

Career Development and Counseling of Women

L. Sunny Hansen, Ph.D.

*Professor, Psychoeducational Studies
College of Education
University of Minnesota
Minneapolis, Minnesota*

Rita S. Rapoza, Ph.D.

*Instructor and Research Associate
in Learning Corporation
Plymouth, Minnesota*

The purpose of this book of readings is to draw together for practitioners and theoreticians some of the significant literature on the psychological development of women as it affects their career development and decision making. The emphasis of the volume is on the concept of career as a continuous, lifelong process of learning to manage the developmental tasks of various life stages, to integrate work with other roles, and to gain a sense of self-direction in one's life. Included are chapters on female motivation, sex-role stereotyping, the current status of women in the American world of work, planning for multiple roles, and facilitating women's career development. This collection of articles was carefully selected and organized to provide a sampling of research, thought and action relating to important variables which affect female career development. It will be of great assistance to those teaching courses in the development of women, as well as those interested in doing research on the development of women from a career perspective. In a more general way it will stimulate professionals in educational, psychological, and industrial settings to examine the ways in which their attitudes, behaviors and practices inhibit or facilitate the career development of girls and women at all ages.

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CAREER DEVELOPMENT AND COUNSELING OF WOMEN

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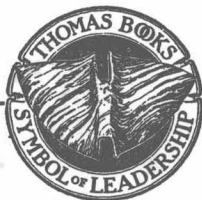
L. SUNNY HANSEN, Ph.D.

*Professor, Psychoeducational Studies
College of Education
University of Minnesota
Minneapolis, Minnesota*

and

RITA S. RAPOZA, Ph.D.

*Instructor and Research Associate
Wilson Learning Corporation
Eden Prairie, Minnesota*



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**CAREER DEVELOPMENT AND
COUNSELING OF WOMEN**

To Tor — who is a liberated and liberating human being.

To Sonja and Torrey — whose career development I hope will be enhanced by the new career patterns and options available to them.

L.S.H.

To Don

R.R.B.

CONTRIBUTORS

Thelma G. Alper, Ph.D.

*Psychologist
Judge Baker Guidance Center
Boston, Massachusetts*

Helen S. Astin

*Professor of Higher Education
University of California at Los Angeles
Los Angeles, California*

Jeanne K. Barnett

*Social Science Advisor
Office of the Assistant Secretary for Policy, Evaluation and Research
U.S. Department of Labor
Washington, D.C.*

Stephen E. Bemis

*Project Director
The Edgar D. Mitchell Corporation
Washington, D.C.*

Donald H. Blocher, Ph.D.

*Professor of Education
State University of
New York at Albany
Albany, New York*

Nancy S. Cole

*Associate Professor of Education
University of Pittsburgh
Pittsburgh, Pennsylvania*

Patricia Auer Engelhard

*Counselor
Edina Public Schools
Edina, Minnesota*

Helen S. Farmer, Ph.D.

*Assistant Professor
University of Illinois at Urbana
Urbana, Illinois*

Jane Goodman*Counselor and Trainer**Continuum Center for Adult Counseling and Leadership Training
Oakland University
Oakland, California***L. Sunny Hansen, Ph.D.***Professor and Program Coordinator**Counseling and Student Personnel Psychology
University of Minnesota
Minneapolis, Minnesota***Gary R. Hanson***Assistant Director**Development Research
The American College Testing Program
Iowa City, Iowa***Lenore W. Harmon, Ph.D.***Professor of Educational Psychology**University of Wisconsin-Milwaukee
Milwaukee, Wisconsin***Peggy J. Hawley, Ph.D.***Professor of Education**Coordinator of Graduate Programs and Research
San Diego State University
San Diego, California***Janice Neipert Hedges***Senior Economist**Bureau of Labor Statistics
U.S. Department of Labor
Washington, D.C.***Lynda Lytle Holmstrom, Ph.D.***Associate Professor of Sociology**Boston College
Boston, Massachusetts***Harriet Holter, Ph.D.***Professor, Social Psychology**University of Oslo
Oslo, Norway***Kathryn Otto Jones***Language Arts Teacher**Edina Public Schools
Edina, Minnesota***Mary Bach Kievit, Ph.D.***Associate Dean**Graduate School of Education
Rutgers — The State University
New Brunswick, New Jersey*

Lee Knefelkamp, Ph. D.

*Assistant Professor
Counseling and Student
Personnel Services
University of Maryland*

Harold J. Leavitt

*Professor
Graduate School of Business
Stanford University
Stanford, California*

Mary M. Leonard, Ph.D.

