

This Folder contains subfolders relative to the antecedents of my work in developing Career Construction Theory (CCT). The files present work by my teachers and predecessors. In viewing the materials, you may note how ideas of progenitors served as presuppositions for ideas and innovations in the development of CCT.

I began my work as a career counselor relying on the differential psychology and matching model proposed by John Holland. Soon thereafter, I learned of the work by Donald Super who at midcentury supplemented the matching model with a developmental model that conceptualized a career as a series of stages in a lifelong process.

My dissertation was an attempt to converge the theories of Holland and Super. I investigated the proposal that Holland's construct of consistency related strongly to Super's construct of vocational maturity. I was able to study with both both Holland and Super who jointly sponsored my dissertation research. Unbeknown by me at the time, the dissertation was my first attempt at theory convergence.

In 1990 Samuel Osipow published an article on theory convergence. Based on that article, Super urged me to organize a conference on career theory convergence, which I did in collaboration with Bob Lent. For that conference, I began my work on converging theories. At that conference I learned from John Krumboltz that we had theories of career choice and development but not a career counseling theory. His assertion led me to develop the Career Construction Counseling Model separate from the Career Construction Theory of vocational behavior and its development.

Super encouraged me to work with him on his attempt to converge his four segmental models into a unified theory. He identified the four segments as (a) individual differences, (b) developmental stages, (c) self-concept, and (d) contextual lifespan-life space. To integrate the disparate segments of his theory, Super drew on learning theory. When he was stymied in this effort, he pondered the possibility using George Kelly's psychological constructivism as the segment integrator. As I began my attempts at theory integration, I began with psychological constructivism yet soon moved to social constructionism, propelled in this direction by the work of David Tiedeman.

Another important mentor for me was John Crites, from whom I learned about psychometrics and logical positivism. From my many years of work with him on his *Career Maturity Inventory*, I learned how to construct and validate the *Career Adapt-Abilities Scale*. His commitment to empiricism in interest measurement led to my emphasis on manifest interests in the Career Construction Counseling Model.

## THE SUBFOLDERS

Subfolder **Super** contains audiotapes from his 1973 workshop at Kent State University, a video (1992) of his final public presentation, a video (1993) made at his home for presentation at the ACA conference, an article reporting his biography, and three inventories: the *Adult Career Concerns Inventory*, the *Salience Inventory*, and *The Values Inventory*.

Subfolder **Holland** contains the audiotape of his address on receiving the American Psychological Association Award Distinguished Contributions to Knowledge and the audiotape about the autobiography of his theory at Society for Vocational Psychology Conference at Lehigh University.

Subfolder **Crites** contains two files. The first file contains two audiotapes. One audiotape is a recording of his presentation on a symposium honoring Donald Super at the American Psychological Association. The other audiotape is a recording of his presentation on vocational interests for the Society for Vocational Psychology Conference at Lehigh University. The second file contains three of his measures of vocational behavior: (a) the Career Maturity Inventory, (b) the Career Mastery Inventory, and (c) the Work Adjustment Sentence Completion Blank

Subfolder **Tiedeman** contains a video from the National Career Development Association symposium in his honor and the follow-up journal article in the *Career Development Quarterly*.

Subfolder **SVP Convergence Conference** contains videos of the eight keynote presentations at the Society for Vocational Psychology Convergence Conference at Michigan State University. The subfolder also contains two book chapters that I wrote for the book based on the conference.