To explore and extend Holland’s (1997) theoretical proposition regarding inconsistency in vocational personality patterns, the researcher studied how the patterns function in the lives of individuals. Rather than investigate the theoretical construct of inconsistency as an individual difference variable, as has been done numerous times before, the present study examined inconsistency from the perspective of individuality, that is, individuals’ personal experience of inconsistency. To accomplish this purpose, the researcher asked one overarching research question: How do individuals with an inconsistent vocational personality pattern conceptualize the origin, experience, development, and career implications of living with contrary interests? The researcher recruited 10 participants who displayed inconsistent vocational personality patterns and then used Stake’s (2006) multiple-case methodology for within-case analysis for each of the 10 participants followed by cross-case analysis to identify themes that generalize common issues across the 10 cases as well as fit the unique issues in each case. The cross-case analyses suggested 17 themes that were sufficiently common and consistent to merit attention. The 17 themes were organized and categorized into five conceptual clusters, one for each of the research questions that guided the study along with an
individuation cluster. After interpreting the meaning of these clusters, the researcher presented a “synthetic construction” of the origins, experience, development, and career implications of an inconsistent vocational personality pattern to provide an explanatory framework with generative power beyond the 10 cases studies in the present research. The synthesis was followed by implications for theory, research, and practice.