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About the Presenter:

Anna Paszkowska-Rogacz, holds a PhD in Humanistic Science, and Master's degree in Psychology. She is an expert in the area of career development facilitating, and scientific worker at the Section of Occupational Psychology and Career Counselling of the Institute of Psychology at the University of Lodz, Poland. Her background also includes counseling work for educational institutions and the social welfare. She is the head of the postgraduate studies in 'Career Counselling', and social competence trainer. She is the Author, co-author and editor of about 100 published works including research reports, articles and books e.g. 'Developing Work Relations', 'Career Counselling in Educational Systems of the European Union', 'Career Counsellor's Techniques', 'Methods of Group Career Counselling', 'Career Counselling and Cross-Cultural Challenges', and 'My Child is Choosing a Career'. She is the Content co-ordinator of ten Leonardo da Vinci and Grundvig international projects. She is a member of the Polish Psychological Society, the Polish Association for Career Counselors, and the International Association for Educational and Vocational Guidance.

Title of Paper: **Applications of Kelly's Personal Construct Theory to Vocational Guidance**

Abstract:

The aim of this presentation is to outline chosen applications of Personal Construct Theory (1955) and the Repertory Grid Technique to vocational guidance and to check its reliability. The research group (N=136, F=85, M=51, mean age=21,97) contained of students from colleges of the city of Lodz (Poland). The Repertory Grid and the Vocational Orientation Questionnaire (Job-6) based on Holland theory (Retowski, 2007) were used in the study designed to compare a vocational construct system and Holland Personality Types. First, the results of Realistic, Investigative, Artistic, Social, Enterprising, and Conventional scales were calculated. Then, to assess personal constructs the researcher presented in the same order the same set of twelve vocational elements (one pair of occupations' names represented one orientation of the RIASEC model) to each subject. The elements were identical to create possibility to aggregate the different meanings of personal constructs. A person was asked to consider three occupations at a time



and to indicate any way in which two of this occupations as alike in some way, but different from the third. This response created six dimensions (personal constructs) which were rated by the individual on the 5-point scale from 1 (occupation for me) to 5 (occupation not for me). The results of Repertory Grid and the Vocational Orientation Questionnaire (Job-6) were analyzed and visualized with the Multidimensional Scaling method (MDS). Standardized Residual Sum of Squares presented good index of fit (1% to 4%). Results matched the theoretical expected positions of elements in 3-dimensional space and they formed the structure with the order of the Holland model. The study concludes that Personal Construct Theory provides results complementary to methods based on questionnaires. It should be concerned as a very useful framework for vocational guidance and can be used to help organize individuals' framework for career decision making, assisting them in articulating their occupations values and exploring their vocational preferences.