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Counseling and Human  
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**METATYPES: A CONSTRUCT FOR IMPROVING PREDICTION IN PERSON-  
ENVIRONMENT FIT (100 PP.)**

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The overarching goal of career counseling is to help people find occupations that complement their specific, interests, values, abilities and personality. It has been hypothesized that when people interact with environments that are congruent with their personal characteristics, positive educational and vocational outcomes will occur. The most popular method of doing this has been through the use of person-environment fit theory. More specifically, Holland's (1997) RIASEC typology work personality and work environments is the most commonly used method to achieving this end. However, research on congruence and positive outcomes has been largely weak and often times contradictory. To resolve this issue, it has been proposed that potentially useful moderator variables be included in person-environment research. Therefore, the purpose of the present investigation was to examine the usefulness of a moderator known as the metatype index. It was hypothesized that the metatype index would moderate the relations between theoretically relevant constructs and the educationally desirable outcomes of (a) choice of major, (b) stability of major choice, and (c) persistence in a college major. The present study examined the metatype index with a sample of 321 college students enrolled in the Exploratory major at a large mid-western university. Results did not support the hypotheses that the metatype index was able to moderate the relations between theoretically significant variables and outcomes. These results probably

stemmed from sample and measurement artifacts of the present study. Recommendations are made for future research in light of the limitations of the present investigation.