Re-thinking Marginalized Populations:
Applying the Psychology of Working Framework to Appalachia

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What are we looking at?

Why does it matter?
- Wellness and Career Satisfaction
- Psychology of Working Theory (Duffy et al., 2016)
- Social Justice

Marginalized Populations
- ACA Code of Ethics (American Counseling Association [ACA] 2014)
- Appalachia

Relevance as a ....
- Counselor
- Supervisor
- Educator
- Student

Definitions

Career Efficacy, Work Volition,

&

Psychology of Working Theory (PWT)

CAREER EFFICACY (TAYLOR & BETZ, 1983)

- The belief regarding the ability to complete career related tasks and make career decisions
- Competency and belief in in decision making related to career increases self-determination and intrinsic motivation

WORK VOLITION (BLUSTEIN, 2006)

- The perception of freedom in work choice
- Provides autonomy which may be necessary in seeking work that provides intrinsically motivating tasks
- Perception of constraints may impede the ability to pursue personally meaningful work

PSYCHOLOGY OF WORKING THEORY (DUFFY, ET AL., 2012)

- Social class and discrimination indirectly relate to access to decent work through work volition-->role of individual psychological resources in managing contextual challenges

What is Psychology of Working Theory?

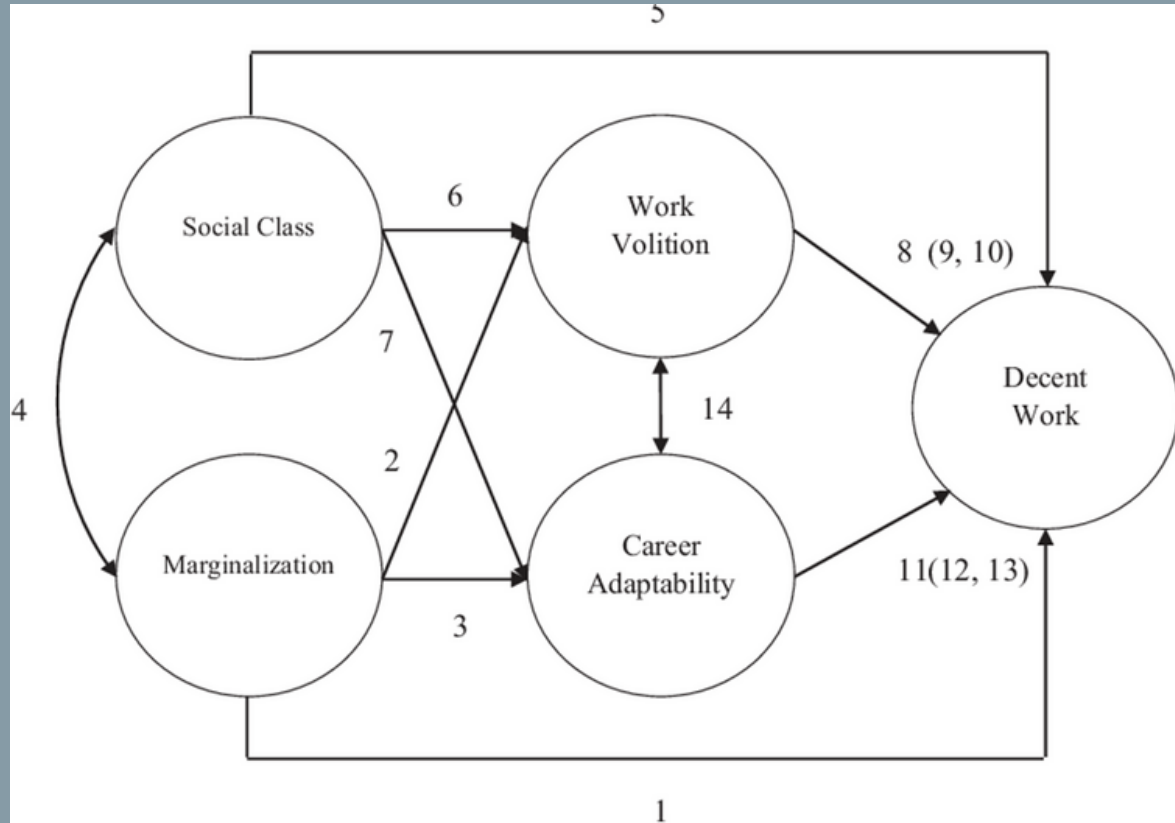| CONCEPTUALIZATION	DEFINITION	CONSIDERATIONS
Marginalized groups are categorized as disadvantaged, both economically and in the social-capital they hold. One manifestation of marginalization is evident in the career paths that are available and pursued by members of marginalized populations. PWT emerged to consider both personal and social factors, as well as contextual constraints impacting people from marginalized groups impacting career choices.	What is work? • a means for survival and power, a path for social connection, and a means for self-determination (finding work that fulfills interests and values) What is PWT? • "non-traditional" career theory. The theory was developed, in part, to explain career choice, career satisfaction and career acquisition from a perspective that included marginalized persons.	PWT places social and economic constraints at the forefront of the theory It explores social and economic context in addition to the individual characteristics of work volition and career adaptability to understand work, career choices, and the ability to find decent work.