*Counselor
University of Maryland Counseling Center
Assistant Professor
College of Education
University of Maryland*

Jean Lipman-Blumen

*Director
Research on Women
National Institute of Education
Washington, D.C.*

Rosalind K. Loring

*Dean
College of Continuing Education
University of Southern California
Los Angeles, California*

Marjorie Fiske Lowenthal

*Human Development Program
University of California
San Francisco, California*

Anna Louise Miller

*Counselor
DeKalb High School
DeKalb, Illinois*

Megan K. Monroe

*Antioch College
Yellow Springs, Ohio*

Thelma Myint

*Bureau of Social Science Research
Washington, D.C.*

Bernice L. Neugarten, Ph.D.

*Professor
Department of Behavioral Sciences
University of Chicago
Chicago, Illinois*

Career Development and Counseling of Women

John J. Pietrofesa

*Professor and Coordinator, Counseling and Guidance
Wayne State University
Detroit, Michigan*

Dale J. Prediger

*Director, Developmental Research Department
The American College Testing Program
Iowa City, Iowa*

Lenore Sawyer Radloff

*Center for Epidemiologic Studies
National Institute of Mental Health
Bethesda, Maryland*

Lorraine M. Rand

*Ohio University
Athens, Ohio*

Edna E. Raphael, Ph.D.

*Associate Professor of Labor Studies and Sociology
Pennsylvania State University
University Park, Pennsylvania*

Rhona Rapoport

*Co-director, Institute of Family Environmental Research
London, England*

Robert N. Rapoport

*Co-director, Institute of Family Environmental Research
London, England*

Rita S. Rapoza, Ph.D.

*Instructor and Research Associate
Wilson Learning Corporation
Eden Prairie, Minnesota*

Bernice Sandler

*Director
Project on the Status and Education of Women
Association of American Colleges
Washington, D.C.*

Nancy K. Schlossberg

*Professor
College of Education
University of Maryland
College Park, Maryland*

Eleanor Bernert Sheldon, Ph.D.

*President
Social Science Research Council
New York, New York*

Anne Steinmann, Ph.D.

President

Maferri Foundation, Inc.

*An Affiliation of the Research Department, Postgraduate Center for
Mental Health*

New York, New York

Richard J. Stiggins, Ph.D.

Director of Test Development

The American College Testing Program

Iowa City, Iowa

Donald Super, Ph.D.

Professor Emeritus

Teachers College, Columbia University

New York, New York

Roxann A. Van Dusen

Consultant, Agency for International Development

U.S. Department of State

Washington, D.C.

Louise Vetter, Ph.D.

Research Specialist

The Center for Vocational Education

The Ohio State University

Columbus, Ohio

Lawrence Weiss

Human Development Program

University of California

San Francisco, California

Theodora Wells, M.B.A.

Consultant

Wells Associates

Beverly Hills, California

PREFACE

FOUR YEARS AGO, when the idea for this book of readings was first conceived, there was relatively little in the literature specifically on the topic of "Career Development of Women" and what counselors and other human service workers could do to facilitate it. During the time in which work on this volume has progressed, there has been a virtual explosion of articles, books, monographs, and special journal issues directly or indirectly related to the content included here. The fact that there has been such a mushrooming, not only of research studies, conceptualizations, and essays, also, but of women's programs, courses, and other interventions, attests not only to the vitality of the topic but to the dedication of those committed to providing opportunities for more positive growth and development of women.

In spite of the improved state of the art of the psychology and counseling of women today, this volume should fill a special need for those working in education and industry who want to examine female options in education, work, and family from a career development perspective. The unique life span focus on not only the economic or paid work role but also on the multiple role options available to women and men in a changing society should provide a useful framework for designing individual and institutional programs to facilitate female development. The concomitant concern about male socialization and about barriers which limit male development and roles is fully recognized and acknowledged but is not the major focus of this collection.

Authors included in the volume, many of them female, represent a variety of work backgrounds but are especially from the disciplines of psychology, sociology, and economics and from the applied fields of counseling, teaching, and personnel work. A deliberate effort was made to select from among the work of those who, in the editors' opinion, are making significant contributions to the counseling psychology and career development literature. While four of the chapters are original contributions to this book of readings, most of the chapters have appeared in other journals and monographs and are reprinted with permission. We are grateful to the many authors, editors, organizations, and publishers who granted the use of their articles in this volume.

Career Development and Counseling of Women has indeed been a

shared effort of the editors. Communication with many outstanding women has been one of the real benefits of undertaking a project such as this. We have worked together over long distances in selecting, organizing, and commenting on what we regard as a useful theoretical-pragmatic collection of studies and essays on the career development of women.

L.S.H.

R.S.R.

