Abstract: Organizational and career 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 such dispositions are indeed important and long-term predictors of relevant criteria including job satisfaction, job performance, and career 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.