

1. Tell us about where you think the future of vocational psychology should be headed.

In answering these questions, I distinguish between vocational psychology as a specialty in the science of applied psychology and career counseling as a specialty in the profession of counseling.

I think vocational psychology should continue to be the applied psychology specialty that provides research to inform the professions of career education and career counseling. Within vocational psychology itself, I believe we need more research on models, methods, and materials for career intervention from grade school through retirement. Also, I think more research should be focused on individuals rather than on individual differences. To truly study careers we must learn from the individual's own life story. This focus on individuals can complement to study of individual differences in variables such as self-efficacy and decision making.

2. What do you see as the most exciting areas of future growth for vocational psychology?

To me, the most excitement surrounds the formation and use of practice research networks in which large groups of career practitioners actively collaborate with vocational psychologists to perform studies that inform both practice and theory. Of course, I also like the potential of life design theory to bring narrative practices to career intervention.

3. What do you see as our biggest challenges?

The biggest challenge of vocational psychology is to remain relevant to career professionals. Vocational psychologists must continue to do research that can inform and advance practice.

We must also do a better job in recruiting young people to the fields of vocational psychology and career intervention.

4. What do you see as the key to successful leadership in promoting cross-national collaboration?

I think that the emergence of computer-based collaboratories such as www.vocopher.com can be used as a vehicle to bridge distances. At the Vocopher site, be sure to click on "multimedia library" to access free resources.

The internationalization of career counseling and vocational psychology is enriching the theory and techniques in each country. We have much to learn from each other. Personally, I know that I have learned much from my colleagues in Italy, especially about social justice and prevention in career development programming.

As to leadership, I believe rather more in team work than in leadership. Leading to me always means that others must be followers. We can walk along together rather than following along. Group intelligence always exceeds that of any individual. I like to repeat the Afghan proverb to my self-proclaimed leaders: "If you think you are leading and nobody is following you, then you are only taking a walk."

5. What advice would you give early career professionals?

Try to recruit a mentor. If you cannot, then join together with like-minded colleagues to form a peer-support group that meets once a month to discuss and aid each other's careers.

Also, apply the career guidance you provide to others to yourself. This means plan ahead, explore, network, and continue learning new skills.

I wish my colleagues in Italy best wishes for the continued success of their important work.