

CRAFTING CAREER INTERVENTIONS FOR MID-CAREER PROFESSIONALS: REPORT ON A SABBATICAL

Professor Jon Briscoe, College of Business,
Northern Illinois University



*Presentation to Northern Illinois University
Board of Trustees*

February 18, 2016

“CAREER”: TRADITIONAL VERSUS EMERGENT

Traditional Assumptions

- Organizationally Driven
- Job Security
- Knowing How
- Societal/Orgtl. Success

Emerging Realities

- Self-Driven
- Employability
- Learning How
- Personal Success

PROTEAN CAREER

- Values-Driven Career Orientation
- Self-Directed Career Management

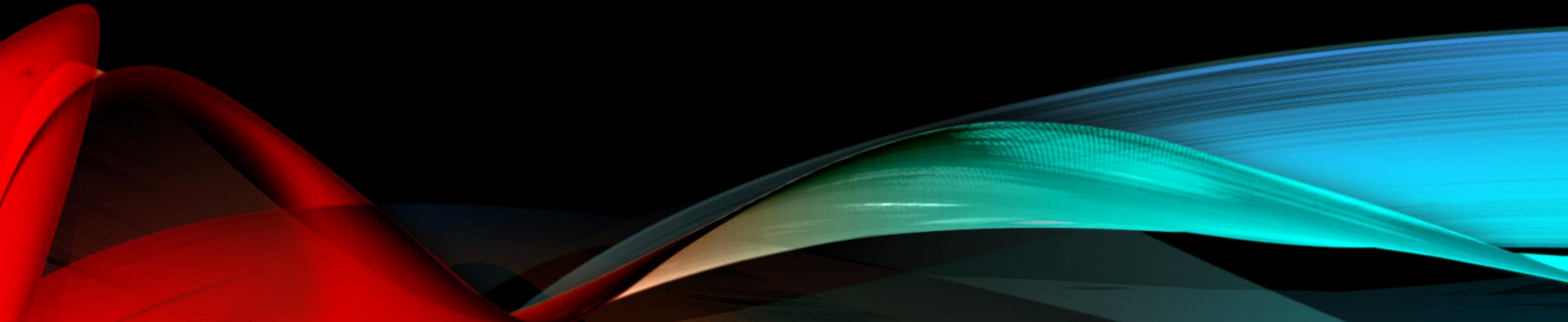
Statistically Linked with:

- Promotions
- Career Satisfaction
- Coping with Change
- Self-Awareness
- Learning Orientation
- Proactive Personality



RESEARCH QUESTION:

How can protean type careers be encouraged and developed in the classroom?



OVERVIEW OF DEVELOPED INTERVENTIONS BY YEAR(S) DEVELOPED

2002

Classroom
Theory on
Career

2006
Sabbatical

Research on
career
transitions
and career
Success in 12
Countries

2011-12

Classroom
Career
Assessment &
Training (Julie
Unite Dissertation,
Department of
Psychology)

2012

Positive
Psychology (e.g.
emphasizing
Character Traits)
with Lea Waters,
University of
Melbourne

2013
Sabbatical

Past and Future
Timelines
Autobiograph-
ical and “future
narratives”

INTERVENTION COMBINATIONS

	Part-Time MBA 1	Part-Time MBA 2	MBA Career Workshop	EMBA 1	PMBA	EMBA 2	UG (Teaching only)
No Intervention	X						
Career Theory		X	X	X	X	X	X
Values and Self-Directed Skills			X	X	X	X	X
Positive Psychology				X		X	X
Timelines					X	X	

KEY RESULTS

- All interventions impacted “values-driven” orientation and subjective career success but positive psychology and “timelines” interventions were the strongest
- *Timelines* resulted in greater career optimism.
- Positive psychology and Timelines were the strongest interventions and impacted identity awareness and values-awareness in addition to values driven and subjective career success. These in turn were associated with career planning and adjustment.
- No interventions led to a change in self-directed career management

IMPLICATIONS

- Emotions, identity and cognitive reflection were more impacted than overt career behavior, but these do lead to being more “planful” and satisfied.
- Timelines and Positive Psychology are key to these results. Both of these were developed as a direct result of the sabbatical
- Career development in the studied context takes depth, time and space...no quick fixes.

OTHER RESEARCH CONDUCTED DURING SABBATICAL

- Facilitated data gathering in several countries to develop the first-of-its-kind *Global* measure of career success.
- Direct survey data gathering in Brazil, India, Malaysia, Nigeria, The Philippines, and the United States.
- Extension of 2006 sabbatical research stream.
- Resulted in research collaborations, funded institutional invitations, and instruments that can help practitioners as well as students.

OUTCOMES LINKED TO SABBATICAL RESEARCH

- 3 Refereed Journal Articles
- 3 Book Chapters
- 3 presented and 2 submitted (under review) major conference presentations

-Goal of both research projects was to produce quality scholarship ,but also to help employees and students have more meaningful and satisfying careers.

THANK YOU to NIU and Board of Trustees for supporting the sabbatical!