Did I Pick the Wrong Major?
Responding to a changing call (or is it?)

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Calling:

- perspectives from vocational psychology
- Callings disrupted
- Scenarios and strategies for disruption
- Revisiting the role of calling
Transcendent summons, experienced as originating beyond the self,

To approach a particular life role in a manner oriented toward demonstrating or deriving a sense of purpose or meaningfulness,

That holds other-oriented values and goals as primary sources of motivation

(Dik & Duffy, 2013, 2009; Dik, Eldridge, Steger, & Duffy, 2012)
Dik & Duffy’s definition

- Explicitly accessible to non-religious
- At SPU, we have unique opportunity to apply our Christian faith perspective

In this presentation

- The calling definition aligns well with Koskela’s (2015) missional calling
  - a person’s particular guiding purpose of mission.
  - a theme that finds expression throughout one’s life in one’s career, volunteer work, and/or family life
Trait-Factor Theories

You

World of Work

Toward Person-Environment Fit

Exploring You

Formal assessment

Interests

Values

Skills

Career counseling/coaching

Sounding board

Intentional exploration of life career development

Comparing options

Engage the Job Search

Inventory skills, values, interests

Identify tangible targets

Targeted resumes and cover letters

Exploring the World of Work

Part-time work

Or, the full-time plunge

Useful for assessing p-e congruence at many stages of career decision-making
I didn’t get the job I was hoping for…

Time for Plan B

My boss won’t let me do the “cool stuff”

Turns out, it takes *more or different* training to do what I want to do.

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**Strategies for Planning B**

Where do you want to go and what will it take to get there?

- **Re-routing**
  - “52 card pickup” with your skills, interests, and values
  - How can you reorganize and present your skills that take you down a different path?

- **Re-tooling**
  - Certifications?
  - Grad school?
  - Apprenticing?
I expected to be making a bigger difference.

This is PAINFULLY boring.

Entry-level is a drag.

...but I have to keep this job (at least for now)

"HOW CAN YOU DO IT?":
DIRTY WORK AND THE CHALLENGE OF CONSTRUCTING A POSITIVE IDENTITY

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The identity literature suggests that the stigma of "dirty work" threatens the ability of occupational members to construct an esteem-enhancing social identity. However, research indicates much the opposite, creating a puzzle we attempt to answer. We argue that the stigma of dirty work fosters development of a strong occupational or workgroup culture, which fosters (1) ideological reframing, revaluing, and relabeling and (2) selective social comparison and differential weighting of outsiders’ views. These defense mechanisms transform the meaning of “dirty” and moderate the impact of social perceptions of dirtiness.

I have this question lots of times: "How can I take it?" They ask it when I wade into cities, when I enter people. If you stop and think it, a funeral is one of the natural things in the world, I enjoy it very much, especially in summer (to a grave-digger, quoted in Terkel, 1976: 681).

Oil field trash and damn proud of it (from a T-shirt worn by workers on an oil rig, courtesy of Roger Mayer, personal communication).

Everett Hughes (1951) invoked the term dirty work to refer to tasks and occupations that are likely to be perceived as disgusting or degrading. Hughes (1962) observed that society deems likely that dirty workers would have a very difficult time constructing a positive self, at least in the workplace. However, research indicates that people perform dirty work tend to retain relatively high occupational esteem and pride (e.g., Emerson & Foss, 1947; Gold, 1984; Heimster, Kline, & Su, 1950; Hong & Duif, 1977; McIntyre, 1977; 1974; Perry, 1978; Simpson & Simpson, 1954; Thompson, 1951; Wacquiant, 1955). This creates a puzzle research question that we call...
Reframing – transforming the *meaning*

- *Infusing* positive values
- *Neutralizing* negative aspects

Recalibrating

- Adjusting standards to assess *how much* and/or *how good* the undesirable work is
- “If I didn’t ______ (do something icky) then ________ (some important work) wouldn’t get done.”

Refocusing

- Shifts attention to the more desirable and meaningful aspects of the job

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**Job Crafting**

- Within one’s work setting, shape the
  - tasks,
  - relational, and
  - cognitive parameters

- so that they increase the sense of contribution to others’ well-being (increasing meaningfulness)

Ashforth & Kreiner, 1999
So, if it might be disrupted, what is the purpose of having a call in the first place?

Revisiting the purpose of a calling

Avoiding a theological crisis
- Recall definition of *missional calling* (Koskela, 2015)

Callings are *directional*
- Resulting in the accumulation of skills, experiences, assets that can be applied in a variety of settings

Callings involve *goal-directed* behaviors
- College degrees, certifications, internships

Education, training, experiences are rarely wasted, you will likely use them in contexts you never, ever imagined or expected.
Calling Stories

http://www.npr.org/2014/12/12/370074170/memories-of-an-ironworker-on-the-verrazano-narrows-bridge

http://www.npr.org/blogs/health/2014/02/04/271522288/a-denver-family-of-doctors-has-seen-medicine-transformed

http://www.npr.org/2014/11/21/365433685/if-we-left-they-wouldnt-have-nobody

http://www.npr.org/blogs/goatsandsoda/2014/09/14/347727771/in-the-quest-to-make-a-difference-a-path-appears