INTRODUCTION

THE NEED for this book on career development and counseling of women has existed for a long time and has been punctuated by the national and international interest in the psychology and development of women from many sectors, especially education and work. The special interest of the editors in creating a book of this kind has stemmed from Professor Hansen's experience in searching for appropriate material to use in a course she has taught on this topic over the past four years and from Dr. Rapoza's research on "Academic Self-Concepts of Adolescent Females" for her Ph.D. dissertation. The career development of women—and what we do to facilitate it through counseling, curriculum, and the human services—has become a critical contemporary issue in academia, in the public schools, in business and industry, and in the community at large. A book of readings on this topic should be of interest not only to those teaching courses related to women but to all persons concerned about women's development, especially those with an interest in career and the relationship of work roles to other roles in changing work and family structures.

The purpose of this book is to draw together for both practitioners and theoreticians some of the significant literature relating to the psychological development of women as it relates to their careers and their ways of making decisions about and integrating roles in work, family, community, and leisure. The term *career development* is deliberately defined in the broad sense to include much more than occupation, and the term *career* is used, as it is in some of the current theorizing on this topic, in the sense of "a time-extended working out of a purposeful life pattern through work, paid and unpaid, undertaken by an individual." While the departure point is work, as one significant way in which the individual interacts with environment, there is no intent to glorify or romanticize that part of life; instead it provides a framework for self-exploration and for the experiences, choices, and events which determine the kinds of roles one takes on at different stages of one's life.

While the psychological literature has dwelt much on the differences between women and men in attitudes toward career, much of it focused on traditional roles of women and used those as a baseline. Thus, there is considerable literature on such topics as sex-role socialization, home-career conflict, sex differences in vocational inter-

ests, and influences on vocational choice. Although all of these are important in examining female career development, the emphasis in this volume is on a developmental concept of career as a continuous, lifelong process of learning to manage the developmental tasks of various life stages, on integrating the work role with other roles, and on gaining a sense of agency and self-direction in one's life. Changing roles of women and men are viewed in the contemporary context, in which the career motif has been revitalized and broadened and has captured the imagination and concern of many counseling psychologists and human service workers, as well as women themselves. Despite an abundance of studies and articles on sex-role differences, little attempt previously has been made to view female development from a conceptual framework of career development. Many of the career development theories as well as current career education concepts have been written from a male perspective, with a focus on males and traditional male ways of viewing work. Hence, the need for a book on the career development of women. That framework, along with strategies for promoting positive growth of women through counseling and curriculum, provides the context of this book.

The emphasis on *career* combined with *development* and on changing patterns of female *career development* over the life span is what makes this volume unique. While the contribution of the women's movement to our awareness is fully acknowledged, the focus is not on issues raised by the women's movement alone but on (1) what the psychological-sociological literature, both theory and research, tells us about career-related variables in female development; (2) the current status of women and work, mostly in America but also from an international perspective; (3) the changing patterns of women's lives through choices of a variety of career patterns, e.g. the single life, dual career families, shared positions, and other alternatives; (4) impact of female career decisions on males and vice versa; and (5) ways in which psychologists, counselors, teachers, social workers, and others can intervene at all levels of development to facilitate positive female growth.

It was not possible to deal with all aspects of women's roles and development in a volume of this nature. A conscious effort was made to identify female researchers and practitioners who are doing significant work in the field. The collection was carefully selected and organized to provide a sampling of research, thought, and action relating to certain important variables which affect female career development. Some of the articles are intended to stimulate thought and discussion on the current status of women in their changing roles; others are designed to promote action in making a variety of career patterns and multiple options possible for women in American society.

An implicit assumption is that women's roles are affected by those of men and that increasing attention must be given to male socialization as well as to that of women. The editorial comments at the beginning of each section are attempts to provide a critical perspective on some of the issues raised and to help readers see how the themes of the volume fit together.

The editors are aware that in the wide range of material included in this volume some of the language employed may not reflect the most desirable phrasing in terms of modern "nonsexist" usages. Because the primary purpose of the book is to report significant content, no attempt has been made to revise or reedit articles to insure that nonsexist styles of expression are always used.

There are several areas which the editors would have liked to include in this collection: views of women and work in the early years of the country's history; fuller coverage of the differences in attitudes toward women's roles in diverse ethnic cultures; the place of voluntarism and its effects on the status of women; the extensive literature on the employed mother and the effects of maternal employment on preschool children, preadolescents, and adolescents; the area of men's socialization and its impact on women's expectations and aspirations, as well as on those of males; the attitudes of other women about what women do and can do; the emerging work on psychological androgyny; and others. For a variety of reasons, including the unavailability of specific articles and space limitations, these topics were not dealt with as fully or as directly as we would have liked.

