

# List of Entries

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| Abilities  | Career                         | Civil Rights Act of 1991                                 |
| Academic advising                                      | Career anchors                 | Cognitive Differentiation Grid                           |
| Affirmative action                                     | Career appraisal               | Cognitive information processing<br>in career counseling |
| Age discrimination                                     | Career as a calling            | Collective bargaining                                    |
| Age Discrimination in Employment<br>Act of 1967 (ADEA) | Career centers                 | College student career development                       |
| Allport-Vernon-Lindzey Study of<br>Values              | Career change                  | Comparable worth   |
| American Counseling Association                        | Career coaching                | Compensation   |
| American Psychological<br>Association                  | Career construction theory     | Computer-based career support<br>systems                 |
| Anticipatory socialization                             | Career counseling              | Contingent employment                                    |
| Antisocial work behaviors                              | Career counseling competencies | Continuing professional<br>education                     |
| Apprenticeships  | Career decision-making styles  | Cooperative education                                    |
| Armed Services Vocational<br>Aptitude Battery (ASVAB)  | Career Decision Scale (CDS)    | Copreneurship  |
| Aspirations in career decisions                        | Career Development Inventory   | Cross-training   |
| Assessment centers                                     | Career education               | Crossover effect   |
| Assimilation and mutual<br>acceptance                  | Career exploration             | Crystallization of the vocational<br>self-concept        |
| Bennett Mechanical<br>Comprehension Test               | Career goal                    | Culture and careers                                      |
| Biculturalism  | Career indecision              | Customized careers                                       |
| Big Five factors of personality                        | Career interruptions           | Derailment   |
| Blue-collar workers                                    | Career intervention outcomes   | Differential aptitude testing                            |
| Boundaryless career                                    | Career investments             | Disabilities among college<br>students                   |
| Bridge employment                                      | Career maturity                | Disability   |
| Burnout  | Career mobility                | Diversity in organizations                               |
| Business simulations                                   | Career motivation              | Domestic-partner benefits                                |
| Butcher Treatment Planning<br>Inventory (BTPI)         | Career-planning workshops      | Downsizing   |
| California Psychological<br>Inventory                  | Career plateau                 | Early career stage                                       |
| Campbell Interest and Skill<br>Survey                  | Career salience                | Early retirement   |
|  | Career satisfaction            | Elder care practices                                     |
|  | Career strategy                | Electronic employment screening                          |
|  | Career success                 | Emotional intelligence                                   |
|  | Career Thoughts Inventory      | Emotional labor  |
|  | Career transition              |  |
|  | Careers and health             |  |
|  | Center for Creative Leadership |  |
|  | Child care practices           |  |
|  | Churning of jobs               |  |
|  | Circumscription and compromise |  |
|  | Civil Rights Act of 1964       |  |

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- Employability  
 Employee assistance programs  
 Employee participation in organizational decision making  
 Employment advertising  
 Employment contracts  
 Employment-at-will doctrine  
 Empowerment  
 Entrepreneurship  
 Environment awareness  
 Equal Employment Opportunity Commission (EEOC)  
 Equal Pay Act  
 Erikson's theory of development  
 Ethics and careers  
 Executive coaching  
 Exit interview  
 Expatriate experience  
  
 Fair Labor Standards Act (FLSA)  
 Family and Medical Leave Act (FMLA)  
 Family background and careers  
 Family-responsive workplace practices  
 Fast-track career  
 FIRO-B  
 Flexible work arrangements  
  
 Gender and careers  
 General Aptitude Test Battery (GATB)  
 Glass ceiling  
 Globalization and careers  
  
 Hall Occupational Orientation Inventory  
 Handwriting analysis in hiring  
 History of career studies  
 Holland's theory of vocational choice  
 Hostile working environment  
 Human capital  
 Human resource information systems (HRIS)  
 Human resource planning  
 Human resource support systems  
  
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 Impression management  
  
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 Industrial Revolution  
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 Internet career assessment  
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 Knowledge, skills, and abilities (KSAs)  
 Kuder Career Assessments  
  
