

Kevin Hoff

Department of Psychology
Michigan State University
316 Physics Rd #262, East Lansing, MI 48824
kevinhoff96@gmail.com
[Google Scholar](#) | [ResearchGate](#)

Academic Appointments

- 2022-present *Assistant Professor*, Organizational Psychology Program, Department of Psychology, Michigan State University (East Lansing, MI)
- 2019-2022 *Assistant Professor*, Industrial-Organizational Psychology Program, Department of Psychology, University of Houston (Houston, TX)

Education

- Ph.D. *Industrial-Organizational Psychology*, University of Illinois at Urbana-Champaign (2019)
- M.S. *Educational Psychology (Counseling Psychology Specialization)*, University of Illinois at Urbana-Champaign (2016)
- B.S. *Earth Systems and Environmental Science*, University of Illinois at Urbana-Champaign (2012)

Honors and Awards

- 2019 Distinguished Master's Thesis Award Nominee, Midwestern Association of Graduate Schools (selected to represent entire University of Illinois campus in 2019 competition)
- 2015-2018 List of Teachers Ranked as Excellent, UIUC (6 times covering 3 courses)
- 2018 Nancy Hirschberg Memorial Award, Psychology Department, UIUC
- 2016 Graduate Teacher Certificate, Center for Innovation in Teaching & Learning, UIUC
- 2009-2012 James Scholar Honors Student, University of Illinois at Urbana-Champaign

Grant Activity

Funded and Concluded Projects

- PI: **Hoff, K. A.** (2021-2022). *Whole-Person Career Assessment: Developing Integrative Person-Occupation Fit Measures for Public Use*. American Psychological Foundation's Bruce and Jane Walsh Grant in Memory of John Holland (\$17,000). Status: Funded.
- Co-PI: Rounds, J. & **Hoff, K. A.** (2018-2019). *Development of the Manual for the O*NET Interest Profiler*. U.S. Department of Labor, National Center for O*NET Development (\$35,000). Status: Concluded.
- Co-PI: Rounds, J. & **Hoff, K. A.** (2018-2019). *Development of the O*NET Interest Profiler Short Form Paper-and-Pencil Version*. U.S. Department of Labor, National Center for O*NET Development (\$20,000). Status: Concluded.
- Co-PI: Hanna, L. & **Hoff, K. A.** (2018-2019). Robert P. Larsen Grant for Research in Career Development, University of Illinois at Urbana-Champaign (\$1,500). Status: Concluded.

- PI: **Hoff, K. A.** (2018). Dissertation Travel Grant, Graduate College, University of Illinois at Urbana-Champaign (\$1,100). Status: Concluded
- Co-PI: Makela, J., **Hoff, K. A.**, Perlus, J. (2016). John Steele Grant Award, Midwest Association of Colleges and Employers (\$1,000). Status: Concluded.
- PI: **Hoff, K. A.** (2012). Mary E. Mohler International Study Grant, University of Illinois at Urbana-Champaign (\$3,500). Status: Concluded

In-Progress/Under Review Grant Projects

- Co-PI: Einarsdóttir, S., Stefánsson, K., **Hoff, K. A.**, Stoll, G., Hanna, L., Rounds, J. (2021). *The fire within: Integrated development and influence of interests from childhood to mid adulthood*. Submitted to Icelandic Research Fund. Status: Unfunded.

Unfunded Grant Proposals

- Co-PI: Hanna, A. & **Hoff, K. A.** (2021). *Promoting Successful Job Transitions and Fit for Later-Career Employees*. Submitted to ‘Science of Organizations’, National Science Foundation. Status: Unfunded.
- Co-PI: Oswald, F. O., **Hoff, K. A.**, Börner, K (2021). *Future Occupational Readiness via Technologies for Healthcare (FORTH)*. Submitted to Future of Work at the Human-Technology Frontier, National Science Foundation. Status: Unfunded.
- PI: **Hoff, K. A.** (2020). *Developing and Improving Public Career Assessments to Diversify STEM Talent*. Submitted to Google Research Scholars Grant Award. Status: Unfunded.

Publications - Peer-Reviewed Journal Articles (underlines denote student advisees)

