

Careers

Correlations with N are practically non existent, except for the 'depression' first order factor of N correlates with Artisticness.

Personality appears to matter more than intelligence in vocations on lower part of hexagon and IQ matters more on upper end of RIASEC hexagon

Personality
"the choice of a vocation is an expression of personality"
Holland

Linda Gottfredson - Circumscription and Compromise: Explain How Career Choices Might Take Place

Careers differ in their demands, requiring different amount of intellectual ability, manual skill, long-term commitment or willingness to work. Career choice therefore involves people considering the entire range of careers and then **circumscribing those which they regard as broadly acceptable**, and then making a choice from that subset.

Careers also have various practical constraints; they may be geographically distant, may be highly competitive etc. People therefore need to make choices that are realistically good (though not optimal) and so often **compromise** their career choice.

John L. Holland - Vocational Preference Inventory and RIASEC (1919-2008) Describes Careers and Vocations

Holland's RIASEC represents a set of personality types **described** in a theory of career and vocations. **The main assumption is that personality reflects your choice of career.** The shorter the distance between the corners, the more closely they are related.

Examples: Realistic (Paramedic, Soldier), Investigative (Psychologist, Surgeon), Artistic (Artist, Musician), Social (Therapist, Nurse), Enterprising (Banker, Salesman), Conventional (Secretary, Clerk).

Prediger's (1982) dimensions are orthogonal in that data is the opposite to ideas, and this continuum is orthogonal to things, which are opposite to people.

Petrides & McManus (2004) studied medical careers of doctors, who are a useful group to study because they have one employer, are tracked on the british medical register, are similar in cohort, similar courses. Participants were asked about their career preferences and these were mapped according to similarity (e.g. if a participant says they like career A and B, it is assumed they are more similar).

Much data is yielded from the **1991 Cohort Study** which was a series of postal questionnaires sent to 6901 potential medical students (about 70% became medical students).

Sex & Gender

Being a surgeon is considered as a masculine profession. It appears that masculinity leads to interest in surgery, rather than interest in surgery making on masculine (Spence et al. 1978)

There are two ways in which this affects peoples occupational performance. **The stress response of the person or The force of pressure on the person.**

Stress

JB Watson in his infinite behaviourist wisdom once wrote "Give me a dozen healthy infants, well- formed, and my own specified world to bring them up in and I'll guarantee to take any one at random and train him to become any type of specialist I might select - doctor, lawyer, artist, merchant-chief and, yes, even beggar- man and thief, regardless of his talents, penchants, tendencies, abilities, vocations, and race of his ancestors" Invoking the 'nurture' side of the nature-nurture debate.

Methodology

Longitudinal Studies Allow for long term investigations of careers from childhood to late adulthood. Snapshot studies can capture basic personality characteristics featured in each career or career aspirer but cant be used to establish cause-effect ("does the job change the person or is the person attracted to the job")

General Health Questionnaire (GHQ-12) This scores people on items that are supposed to measure stress ("have you recently... been feeling unhappy and depressed?"). McManus has shown that **stress is not affected by work loads. So what does predict stress?**

NEUROTICISM: As measured by the 1991 cohort.