

Introduction

Sweeping changes in the nature of work, shifts in the meaning of career success, the rise of global business and international careers, heightened concerns over social influences on careers, and emerging labor laws and regulations influence the ways in which individuals, organizations, and the broader society view career development. It is therefore an opportune time to present the *Encyclopedia of Career Development*, which provides a thorough treatment of these recent and emerging trends.

Our goal was to make the *Encyclopedia of Career Development* the premier reference tool for students, scholars, practitioners, and others interested in gaining knowledge or conducting research on career development-related topics. We have kept the entries concise, easy to read, and jargon free, while ensuring that the content reflects the most current thinking and research on the particular topic. We have provided entries that are directly related to the field of career development and have expressly avoided tangential topics or biographical profiles that add pages but do not improve the content. Most important, we sought authors who are recognized experts on their topics and who have demonstrated a history of contributing high-quality writing to the field of career development.

It is our firm belief that the *Encyclopedia of Career Development* represents an indispensable reference resource for college and university libraries and public libraries located throughout the United States and around the world. In addition, the encyclopedia can be an invaluable reference tool for corporations and consultants for use in their libraries and career centers.

In collaboration with our expert and prestigious Editorial Board, we identified the significant terms, concepts, and practices that represent the field of

career development. This intensive process resulted in an encyclopedia that spans two volumes; contains over 400 entries, arranged in A-to-Z format; and totals over 600,000 words. The entries were written by renowned researchers, scholars, and practitioners, who provided the most current definitions, information, theories, and applications relevant to their topics. The provision of relevant, up-to-date material on each entry is especially important from a reference standpoint because career development is a dynamic field of study.

THEMES AND PERSPECTIVES

When a person hears the term *career development*, several different perspectives may come to mind. For example, some people might be inclined to view career development strictly in personal terms, being more concerned with their own achievement and success. Others might view career development in terms of organizational programs or practices that assist employees in managing their careers. Still others could see career development from a work-life integration perspective or from a legal or societal viewpoint. Of course, there are many other vantage points from which career development can be seen.

Because of this wide variation in lenses through which career development can be viewed, the *Encyclopedia of Career Development* has a multidisciplinary focus that represents psychological, sociological, educational, counseling, organizational behavior, and human resource management perspectives on career development issues. As shown in the Reader's Guide, the entries in the encyclopedia collectively capture 10 significant career-development

themes or perspectives, each of which is briefly described below:

1. The *theoretical perspectives on careers* theme represents a variety of major theories and conceptual frameworks relevant to career development. Providing an excellent foundation for understanding career development, entries that reflect this theme include Career Construction Theory, Holland's Theory of Vocational Choice, Metaphors for Careers, Social Cognitive Career Theory, and Super's Career Development Theory.
2. The *social context of careers* theme recognizes that career development takes place in the larger society. Many entries reflect the social context by considering the characteristics of the contemporary workplace (for example, the Customized Careers entry); culture and international perspectives (e.g., Culture and Careers); ethnicity, gender, and diversity (e.g., Multi-cultural Organization); the organizational environment (e.g., Toxic Leadership); social class and background (e.g., Family Background and Careers); and the work-life interface (e.g., Two-career Relationships).
3. The *evolution of careers* theme recognizes that careers unfold over time. In this sense, career development can be viewed as a series of stages, patterns, and transitions. Entries that reflect this theme include Career Interruptions, Career Plateau, Job Loss, Midlife Crisis, and the Obsolescence of Knowledge and Skills.
4. The *decision-making* theme emphasizes the decisions and choices that individuals make throughout their lifetimes. These decisions are often evaluated in terms of whether they produce a fit or consistency between the individual and the environment within which that person works. The encyclopedia includes entries that highlight decision-making tasks and issues from a variety of vantage points, such as Career Decision-making Styles, Career Indecision, Career Strategy, and Individual Career Management.
5. *Variations in career patterns and career success* are the norm rather than the exception in contemporary society. Individuals are more likely than ever to follow their own values rather than those prescribed by society, as the entries on the Boundaryless Career and the Protean Career richly illustrate. Other entries that reflect individual variations in the meaning and pursuit of a career include Career as a Calling, Career Success, Entrepreneurship, and Lockstep Career Progression.
6. *Career development initiatives* are programs and practices that employers, counselors, universities, and society provide to promote successful career decision making and the effective development of students' and employees' careers. Entries representative of this theme include Academic Advising, Career Centers, Computer-based Career Support Systems, Mentoring, Three-Hundred-Sixty-Degree (360°) Evaluation, and Wellness and Fitness Programs.
7. *Legislative and regulatory mandates* are various legislative, regulatory, judicial, and labor relations decrees and mandates that influence career development and decision making from both an individual and an organizational perspective. A number of entries reflect this theme, including Domestic-partner Benefits, Family and Medical Leave Act (FMLA), Hostile Working Environment, and Wrongful Dismissal.
8. *Assessment areas and techniques* include the personal characteristics that influence career development as well as the instruments that assess these characteristics. Representative entries that reflect this theme include Abilities, Allport-Vernon-Lindzey Study of Values, Career Anchors, Career Development Inventory, Emotional Intelligence, Multiple Intelligences, and Personality and Careers.
9. *Job search and organizational recruiting* represent, respectively, the processes by which individuals select organizations and organizations select individuals. The job-search process is the focus of entries such as Informational Interview, Internet Career Assessment, Job Search, *Occupational Outlook Handbook*, and Networking. Handwriting Analysis in Hiring,

Organizational Staffing, Personnel Selection, and Recruitment are among the entries that center on organizational recruiting.

10. Information on *professional associations* can be useful to readers who want to explore educational or other developmental opportunities in different fields. Entries describing associations are the American Counseling Association, American Psychological Association, Center for Creative Leadership, and National Career Development Association.

IMPORTANT FEATURES

A number of features embodied within the *Encyclopedia of Career Development* make it a user-friendly reference tool. First, at the end of each entry, the “Further Readings and References” section

provides the reader with additional sources of information on the particular topic. These added references primarily represent either seminal works on the topic or the most current research.

Another important feature at the end of each entry are “See also” listings, which provide cross-references to other associated entries. This information is especially useful for students doing research because it provides linkages with other topics that they might wish to consult to broaden their research.

In addition to the A-to-Z listing of the entries, we have also included a Reader’s Guide, which presents the entries according to major themes or categories. The guide is a valuable tool that allows students and researchers to gain a broader understanding of a particular area of study based on how the entry is grouped with other entries representing a specific theme.

—*Jeffrey H. Greenhaus and Gerard A. Callanan*