ABSTRACT:

On what basis do people select their occupations after graduation from college and later on in their careers? How important are work experiences, such as job promotions, demotions, and transfers for the professional and personal development of younger and more experienced professionals? And finally, in a context of unstable and increasingly specialized jobs and careers, how do professionals manage to adapt to changing and increasingly complex occupational demands? In this talk, I will discuss the role of noncognitive personal characteristics (i.e., personality tendencies and interests) with regard to effective career management. I will illustrate the value of longitudinal cohort studies to address the questions outlined above and present some ongoing research on the crossover between personal and professional development.

SHORT BIO:

Bart Wille is a postdoctoral research fellow at Ghent University, Department of Developmental, Personality and Social Psychology. His research focuses on the assessment of noncognitive individual differences, mainly personality traits and vocational interests, and their application in organizational contexts. Taking a longitudinal perspective, his work also addresses aspects of career development and more specifically the (evolution of) person-environment fit over time. He has published his work in journals such as Journal of Applied Psychology, Personnel Psychology, Journal of Organizational Behavior and Journal of Vocational Behavior.