(Duffy, et al., 2012)

The Purposeful Career: Decent Work

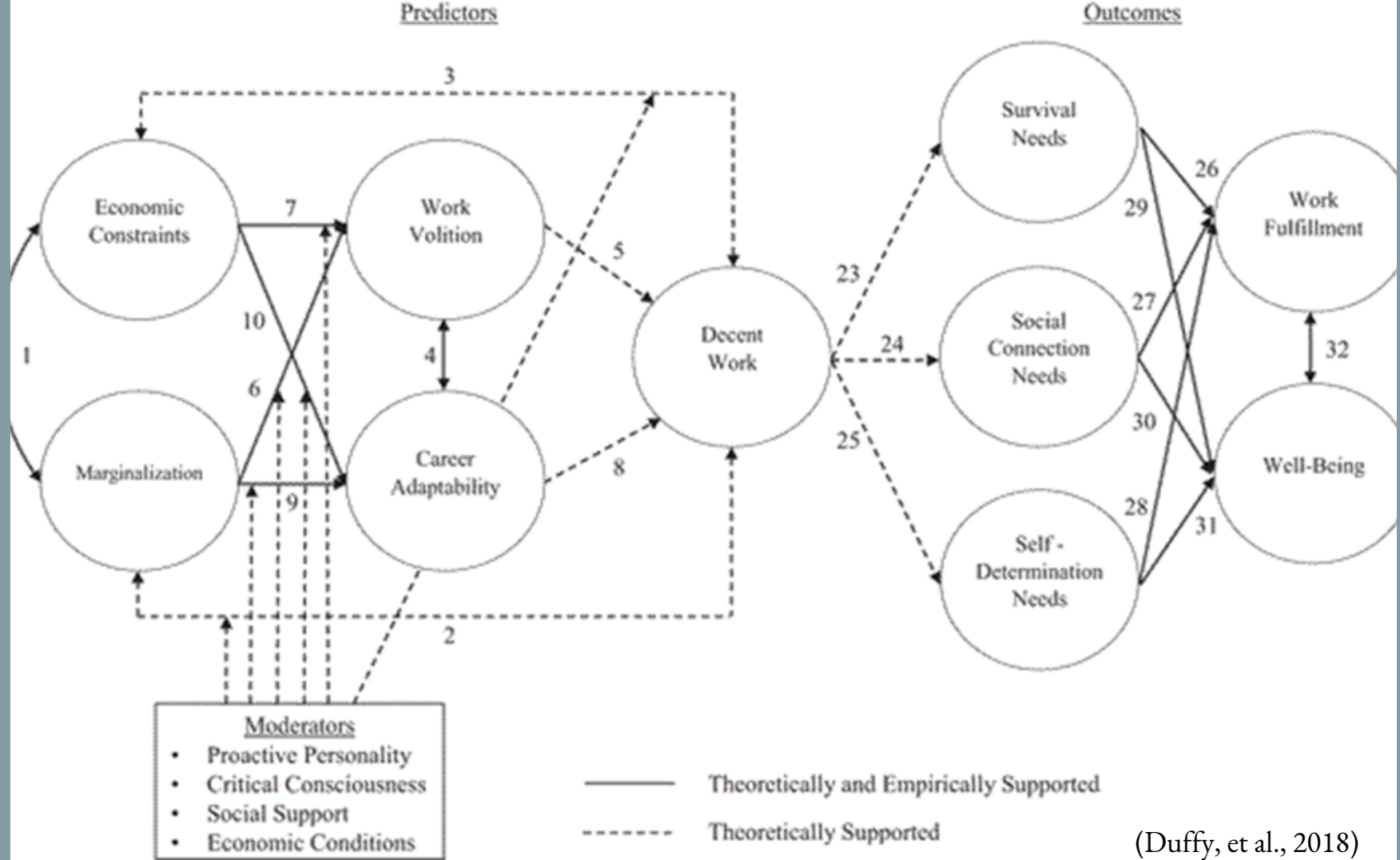## THE CRITICAL NATURE OF CONTEXT & IT'S IMPACT ON MEANING

DECENT WORK IS DEFINED THROUGH FIVE CHARACTERISTICS:
