  - Theory of Circumscription and Compromise (6)
  - Cognitive Information Processing Theory (3)
  - Life Span Life Space Theory (3)
  - Social Learning and Happenstance Theory (3)
  - Latent Deprivation Theory (2)

Results – Research Question #4

- What are the most common *theories* used in *research* articles categorized as vocational behavior versus evidence-based practice?

Results – Research Question #4

- **Vocational Behavior**
  - Social Cognitive Career Theory (22)
  - RIASEC theory (16)
  - Career Construction-Life Design Theory (15)
  - Big Five Personality Factor Theory (10)
  - Job Demands-Resources Model (8)
  - Relational Theory of Working (4)
  - Conservation of Resources Theory (4)
  - Life Span Life Space Theory (4)
  - Self-Determination Theory (7)

Results – Research Question #4

- **Evidence-Based Practice**
  - Social Cognitive Career Theory (2)
  - Attribution Theory (1)
  - Career Decision-Making Self-efficacy Model (1)
  - Conservation of Resources Theory (1)
  - Expectancy Value Theory (1)
  - Human Capital Theory (1)
  - Latent Deprivation Theory (1)
  - RIASEC Theory (1)
  - Social Learning Theory (1)

Results – Research Question #4

- What are the most common content topics in *theory*, *research*, *practice*, and all articles combined?

Results – Research Question #4

- Career self-efficacy
  - All articles (n = 35)
  - Research articles (n = 31)

- Social-Cognitive Career Theory
  - Theory articles (n = 35)

- STEM occupations
  - Practice articles (n = 18)

Discussion – Research Question #4

- Career theories used in research and practice were similar

- Popularity of specific theories and the need to explore them in practice

- Missed opportunities for integration

Implications for Practice

- Future topic content
- Better integration of theory, research, and practice
- Education and training
- Journal editorial policy
- Content analyses of journal articles

Future Topic Content

- Topics important at this time in history
- Adopt a 60 - 30 - 10 goal
- Distinguish between best practices and evidence-based practice
- Compare the cost-effectiveness of various career interventions

Integration of Theory, Research, and Practice

- Increased collaboration among theorists, researchers, and practitioners
  - External grant funding
  - Lobby policy makers
  - Encourage students to use the research literature
  - More use of case studies
  - More practitioner engagement in research

Education and Training

- "Increase the emphasis in counseling methods courses on using research findings as a means of answering real-life problems" (Anderson & Heppner, 1986, p. 152)

Journal Editorial Policy

- Rebalancing of content related to theory, research, practice, and policy is needed

- Special issues or dedicated sections of journals could be used

- A need for policy analysis

Content Analyses of Journal Articles

- Conduct large-scale reviews every five to ten years

- Include more diverse types of refereed literature, as well as non-refereed publications

Limitations

- Special issues of journals

- Key words in journals

- Terminology

Conclusion

- The largest proportion of the literature was devoted to research

- Opportunities for integration were not often being realized

- Unprecedented opportunity to achieve goals

Audience Questions

For more information:

www.career.fsu.edu/techcenter