Section I presents a series of articles in which psychologists and sociologists have begun to describe patterns of women's careers over the life span. While many of these attempts at theory-building regarding women's patterns began with the assumption that the modal role of women is homemaker, current thinking has moved considerably beyond that kind of normative framework. The importance of these theories is not that they provide the last word on female career development—indeed, most of them are inadequate and partial—but that they open the door and provide stimulus to thinking about women in other than traditional roles. These theories also point up the fact that while there are many within-sex differences in female career patterns, there also are differences between the career patterns of women and men. A comprehensive, fully developed and tested theory of female career development is yet to be formulated.

Section II presents articles on variables related to female career decision making, aspirations, achievement motivation, and self-concepts, as well as barriers which inhibit positive development of women in these areas. While much of the early work in achievement motivation almost ignored or gave only token attention to females, a

number of research studies in the sixties and seventies have contributed to our knowledge in this area. From a discussion of vicarious and direct achievement to a study of female attitudes toward planning, the section sheds light on some of the attitudes, motivations, fears, and vocational self-concepts of women.

Section III deals with the ways in which children and youth are socialized through such influences as sex-role prescriptions, occupational stereotyping, and sex stereotyping in educational institutions. These influencers of female (and male) development through an occupational socialization process are discussed as they impact the lives of the elementary school child, adult women, and business and industry personnel. The learned helplessness related to depression in adult women has important messages for career development approaches designed to increase women's sense of power and control in their lives. The articles are intended to stimulate awareness of developmental differences and similarities in the various levels and institutions as well as to create awareness of multiethnic differences in perceptions of self and career.

Recognizing the importance of the economic aspects of women's lives, Section IV focuses primarily on the current status of women in the world of paid work in American society. Articles present many facts about what is happening to women both in professions and skilled trades, their distribution in the work force, and myths and facts about their participation in the work force. Articles discussing special problems of women in vocational education and in labor unions highlight the commonalities of women as they seek opportunities in various sectors of the labor force.

Section V presents a series of articles which illustrate the changing life roles, career patterns, and life-style options engaged in or available to American women and men. The influence of males on female career development, as well as the influence of women's changing roles on male roles, is noted. The fact that work roles affect other roles and vice versa is also emphasized. Importance of this section rests on the notion of multiple options for women and men and the changing work and family patterns which make these multiple options possible. The need to negotiate and plan for these roles is suggested.

Section VI, building upon the preceding one, presents articles which reflect a variety of single person or two-person life patterns—the equal partnership marriage, the dual career family, the divorced person, the welfare person, the professional woman, the widow, and the single woman. Variables discussed include the impact of socioeconomic status, marital status, and the impact of children in the particular life-style. While the full range of alternatives is not covered, the articles point up some of the stresses and conflicts women face as they learn to not only cope with but manage the various tasks

and phases of the life cycle.

Section VII introduces direct suggestions as to what we can do to facilitate female growth and development, especially from the perspective of counseling and counseling psychology. Articles include reviews of literature along with practical recommendations for what counselors can do, especially through counseling and through curriculum, to change systems and their own behavior in ways which will facilitate rather than impede female growth and career decision making. Among strategies suggested besides counseling are curricular experiences, continuing education programs, systems change, career education, assertive training, career centers, and career planning courses, groups, and seminars.

Vocational assessment both for women and men has come under fire in recent years, and many prominent educators are among the critics of tests and test users. Bias in vocational interest inventories, use of test results for channeling, and inappropriateness of tests for prediction (instead of for exploration) all have been challenged. Section VIII briefly discusses a few measurement variables related to female educational-vocational planning along with some of the issues involved in vocational interest measurement. It also presents a proposed set of guidelines for the assessment of sex bias and sex fairness in interest inventories developed through the National Institute of Education.

Section IX looks at female career development from a cross-cultural international perspective. If this section were to be complete, it would include articles on multiethnic differences not only *across* cultures but *within* the American culture, including sex-role perspectives of Black, Chicano, and other ethnic minority women. Recognizing that sex roles have an even larger cultural context, however, the articles present views of women in the work world in selected developed and developing countries. As one of the Scandinavian countries reputedly advanced in women's status, Norway provides a special laboratory for examination of women's work and family roles. The universality of women's career development problems is dramatically illustrated in a report on equal pay for equal work written especially for International Women's Year.

In Section X, a selected annotated bibliography of bibliographies provides useful references and special resources to help those involved in facilitating the career development of women.

Because anyone working with women needs to be aware of federal laws and regulations, the widely disseminated chart produced by the Association of American Colleges is reproduced in Appendix 1. Finally, in Appendix 2, a guide from the Labor Department provides suggestions for increasing women's options, particularly in the often neglected trade and technical areas.