Theory in Action: Live demonstration of Cognitive Information Processing (CIP) theory

V. Casey Dozier, Ph.D.
Deb Osborn, Ph.D.
Leah Sibbit, M.S.
Shae McCain, M.S.
Ryan Sides, M.S.

Florida State University
June 2017
National Career Development Association

Today’s Goals:

• Live demonstration of Cognitive Information Processing (CIP) theory
• Learn how to apply CIP theory with a variety of clients during a brief setting (15-20 minutes)
• Discuss CIP readiness model to identify clients who might need more individualized services
• Identify how to utilize and describe CIP theory with clients
• Present CIP research

Why CIP theory?

• Easily translate a research based theory into practice which has been used at the Florida State University Career Center for the past 43 years
• CIP has been implemented at numerous other higher education career centers and school career guidance programs in the US and worldwide
• In 2017, the differentiated model allowed for 20,242 individuals to receive drop-in career services at our university career center

What brings you in today?
Readiness

The capability of an individual to make appropriate career choices taking into account the complexity of family, social, economic, and organizational factors that influence career development.

Readiness also includes possessing adequate language skills and literacy skills for communication and learning.


Accurate Assessment of Individual Needs

- **Capability** concerns internal factors that make it more, or less, difficult to decide about occupational, educational, training, or employment options.
- **Complexity** concerns external factors that make it more, or less, difficult to decide, such as the family, society, the economy, or organizations.

CIP Readiness Model

Differentiated Service Delivery Model

Cognitive Information Processing (CIP) Live demonstrations
CIP in Practice - Roleplay
- Have your two diagrams in hand
- Our primary goal:
  - Identify the gap

Process the Roleplay
- What did you learn about the client?
  - What was the gap
  - Location on pyramid, CASVE, readiness
- Other thoughts/reactions?
- What might you do differently?
- Other interventions, theories

Structured Roleplay
- Shae
- Plan a brief-assisted as well as a referral to individual and show whichever one was not shown from the audience role play

Process Roleplay
- Leah
- Explain conceptualization in CIP terms
  - Gap, location on pyramid, CASVE, readiness
- Ask: What might you do differently?

Once we know the gap...
- We need to learn what’s impacting the decision.
- We have a tool for that!

Decision Space Worksheet (DSW)
- Assessing personal and social context
- A measure of complexity

Available at:
http://career.fsu.edu/tech-center/resources/service-delivery-handouts
or http://tinyurl.com/fsu-handouts

Purpose of the Decision Space Worksheet (DSW)

- Cognitive mapping task
- Helps clients reveal thoughts, feelings, persons, circumstances associated with career decision
- Helps clients prioritize importance of contextual influences
- Can be used with middle school through college level students and adults

Let’s Do It! (Partner Alert)

- Think of a decision related to your career.
- Write out all of the factors that are impacting this decision.
- Circle whether each is positive, negative, or neutral.
- On the backside, create a visual representation of each of these.

Partnering

- What was this experience like for you? Thoughts/feelings? May I ask you some questions about your responses?
- State the decision that your partner indicated.
  - Ask: “Would you like to add anything to this statement?”
- Look at the list of elements and valences.
  - Ask: “What is your impression of this list?”
  - “How does each item affect your career decision? Are some of the valences slightly stronger than others?”
- Look at diagram and note the top 3. Look for themes.
  - Are they all affective, or concern areas of interest, or suggest a negative self-concept, etc.?
- Summarize

Sample Summary

- “So, from this, you’ve shared that in figuring out your major, there are three main elements that are impacting your choice: cost/time required, unsure of what majors might interest you, and fear of making the wrong choice. On the plus side, your parents are very supportive, you’ve got a strong GPA, and have some time to figure this out. Would you agree with this? Would you add anything to what I just said?”

Group Debrief

- What was the activity like?
- Which questions were most helpful?
- Where did you get stuck?
- What other questions would you add?
- What might you add?
- What issues can you see potentially emerging from this activity?

Types of Issues Revealed

- Cognitive distortion
- Disabling emotions
- Financial
- Family
- Education
- Interests
- Self doubt
- Employment
- Quality of life
Next Steps with the DSW

- Further readiness assessment?
- Develop the ILP
  - Readiness assessment
  - Career assessment
  - Options information
  - Referrals for mental health concerns

Research on CIP theory-based interventions

- "Probably the most widely studied career interventions…cognitive information processing theory…"
- "Studies in Iceland and Switzerland provide empirical support for the efficacy of CIP-based interventions."

ANOVA Pre/Post Test Results

Significant changes on each variable
- Medium ES for knowledge & confidence
- Small ES for anxiety

Process Indicators

Dysfunctional career thoughts directly correlated with mental health constructs

- indecision
- depression
- neuroticism
- hopelessness
- anxiety
- impulsivity
- angry hostility
- vulnerability

More recently, somatic concerns, obsessive-compulsive symptoms, and personality disorders (qualitative study - Finklea, 2016)
Use and Impact of the CIP Approach

In terms of impact, the CIP differentiated service delivery approach has been shown to **improve**
- career decidedness
- vocational identity
- choice satisfaction
- self-knowledge
- career option knowledge

and to **decrease**
- negative career thinking
- anxiety
- goal instability

Summary

- CIP offers simple structures to the sometimes chaotic and complex nature of career decision making.
- CIP provides a guide for understanding clients’ gaps and for pinpointing relevant interventions.
- CIP offers tools to aid career practitioners in their work.
- CIP differentiated model is efficient and effective.
- CIP continues to generate research and has an ongoing bibliography.

For More Information

[www.career.fsu.edu/techcenter](http://www.career.fsu.edu/techcenter)

Slides will be available at
http://www.career.fsu.edu/tech-center/resources/presentations/ncda-presentations

casey.dozier@fsu.edu  desborn@fsu.edu