The LEAD Graduate School and the Hector Research Institute of Education Sciences and Psychology at the University of Tübingen invite you to attend the lecture by

Dr. Bart Wille, Assistant Professor
University of Antwerp

The Changing Nature of Vocational Interests

Tuesday, July 10, 2018, 10:15 hrs
Hector Research Institute of Education Sciences and Psychology, seminar room, Europastraße 6, 72072 Tübingen

Abstract: Organizational, career and personality literatures have witnessed renewed attention for vocational interests over the past several years. Treating interests as stable antecedents, this stream of research has convincingly shown that these dispositions are indeed important and long-term predictors of relevant criteria including job satisfaction and performance, career development and general life outcomes.

In this talk, an alternative perspective on vocational interests is presented which focuses on their dynamic qualities rather than on their cross-time stability. In the first part of this presentation, the new theoretical perspective is introduced and embedded within a broader, transactional perspective on Person-Environment fit. Next, empirical data from a 22-year longitudinal research project on individual differences and career development are presented, providing initial insights into the changing nature of vocational interests.

Biography: Bart Wille obtained his PhD in Industrial/Organizational Psychology from Ghent University (Belgium) in 2013. The topic of his dissertation was the longitudinal and bidirectional relationship between personality development and career development. After finishing his PhD, Dr. Wille became a postdoc researcher at the Department of Personality, Developmental and Social Psychology at Ghent University until September 2016, studying trait-activation processes at work using a combination of lab experiments and experience sampling methodology. During this period he was also a visiting scholar at Purdue University Department of Psychology. In October 2016, Dr. Wille became an assistant professor of Personnel and Organizational Development at the Department of Instructional and Educational Sciences, University of Antwerp. His research and teaching focuses on the development of professionals during and across various career stages, such as the transition from school to work, occupational movements and vertical career mobility.

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