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Bullock-Yowell, E., & Reardon, R. C (2024). Holland's RIASEC Hexagon: A Paradigm for Life and Work Decisions

by Jaana Kettunen & Raimo Vuorinen

The aim of new book is to examine John Holland's theory of vocational personalities and work environments and extend it to other life decisions that involve effectively matching individuals with their life and work options. It is also intended to refresh the thinking of career counselors, advisors, managers, coaches, and others working in the area of life and career decision-making. It is also a self-help resource for anyone and provides information that allows individuals to design their lives, including resources to develop a better understanding of themselves and the organizations and occupations around them.

The authors use the word paradigm in the title of the book rather than a theory, scheme, principle or model. The word paradigm encourages the readers to explore further questions connected to career life decisions. The book consists of seven chapters. The first chapter uses a case study to demonstrate the application of RIASEC theory in career reorientation, emphasizing the role of theory in decision-making. The second chapter explores the life and work of John Holland, detailing the RIASEC theory's components and practical applications. The third chapter compares RIASEC with other personality paradigms and highlights external resources for life and career



decisions. The fourth chapter discusses the utility of RIASEC in educational and work choices, and it integrates information on how to help others use the hexagon in games and other interventions. This chapter provides valuable insights for various professionals and individuals. The fifth chapter examines the impact of RIASEC on organizational fit and career satisfaction, reviewing tools for counseling and management. The sixth chapter applies RIASEC theory to roles beyond work, including relationships, parenting, and leisure activities. The seventh and final chapter addresses myths about RIASEC, offering factual information

and reflections from experts on the theory's evolution.

As a whole, the authors have reflected the RIASEC theory from its inception, and they summarise what they have learned about the theory since its founding over sixty years ago. The purpose of the authors is to provide readers with an account of RIASEC theory and associated research in a way that would help with life and career choices. The book

is an updated account of Holland's model today. It is a mix of self-help, the outstanding experience of authors, research, and the inspiration of John L. Holland.

Available (open access):

Bullock-Yowell, E., & Reardon, R.C (2024). *Holland's RIASEC Hexagon: A Paradigm for Life and Work Decisions*. https://doi.org/10.33009/fsop_bullock-yowell0524

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