

Psychology 352V Jobs Career Calling
Fall 2018
Claremont Graduate University

Time & Location: Wednesday, 1 – 350pm, Burkle 24

Professor: Jeffrey Yip, Ph.D.
Assistant Professor in Organizational Psychology
Claremont Graduate University
Jeffrey.Yip@cgu.edu
Office Hours: Tuesday 10am to 1pm @ Org House
Please use this link to schedule: <https://calendly.com/jeffvip>

Teaching Assistant: Greg Hennessy, MS, MBA
PhD Program in Positive Organizational Psychology
Office Hours: Thursday 12 to 2pm @ Org House
Other meetings by appointment
Gregory.Hennessy@cgu.edu

Course Description:

What is the future of work and careers in an age of technological disruption? How can organizations help people accomplish their best work? This course is about the changing nature of work and careers in organizations. The course will progress through three central issues in organizational careers: (a) career identity and employability, (b) change and adaptation in changing career environments, and (c) mentoring relationships and coaching. Topics include the changing nature of work, possible selves, careers and employability, career transitions, work-life balance, coaching and mentoring. The course is discussion-based and will require active participation.

Course Objectives:

1. Learn foundational knowledge on careers and career development
 2. Develop self-awareness through career assessments and reflection
 3. Learn and practice peer and group coaching in a safe environment
 4. Work on career exploration and job search skills
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Required Materials

Please purchase the following required books:

1. Schein, E. H., and Van Maanen, J. (2013) *Career Anchors Self-Assessment*, 4th Edition. San Francisco: Wiley.

Note: You can purchase a used copy of the book or the 3rd Edition. Just make sure you are purchasing the self-assessment book, not the participant's workbook.

2. Dalton, S. (2012). *The 2-Hour Job Search: Using Technology to Get the Right Job Faster*. Random House Digital, Inc.

All other materials will be available via CANVAS.

Course Requirements and Grades

Summary of Assignments and Due Dates

	Assignment	Due Date	Grade
1	Class Participation	-	10%
2	Reflection Journal	Weekly (from week 2)	20%
3	Informational Interview	October 17	20%
4	Final Presentation	October 24	10%
5	Final Paper	October 26	40%
		Total	100%

CLASS PARTICIPATION (10%)

Class participation requires that you are prepared for class, having read and thought about the week's readings in advance, and are prepared to discuss insights and applications from the material. Your class participation grade will be based on both the quality and quantity of your contribution to class discussion.

REFLECTION JOURNAL (20%)

Reflection is an important process in career development. Beginning from week 2 and ending in week 7, **you will write a 2-3 page (double spaced) reflection paper each week, to be completed the day before class.**

For each week you will receive a set of questions, related to the week's topic, and for you to discuss in your reflection paper. These Reflection Papers will serve as a method of capturing your own learning and as the basis for small group discussions in class.

If there is any information that you would prefer to keep private, please feel free to delete that material when you turn in your submission.

You can receive full points for this assignment if you upload your notes prior to class (on CANVAS in the assignment tab).

INFORMATIONAL INTERVIEW (20%)

You will interview a professional in a role, organization, or industry that you are interested to work in. You will write up a 3-5 page edited transcript (double spaced) for the interview. You will conclude each transcript with a “reflections” section (2-4 paragraphs) that describes what you learned from the interview.

PAPER PRESENTATION (10%)

You will present a presentation of your final paper. Your presentation will be graded on (1) the clarity of your arguments, (2) the connection of your presentation to the literature, (3) the contribution of your ideas to careers and/or career development.

FINAL PAPER (40%)

You will write a 5 to 7 page (not including references) final paper on a career topic of interest to you. It will be turned in at the end of the semester. The paper should be in APA style, with 12 point font, and double spaced. I encourage you to use this assignment to further your interests in the area of careers and career development.

Here are two options that you can choose from:

Option 1: Research Proposal - a proposal for an empirical research study to test significant hypotheses or to investigate important issues or questions about careers.

Option 2: Career Management Brief – a practitioner-oriented paper that can be used for career development. The paper should be informed by research, written for a broad audience, and conclude with a checklist or assessment for the reader.

GRADING

Your grade will be calculated using the following scale. Grades will include plus or minuses, to reflect gradations in between.

Letter Grade	Range	Description
A	90-100%	Exceptional to very good performance
B	80-89%	Good to marginally acceptable performance
C	70-79%	Below expectations for graduate work
U	<70%	Unsatisfactory work, no credit given

Note. Any assignments turned in late will lose 1 letter grade for each 24-hour period it is late.