- PHYSICAL & INTERPERSONAL SAFETY
- HOURS W/ FREE & REST TIME
- ORGANIZATIONAL VALUES THAT ALIGN WITH THE INDIVIDUAL'S VALUES
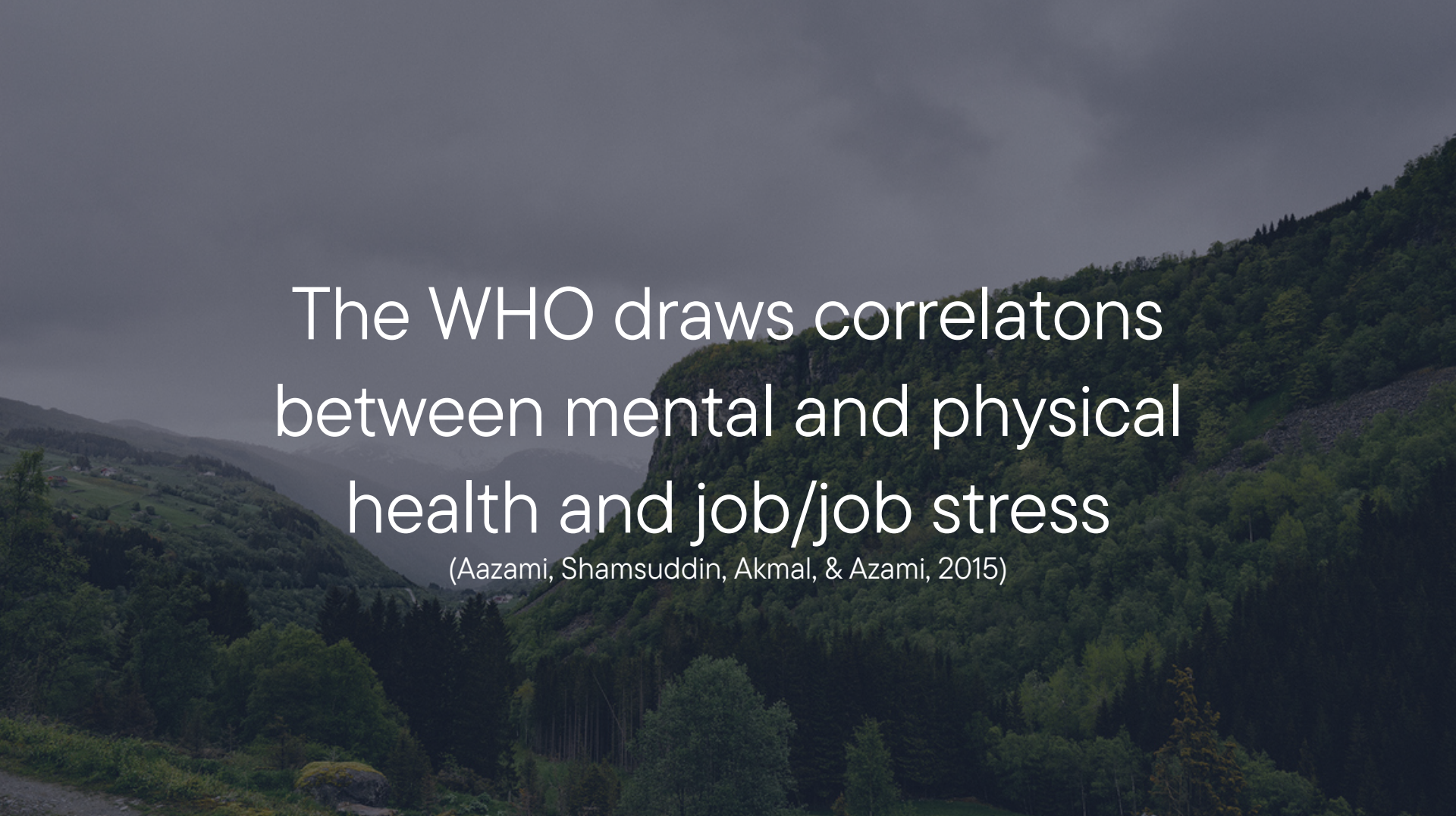- ADEQUATE COMPENSATION
- ACCESS TO HEALTHCARE

