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

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Presentation to Northern Illinois University Board of Trustees

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“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**
  - ClassroomTheory 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 Autobiographical and “future narratives”
# Intervention Combinations

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<th>Intervention</th>
<th>Part-Time MBA 1</th>
<th>Part-Time MBA 2</th>
<th>MBA Career Workshop</th>
<th>EMBA 1</th>
<th>PMBA</th>
<th>EMBA 2</th>
<th>UG (Teaching only)</th>
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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 SABBATICICAL 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!