Schedule in Brief

	Date
1. Jobs, Career, and Calling	Wed, September 5

Identity: Knowing Why and Where	
2. Possible Selves and Career Success	Wed, September 12
3. Career Anchors and Culture	Wed, September 19
Adaptability: Knowing When and How	
4. Adaptability and Employability	Wed, September 26
5. Change and Balance	Wed, October 3
Relationships: Knowing Whom	
6. Developmental Networks	Wed, October 10
7. Final Presentations	Wed, October 24
8. The Examined Life (Class meets from 9am – 12 at Mt San Antonio Gardens) Address: 875 E Bonita Avenue, Pomona – this is the address for the pedestrian gate. Park on Bonita (sometimes it is challenging to find a spot so leave time) and walk through the gate. Look to the right and there will be a sign that says, Wellness Center. Enter there.	Friday, October 26

DETAILED SCHEDULE WITH READINGS

All the course readings will be available on the PSYCH 350KK Canvas site.

1. JOBS, CAREERS, AND CALLING

Petriglieri, G., Ashford, S., & Wrzesniewski, A. (2018). Thriving in the Gig Economy. *Harvard Business Review*, 96(2), 140-143.

Hall, D. T., Yip, J., & Doiron, K. (2018). Protean Careers at Work: Self-Direction and Values Orientation in Psychological Success. *Annual Review of Organizational Psychology and Organizational Behavior*, 5, 129-156.

Spreitzer, G. M., Cameron, L., & Garrett, L. (2017). Alternative work arrangements: Two images of the new world of work. *Annual Review of Organizational Psychology and Organizational Behavior*, 4, 473-499.

Brawley, A. M. (2017). The Big, Gig Picture: We Can't Assume the Same Constructs Matter. *Industrial and Organizational Psychology*, 10(4), 687-696.

2. POSSIBLE SELVES AND CAREER SUCCESS

Markus, H., & Nurius, P. (1986). Possible selves. *American psychologist*, 41(9), 954.

Urminsky, O. (2017). The role of psychological connectedness to the future self in decisions over time. *Current Directions in Psychological Science*, 26(1), 34-39.

Strauss, K., Griffin, M. A., & Parker, S. K. (2012). Future work selves: how salient hoped-for identities motivate proactive career behaviors. *Journal of Applied Psychology*, 97(3), 580.

Gratton, L., & Scott, A. (2017). The corporate implications of longer lives. *MIT Sloan Management Review*, 58(3), 63.

3. CAREER ANCHORS AND CULTURE

Schein, E. H., and Van Maanen, J. (2013) *Career Anchors*, 4th Edition. San Francisco: Wiley.

Schein, E. H., & Van Maanen, J. (2016). Career anchors and job/role planning: Tools for career and talent management. *Organizational Dynamics*, 45(3), 165-173.

Hall, D. T. T., & Yip, J. (2016). Discerning career cultures at work. *Organizational Dynamics*, 45(3), 174-184.

4. ADAPTABILITY AND EMPLOYABILITY

Kim, J., Allison, S. T., Eylon, D., Goethals, G. R., Markus, M. J., Hindle, S. M., & McGuire, H. A. (2008). Rooting for (and then abandoning) the underdog. *Journal of Applied Social Psychology*, 38(10), 2550-2573.

Ibarra, H. (2002). How to stay stuck in the wrong career. *Harvard Business Review*, 80(12), 40-48.

Jachimowicz, J. & McNerney (2015, November 6) The problem with following your passion. *The Washington Post*.

Dalton, S. (2012). *The 2-Hour Job Search: Using Technology to Get the Right Job Faster*. Random House Digital, Inc. (Read Chapters 1, 2, 5-7)

5. CHANGE AND BALANCE

Petriglieri, G., Ashford, S.J. & Wrzesniewski, A. In press. Agony and ecstasy in the ‘Gig Economy:’ Cultivating holding environments for precarious and personalised work identities. *Administrative Science Quarterly*

Flett, G. L., & Hewitt, P. L. (2015). Managing perfectionism and the excessive striving that undermines flourishing: Implications for leading the perfect life. *Flourishing in life, work and careers*, 45-66.

Mitchelson, J. K. (2009). Seeking the perfect balance: Perfectionism and work–family conflict. *Journal of Occupational and Organizational Psychology*, 82(2), 349-367.

Kelley, T., & Kelley, D. (2012). Reclaim your creative confidence. *Harvard business review*, 90(12), 115-8.

<https://work.qz.com/806516/the-secret-to-patagonias-success-keeping-moms-and-onsite-child-care-and-paid-parental-leave/>

6. DEVELOPMENTAL NETWORKS

Ragins, B. R. (2016). From the ordinary to the extraordinary: High-quality mentoring relationships at work. *Organizational Dynamics*, 45(3), 228-244.

Higgins, M. C., Dobrow, S. R., & Chandler, D. (2008). Never quite good enough: The paradox of sticky developmental relationships for elite university graduates. *Journal of Vocational Behavior*, 72(2), 207-224.