(Duffy, et al., 2016)

How Decent Work Meets Needs

Predictors

Outcomes

Economic Constraints

Work Volition

Marginalization

Career Adaptability

Decent Work

Survival Needs

Social Connection Needs

Self-Determination Needs

Work Fulfillment

Well-Being

Moderators
- Proactive Personality
- Critical Consciousness
- Social Support
- Economic Conditions

——————— Theoretically and Empirically Supported

- - - - - - - Theoretically Supported

(Duffy, et al., 2018)

The WHO draws correlatons between mental and physical health and job/job stress

(Aazami, Shamsuddin, Akmal, & Azami, 2015)

Wellness in Career & Life

01 WELLNESS
Whole-Person, Strength-Based Approach to Mental Health & Wellbeing
- Multifaceted with eight dimensions of Wellness
- Personally Defined
- Active Collaboration
- Recognizes Strengths
- Increases Quality of Life, Healthy Habits, & Personal Control (Kobrin, n.d.)

02 MEETING NEEDS THROUGH CAREER
- Balance
- Identity
- Positive self-view
- Values   (Allen, Autin, & Duffy, 2016)

03 CAREER SATISFACTION CAN LEAD TO LIFE SATISFACTION
Working in alignment with values --> positive self-view
Balance in career & life --> work satisfaction
Work satisfaction--> identity --> positive self-view

(Allen, Autin, & Duffy, 2016)

EMOTIONAL

SOCIAL

SPIRITUAL

OCCUPATIONAL

INTELLECTUAL

FINANCIAL

PHYSICAL

ENVIRONMENTAL

WELLNESS

Professional Success & Cultural Factors

BLUSTEIN ET AL., 2008

Low work volition has been illustrated to be directly related to discrimination and factors such as **SES, gender, race, ethnicity, and disability status**

AUTIN ET AL. 2017

Research investigating undergraduate students illustrated the relationship and influence that **social status has on work volition and career adaptability**

LIU ET AL., 2004

Subjective social class may be an indicator of marginalization, **self-perception is important**

DUFFY ET AL. 2016B

Research also illustrated **a lack of access to resources as a predictor of work volition**

CLIENT ADVOCACY & SOCIAL JUSTICE

Advocacy

- Type of activity that seeks to influence a social system or institution to facilitate change in order to meet unmeet or unfair needs of a certain population or individual

(American Counseling Association [ACA] 2014).