 Late career stage  
 Leadership development  
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 Life Style Inventory  
 Life-Career Rainbow  
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 Lifestyle preferences  
 Lockstep career progression  
 Locus of control  
 Low-income workers and careers  
  
 Machiavellianism  
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 Merit-based pay  
 Metaphors for careers  
 Middle career stage  
  
 Midlife crisis  
 Minnesota Clerical Test  
 Minnesota Multiphasic Personality Inventory-2 (MMPI-2)  
 Minnesota Theory of Work Adjustment  
 Morale  
 Motivation and career development  
 Multicultural organization  
 Multinational organization  
 Multiple intelligences  
 Myers-Briggs Type Indicator  
  
 National Career Development Association  
 National Labor Relations Act (NLRA)  
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 Obsolescence of knowledge and skills  
 Occupational card sorts  
 Occupational choice  
 Occupational classification systems  
 Occupational commitment  
 Occupational Information Network (O\*NET)  
*Occupational Outlook Handbook*  
 Occupational prestige  
 Occupational professionalization  
 Occupational stereotypes  
 On-the-job training  
 Organizational career management  
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 Organizational entry  
 Organizational image  
 Organizational justice  
 Organizational politics  
 Organizational socialization  
 Organizational staffing  
 Orientation  
 Outplacement  
 Outsourcing and offshoring

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|---------------------------------------|--|--|
| Part-time employment                  | Self-awareness                               | Toxic leadership   |
| Pay compression                       | Self-concept                                 | Training and development   |
| Pay-for-performance reward systems    | Self-Directed Search (SDS)                   | Tuition reimbursement  |
| Performance appraisal and feedback    | Self-efficacy                                | Turnover   |
| Person-environment fit (P-E fit)      | Self-esteem                                  | Two-career relationships   |
| Personal Globe Inventory              | Self-leadership                              | Type A behavior pattern  |
| Personality and careers               | Self-monitoring                              | Unbiased hiring systems  |
| Personnel selection                   | Sex discrimination                           | Underemployment  |
| Phased retirement                     | Sexual harassment                            | Unemployment   |
| Positive organizational scholarship   | Sexual orientation and careers               | Values   |
| Proactivity                           | Single parents and careers                   | Virtual expatriates  |
| Procedural justice                    | Sixteen Personality Questionnaire (16PF)     | Vocational education   |
| Protean career                        | Social capital                               | Vocational Preference Inventory (VPI)                            |
| Psychological contract                | Social cognitive career theory               | Vocational psychology  |
| Pygmalion effect                      | Social constructionism                       | Wechsler Intelligence Scales                                     |
| Quality of work life (QWL)            | Social learning theory of career development | Welfare-to-work programs   |
| Racial discrimination                 | Socioeconomic status                         | Wellness and fitness programs                                    |
| Rater errors in performance appraisal | Specialty choice                             | White-collar work  |
| Realistic recruitment                 | Spirituality and careers                     | Wonderlic Personnel Test   |
| Recruitment                           | Stanford-Binet Intelligence Scale            | Work ethic   |
| Redeployment                          | Stereotyping of workers                      | Work values  |
| References for employment             | Strategic human resource management (SHRM)   | Work Values Inventory  |
| Reinforcement theory                  | Stress at work                               | Work-family balance  |
| Religious discrimination              | Strong Interest Inventory                    | Work-family conflict   |
| Résumé                                | Succession planning                          | Work-family enrichment   |
| Retention programs                    | Super's career development theory            | Work/life litigation   |
| Retirement                            | Sweatshop labor                              | Workaholism  |
| Retraining                            | Team-based work                              | Worker Adjustment and Retraining Notification Act of 1992 (WARN) |
| Reverse discrimination                | Technology and careers                       | Workforce 2020   |
| Reverse mentoring                     | Telecommuting                                | Workplace romance  |
| Rokeach Values Survey                 | Thematic apperception tests (TAT)            | Wrongful dismissal   |
| Role models                           | Three-hundred-sixty-degree (360°) evaluation |  |
| Sabbaticals                           | Tokenism                                     |  |
| School-to-work transition             | Tolerance for ambiguity                      |  |