Yip, J., & Kram, K. E. (2017). Developmental Networks: Enhancing the Science and Practice of Mentoring. *Sage Handbook of Mentoring*.

Shen, Y., Cotton, R. D., & Kram, K. E. (2015). Assembling Your Personal Board of Advisors. *MIT Sloan Management Review*, 56(3), 81.

7. THE EXAMINED LIFE

Grossmann, I. (2017). Wisdom in context. *Perspectives on Psychological Science*, 12(2), 233-257.

Shepard, H. (2010). A Path with a Heart: The Cultural Context of Learning about Careers. *Unpublished paper*.

Collins J. (2009) How the mighty fall: And why some companies never give in. Excerpt in *Businessweek*, p. 26-38.

Additional References:

The following are books that can be helpful additional reference for you. You are **not required** to purchase them:

Inkson, K., Dries, N., & Arnold, J. (2014). *Understanding careers: Metaphors of working lives*. Sage.

Walsh, W. B., Savickas, M. L., & Hartung, P. (Eds.). (2005). *Handbook of vocational psychology*. Routledge.

Hall, D. T. (2001). *Careers In and Out of Organizations*. SAGE Publications.

Harrington, B., & Hall, D. T. (2007). *Career management & work-life integration: Using self-assessment to navigate contemporary careers*. Thousand Oaks, CA: Sage Publications, Inc.

Murphy, W., & Kram, K. (2014). *Strategic Relationships at Work: Creating Your Circle of Mentors, Sponsors, and Peers for Success in Business and Life*. McGraw Hill Professional.

Instructor Bio:

Dr. Jeffrey Yip is an Assistant Professor in the School of Behavioral and Organizational Sciences at Claremont Graduate University (CGU). At CGU, he directs the Talent Science Lab, an applied research group focused on talent management and career development. Jeffrey's research is in the areas of leadership, mentoring, and career development. His professional experience includes work in leadership development with the Center for Creative Leadership, as a social entrepreneur and co-founder of the Halogen Foundation in Singapore, and as a section commander in military service. A Fulbright scholar, Jeffrey received his Ph.D. in Organizational Behavior from Boston University and a Masters in Human Development and Psychology from Harvard University.

Gregory Hennessy is a management consultant with more than 20 years of experience in strategy and organizational development. He integrates behavioral and organizational science, complexity and systems thinking, and quantitative analysis to help clients solve their most difficult problems. Greg has been an Engagement Manager and Manager of Professional Development at McKinsey & Co. He holds a Master's degree in Social Science from the California Institute of Technology and an MBA from MIT's Sloan School of Management. Greg is an advanced doctoral student in Positive Organizational Psychology, focusing on strategic leadership and the impact of leader character on organizational performance.

Web Resources

Academy of Management Careers Division <http://www.cardiv.org/>

APA Division 17 Positive Psychology <http://www.div17pospsych.com/>

APA Division 17 Vocational Psychology <http://www.div17.org/vocpsych/>

The Institute of Coaching <http://www.instituteofcoaching.org/>

CGU Resources and Policies

SPECIAL NEEDS

If you have a disability (physical, learning, or psychological) that may make it difficult for you to carry out the course work as outline and/or requires accommodations such as recruiting note takers, readers, or extended time on exams or assignments, please contact me during the first week of class so we can discuss reasonable accommodations.

SEXUAL HARASSMENT

“CGU is committed to creating and maintaining a community in which class members, faculty, administration, and staff can work together in an atmosphere free from sexual harassment, while respecting our individual roles.” Immediately bring matters of sexual harassment to the attention of the professor, dean, or other university authority.

ACADEMIC INTEGRITY

The work you do in this course must be your own. Feel free to build on, react to, criticize, and analyze the ideas of others but, when you do, make it known whose ideas you are working with. You must explicitly acknowledge when your work builds on someone else's ideas, including ideas of classmates, professors, and authors you read. If you ever have questions about drawing the line between others' work and your own, ask the course professor who will give you guidance. Exams must be completed independently. Any collaboration on answers to exams, unless expressly permitted, may result in an automatic failing grade and possible expulsion from the Program.

MENTAL HEALTH RESOURCES

Graduate school is a context where mental health struggles can be exacerbated. If you ever find yourself struggling, please do not hesitate to ask for help. If you wish to seek out campus resources, here is some basic information about Monsour (<http://www.cuc.claremont.edu/monsour/>):

“Monsour Counseling and Psychological Services (MCAPS) is committed to promoting psychological wellness for all students served by the Claremont University Consortium. Our well-trained team of psychologists, psychiatrists, and post-doctoral and intern therapists offer support for a range of psychological issues in a confidential and safe environment.”

Phone 909-621-8202

Fax 909-621-8482

After hours emergency 909-607-2000

Address : Tranquada Student Services Center, 1st floor

757 College Way

Claremont, CA 91711