Social Justice

- The perspective that everyone deserves equal economic, political, and social rights and opportunities
- Equity vs. Equality
  - <u>Equality</u> is the implementation of the same access to opportunity irrespective of status of identity
  - <u>Equity</u> recognizes that some, based on status and identity may require different supports to provide meaningful equality.   (SAMHSA, 2023)

Marginalized Populations

ACA Code of Ethics

The preamble outlines expectations of counselors:

- Honoring diversity and embracing a multicultural approach in support of the worth, dignity, potential, and uniqueness of people within their social and cultural contexts;
- Promoting social justice

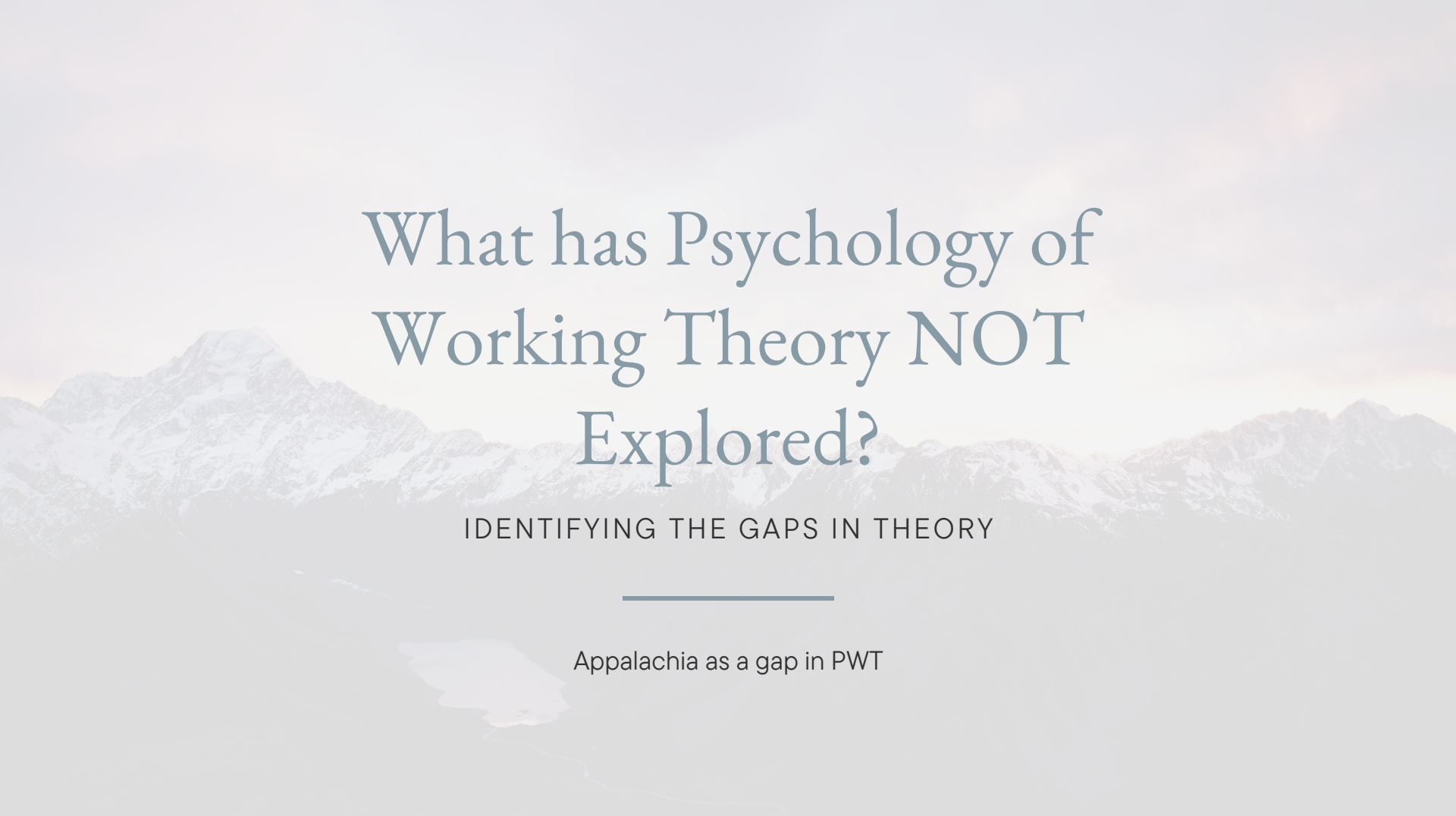Other sections outline the critical nature of multiculturalism including:

