Method Continued

Procedures:
Reviewed materials from existing bibliography
• Original bibliography, update, technical report, Digitool
Followed previous procedures for locating references
• Searched keywords “Occupation OR career OR Personality AND Holland OR RIASEC”
• Searched journals, peer-reviewed journals, dissertations, reports, books, and chapters
Categorized References
• 5 existing sub-categories from previous bibliography
Manage Data
• Analyze and share findings for totals and distribution; implications

Category Breakdown

Application of the theory in practice
Used in practice for specific groups or programs, special populations, etc.
Specific populations
• Populations specified by major, occupation/field, area of interest, level of education, age
Alternative Forms
• Tools or instruments operationalizing Holland’s theory
Theory/Typology/Validity
• Theoretical constructs or empirical evidence for reliability and validity of Holland theory and applications
Diverse populations
• Populations specified by gender, race, nationality, special abilities, disabilities, socio-economic status, and sexual identification

Method

Purpose:
to update and increase access to the Holland bibliography for scholars and practitioners
Tools:
• FSU Library website databases:
  • ProQuest
  • JSTOR
  • ISI Web of Science/Web of Knowledge
• Career Convergence online archives and NACE Journal online archives
• Refworks reference management system

Results

237 additional references between January 2012 – December 2015
• 2012: 66
• 2013: 53
• 2014: 64
• 2015: 54
2,255 total unique references between 1953 – 2015
355 total periodicals represented (1953-2015) (+ 80; 29% increase)
Periodicals with highest number of citations:
- Journal of Vocational Behavior
- Journal of Career Assessment
- Journal of Counseling Psychology
- Career Development Quarterly
- Journal of Employment Counseling

Results: Citations by Category

Category Totals:
• Application: 1,455
• Diverse Populations: 633
• Specific Populations: 878
• Theory/Typology/Validity: 725
3,912 references listed across all categories

Discussion Points

• The literature supports the applicability of Holland’s theory to diverse and special populations and the majority of diverse citations examine gender differences and college students
• The focus of the majority of reference citations concern applying Holland’s theory in practice, across disciplines, in a variety of settings
• The results of this update show no evidence of drop-off in number of works created in recent years concerning Holland’s theory, lending to the assumption that the theory and its applications remain relevant in modern practice
• Holland’s theory is being examined amongst diverse populations (including many countries, ethnic/other groups, and occupations). Some areas for further examination include application of Holland’s theory to military populations.
429 Holland references from 2006 to 2016 included:

...Examinations of groups belonging to 42 different major/occupation groups

...Application of Holland concepts to 71 different ethnicities/nationalities

...Studies conducted in 33 different countries

**Ethnicity/Nationality Groups**

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**Observed themes:**

**College Students** are the most widely studied population - 27% of references

Studies examining **women and/or gender differences** were the most prevalent — 15% of references

Few studies examined **religious groups** (3 studies), **veterans** (3 studies), or **LGBTQ+** (1 study) populations

Sargent & Kennelly, 2016