

Re: career orientation index inquiry - Update

From: [Jpbriscoe@aol.com](mailto:jpbriscoe@aol.com)
Sent: Wed 1/18/12 5:14 PM
To: charlotte_lofton@hotmail.com

Hi Charlotte,

glad things are going well. We don't have a weighted scoring system. You have to decide on where you would put cutoffs and justify it. I have not done this myself but some others have. You might contact Martin Gubler and get his suggestions, he has done some work in this regard. His email is martingubler@ethz.ch

The categories you mention were more theoretical for us and not yet empirical.

Best of luck!

Jon

In a message dated 1/18/2012 8:03:28 A.M. Central Standard Time, charlotte_lofton@hotmail.com writes:

Good morning Jon and happy new year.

I hope all is well. I want to touch base as I've administered the protean scales (self directed career management and values driven) to my participants and want to know if there is a key or some sort of cut off to determine scores of high and low in self directed career management and values driven. Are the questions weighted and if so may I have that key? I notice that in one of your previous articles you mention that people may exhibit protean career characteristics and that there may be a range from dependent, rigid, reactive and protean characteristics. I'm attempting to identify where each of the participants fall within the range in order to determine the relationship of those characteristics with their developmental relationships and help seeking behaviors that they exhibit.

Thank you so much and I look forward to talking with you soon.

Warm regards,

Char

From: charlotte_lofton@hotmail.com
To: jpbriscoe@aol.com
Subject: RE: career orientation index inquiry - Update
Date: Tue, 4 Oct 2011 11:22:24 -0500

Hi Jon.

I'm so sorry as I was relocating and trying to get things situated with my study so my apology for the delay in responding. Yes I have the scale from the article. Since I'm only looking at the Protean measurement I'm wondering if there is a ranking or weight for each question since I'm using the scale to determine if they have a protean vs traditional organizational career attitude. I'm finding from some of the responses that some participants are scoring higher on the self directed but may not score as high with values driven or vice versa. Thank you so much for your assistance!

Kind regards,

Char

From: Jpbriscoe@aol.com
Date: Mon, 12 Sep 2011 04:26:58 -0400
Subject: Re: career orientation index inquiry - Update
To: charlotte_lofton@hotmail.com

Hi Charlotte,

can you give me an idea of what you might be looking for? The original article has the scale items I believe. What is it you want in terms of scoring them or additional info? I'm happy to provide if I can.

Thanks,

Jon

In a message dated 9/8/2011 9:47:38 A.M. Central Daylight Time, charlotte_lofton@hotmail.com writes:

Good morning Tim and Jon.

I hope this email finds you both well. I have decided to use your Protean Career Attitude Scale in my dissertation research. My study has received IRB approval and is entitled:

"Career Attitudes and Developmental Relationships of Low Wage Low Skilled Behavioral Healthcare Workers in Career Transition"

I will be using the Protean Career Attitude Scale as a means to identify the type of attitude the person has (Protean vs. Traditional Organizational attitude). Using the results from the survey I will separate the groupings based on their attitude and will conduct interviews along with a focus group to determine if there is a relationship between their career attitude and their developmental relationships.

In addition to the 2005 article you provided with the scales do you have any additional updates including an answer key separate from what was included in the article?

Thank you so much and I look forward to hearing from you soon.

Kind regards,

Charlotte

From: charlotte_lofton@hotmail.com
To: dthall@bu.edu; jpbriscoe@aol.com
Subject: RE: career orientation index inquiry - Update
Date: Mon, 27 Sep 2010 13:24:40 -0500

Hi Tim and Jon. Thank you, again for your assistance. After reviewing the scales I believe that the protean career attitude scale (focusing on self directedness and values) in conjunction with open ended questions is ideal for my research. I'm feverishly completing my chapters 1-3 rewrite in hopes of defending my proposal by

late October early November. I will definitely keep you both posted as I progress and once I have completed my data collection. In addition I know you both are extremely busy so I'm not sure if either of you are considering sitting on a dissertation committee or serving as an examiner. If so I'd welcome the opportunity to speak with you and share in more detail my dissertation research topic. I'm working with my chair to finalize the committee members as we begin to plan for my proposal defense.

Thank you so much and I look forward to hearing from you soon.

Kind regards,

Charlotte

From: dthall@bu.edu
To: Jpbriscoe@aol.com; charlotte_lofton@hotmail.com
Date: Tue, 7 Sep 2010 07:47:47 -0400
Subject: RE: career orientation index inquiry

Hi, Charlotte,

I'm happy to hear of your interest in using the protean career orientation scales.

And we look forward to seeing your results! Please send us copies of your results if you use the scales.

Good luck with your research.

All the best,

Tim



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From: Jpbriscoe@aol.com [mailto:Jpbriscoe@aol.com]
Sent: Monday, September 06, 2010 11:55 PM
To: charlotte_lofton@hotmail.com
Cc: Hall, Douglas T
Subject: Re: career orientation index inquiry

In a message dated 9/6/2010 12:44:57 P.M. Central Daylight Time, charlotte_lofton@hotmail.com writes:

Hi Charlotte,

thanks for writing. Your program sounds very fun and I hope it goes well. The career orientation index is sort of a generic early version of the protean scales we later fine tuned into two scales. I would use this version which has the full scales included in the article (I'll attach an early PDF of this article and put the later citation below). They are copyrighted. We would be fine if you used it for research purposes but not for commercial purposes (without further negotiation).

Briscoe, J.P., Hall, D.T., & DeMuth, R. L. F. 2006. Protean and boundaryless careers: An empirical examination. Journal of Vocational Behavior, 69, 1: 30-47.

Also, I have an article in press at Leadership Quarterly with two colleagues that has some interesting findings relating the MLQ to protean orientation. If you wish I can send this to you.

Please share your findings if you decide to use this. We appreciate your interest.

Jon

Hello Dr. Briscoe and Dr. Hall.

My name is Charlotte Lofton and I am a doctoral candidate in the Executive Leadership Program at The George Washington University in Washington, DC. I am developing my research topic around developmental relationships and came across your literature. As I read more about developmental relationships and began seeing the linkage with career development I became intrigued with the concept of protean careers. I'm interested in reviewing the career orientation index in order to determine if your instrument is appropriate for utilization in my study.

As I began researching about your backgrounds I found some unique commonalities with each of you. I am a graduate of Northern Illinois University (1996 - maiden name Charlotte Chambers) and I currently live right outside of Cleveland, OH about 1 1/2 hours away from Toledo. In addition I am able to relate to the concept of protean careers from my own personal transition from being a practitioner to an educator.

I thank you for your time and look forward to conversing with you soon.

Kind regards,

Charlotte Lofton

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