- A.2.c Developmental and Cultural Sensitivity, A.7.a Advocacy, C.5 Nondiscrimination, E.5.b Cultural Sensitivity, etc.

(American Counseling Association [ACA], 2014)

RESPECTFUL Model

- Religion
- Economic status
- Sexual Identity
- Psychological Maturity
- Ethnic Idenity
- Chronological Development
- Trauma History
- Family
- Unique Physical Characteristics
- Location of Residence & Language

(D'Andrea & Daniels, 1997, 2001)

What has Psychology of Working Theory NOT Explored?

IDENTIFYING THE GAPS IN THEORY
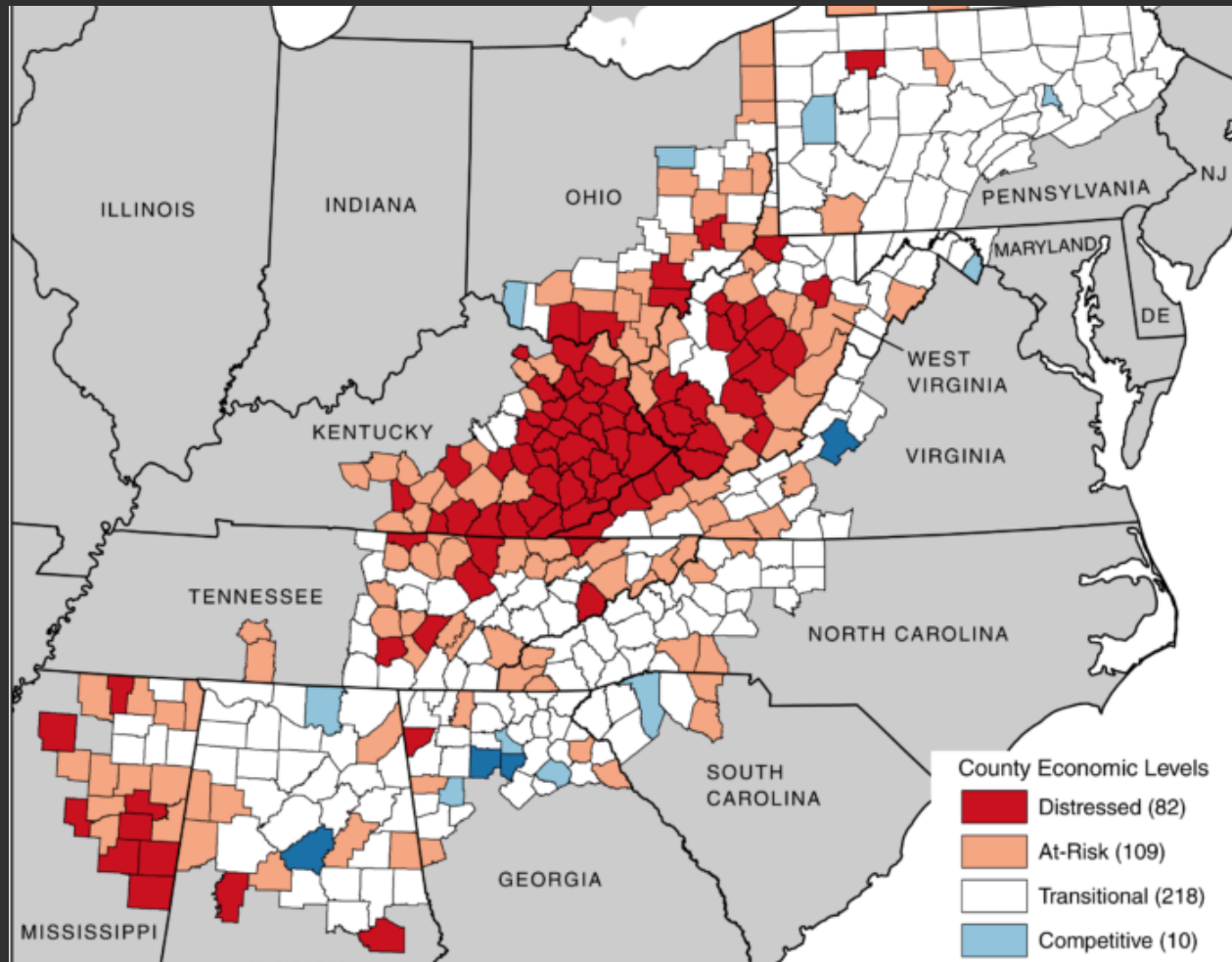
Appalachia as a gap in PWT

What is Appalachia?

An economically depressed region in the mid-southern Eastern boarder of the United States spanning approximately 206,000 sq mi. with approximately 25 million inhabitants

(Martis, 2005; Appalachian Regional Commission, 2018; Pollard & Jacobsen, 2019;)

The Appalachian Region

County Economic Levels
- Distressed (82)
- At-Risk (109)
- Transitional (218)
- Competitive (10)

(Appalachian Regional Commision [ARC], 2023)

How is Appalachia Underserved?

ECONOMIC & FINANCIAL

- Coal mining industry has long been the main source of income
- Economic shifts -> coal mining isn't lucrative
- Less reliance on coal as an industry leads to economic challenges
- Jobs may be scarcer and may not provide financial security (Appalachian Regional Commission, 2018)

PHYSICAL & EDUCATIONAL

- Traveling to work & school is often a necessity
- Longer transport times can lead to higher incidences of:
  - Truancy
  - Job loss
  - Poorer education quality (Scommengna, 2012)

1 ———————— 2 ———————— 3 ———————— 4

SOCIOLOGICAL & PSYCHOLOGICAL

- Food insecurity
- Substance abuse
- Limited access to medical and behavioral support
- Poverty
- Higher likelihood of violence
- Suicide (Smith, 2021)

REGIONAL HIERARCHY

Secondary discrimination exists within Appalachia- some regions may be more economically and politically depressed

(Pollard & Jacobsen 2019)

Integration:

How can WE use PWT to serve the people of Appalachia?

Moderating factors, help mitigate limiations of Appalachain People

01 PROACTIVE PERSONALITY-
Individuals with a prototypical proactive personality are "relatively unconstrained by situational forces" and "identify opportunities and act on them, show initiative, take action, and persevere until meaningful change occurs" (Crant, 2000)

02 CRITICAL CONCOUSNESS
- The capacity to recognize and overcome sociopolitical barriers (Diemer & Blustein, 2006)
- Theorized to be one "antidote" to oppression by serving as an internal resource to draw upon in coping with oppression and overcoming sociopolitical barriers (Watts et al., 1999)

03 SOCIAL SUPPORT
- Close relationships are linked to health and wellbeing across the various stages of life (Feeney & Collins, 2017)
- provision of psychological and material resources intended to benefit an individual's ability to cope with stress (Choen, 2004 in Feeney & Collins, 2017)

Future Research & Implications

MOVING FORWARD

Only preliminary evidence into the application of PWT on Appalachia- much more is needed!

USE OF ASSESSMENT

Duffy et al. (2019) created scales for assessment through the lens of PWT- utilization of these with Appalachia could lead to groundbreaking discovery

COMPARISION STUDY

Comparison of career issues related to Appalachia by region within the context of PWT
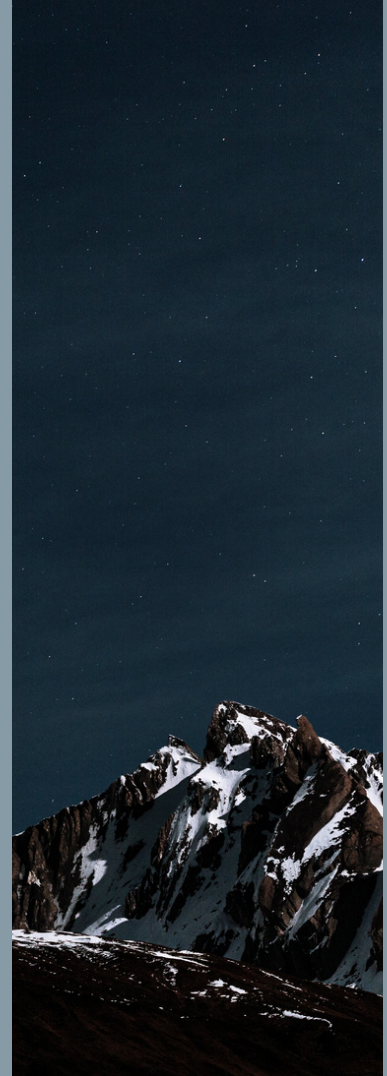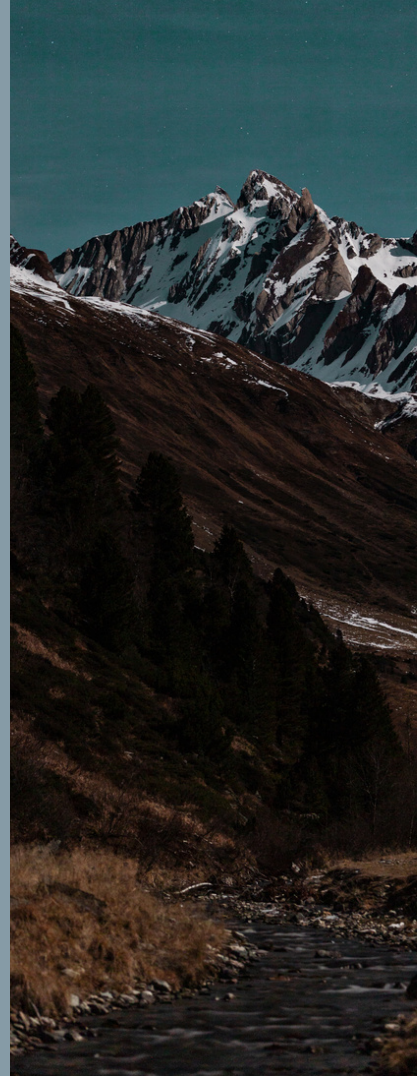
WHAT DOES THIS MEAN FOR YOU AS A:

COUNSELOR?
-

_____

SUPERVISOR?
-

_____

EDUCATOR?
-

_____

STUDENT?
-

Conclusion

- Career satisfaction is correlated with overall wellness & satisfaction in life

- Barriers to obtaining decent work means that there are not equal opportunities in career choice

- Counselors are ethically mandated to build multicultural competence (which includes poverty)

- PWT examines the numerous barriers that individual's must overcome to obtain decent work

- Appalachia is NOT covered in this theory, HOWEVER, this region could benefit from research and practice utilizing this theory to bridge the gaps and serve the underserved

- This information can inspire us moving forward in our professional relationships through...

- What else stood out? What is YOUR takeaway?

Thank you!

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