- Chu, C., Russell, M., **Hoff, K. A.**, Phan, W. M. J., Rounds, J. (2022, in press). What do interest inventories measure? The convergence and content validity of four RIASEC inventories. *Journal of Career Assessment*. <https://doi.org/10.1177/10690727221081554>
- **Hoff, K. A.**, Van Egdome, D., Napolitano, C. M., Hanna, A., & Rounds, J. (2021). Dream jobs and employment realities: How adolescents’ career aspirations relate to labor demands and automation risks. *Journal of Career Assessment*. <https://doi.org/10.1177/10690727211026183>
- Hanna, A., Briley, D. A., Einarsdóttir, S., **Hoff, K. A.**, & Rounds, J. (2021). Fit gets better: A longitudinal study on changes in interest fit in educational and work environments. *European Journal of Personality*. <https://doi.org/10.1177/08902070211014022>
- **Hoff, K. A.**, Chu, C., Einarsdóttir, S., Briley, D. A., Hanna, A., & Rounds, J. (2021). Adolescent vocational interests predict early career success: Two 12-year longitudinal studies. *Applied Psychology: An International Review*. <https://doi.org/10.1111/apps.12311>
- **Hoff, K. A.**, Einarsdóttir, S., Chu, C., Briley, D. A., & Rounds, J. (2021). Personality changes predict early career outcomes: Discovery and replication in 12-year longitudinal studies. *Psychological Science*. <https://doi.org/10.1177/0956797620957998>
- **Hoff, K. A.**, Song, Q. C., Wee, C. J. M., Phan, W. M. J., & Rounds, J. (2020). Interest fit and job satisfaction: A systematic review and meta-analysis. *Journal of Vocational Behavior*, 103503. <https://doi.org/10.1016/j.jvb.2020.103503>

- Napolitano, C. M., **Hoff, K. A.**, Wee., C. J., Tu, N., Rounds, J. (2020). Great expectations: Adolescents' intentional self-regulation predicts career aspirations and expectation consistency. *Journal of Vocational Behavior*, 120. <https://doi.org/10.1016/j.jvb.2020.103423>
- **Hoff, K. A.**, Song, Q. C., Einarsdóttir, S., Briley, D. A., Rounds, J. (2020). Developmental structure of personality and interests: A 4-wave, 8-year longitudinal study. *Journal of Personality and Social Psychology*, 118(5), 1044–1064. <https://doi.org/10.1037/pspp0000228>
- Makela, J. P. & **Hoff, K. A.** (2019). Career outcomes data from social media: Examining quality in current practices. *The Career Development Quarterly*, 67(3), 220-235. <https://doi.org/10.1002/cdq.12192>
- **Hoff, K. A.**, Briley, D. A., Wee, C. J., & Rounds, J. (2018). Normative changes in interests from adolescence to adulthood: A meta-analysis of longitudinal studies. *Psychological Bulletin*, (144)4, 426-451. <https://doi.org/10.1037/bul0000140>
- **Hoff, K. A.**, & Bashir, M. (2015). Trust in automation: Integrating empirical evidence on factors that influence trust. *Human Factors: The Journal of the Human Factors and Ergonomics Society*, (57)3, 407-434. <https://doi.org/10.1177/0018720814547570>

Publications - Book Chapters

- **Hoff, K. A.**, Perlus, J. G., Rounds, J. (2019). Vocational interests: Revisiting assumptions about their development and what they predict. In Athanasou, J. A., & Van Esbroeck, R. (Eds.), *International Handbook of Career Guidance* (Vol. 23). Springer Science & Business Media. https://doi.org/10.1007/978-3-030-25153-6_31

Publications – Test Manuals

- Rounds, J., **Hoff, K. A.**, & Lewis, P. (2021, in press). *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. Available at: https://www.onetcenter.org/reports/IP_Manual.html

Publications - Research Reports (underline denotes student co-author)

- **Hoff, K. A.** (2021, in press). Interest Assessment and the O*NET Interest Profiler. In Rounds, J., Hoff, K. A., & Lewis, P. (Eds.) *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. [Link](#).
- **Hoff, K. A.** & Granillo-Velasquez, K. E. (2021, in press). Interest Profiler Forms, Versions, and Linkage to Occupations. In Rounds, J., Hoff, K. A., & Lewis, P. (Eds.) *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. [Link](#).
- **Hoff, K. A.** & Nelson, H. S. (2021, in press). Test Administration, Scoring, and Reporting. In Rounds, J., Hoff, K. A., & Lewis, P. (Eds.) *O*NET® Interest Profiler Manual*. U.S. Department of Labor National O*NET Resource Center. [Link](#).
- Rounds, J., **Hoff, K. A.**, Chu, C., Lewis, P., & Gregory, C. (2018, August). *O*NET® Interest Profiler Short Form Paper-and-Pencil Version: Evaluation of Self-Scoring and Psychometric Characteristics*. U.S. Department of Labor National O*NET Resource Center. Available at: https://www.onetcenter.org/dl_files/IPSF_PP.pdf

Invited Talks

- **Hoff, K. A.** (2022, April). *Careers in Psychology*. San Jacinto Community College, Houston TX.

- **Hoff, K. A.** (2022, Feb.). *Personality, interests, and career success: Integrating patterns of development and prediction*. California State University at East Bay, Social and Personality Psychology Brownbag.
- **Hoff, K. A.** (2022, Jan.). *Interest Supply and Demand in the U.S. Labor Market: A National Study*. Rice University, I/O Psychology Brownbag, Houston, TX.
- **Hoff, K. A.** (2022, Jan.). *A National Study Comparing the Interests of People and Jobs*. Bowling Green State University, I/O Psychology Speaker Series.
- **Hoff, K. A.** (2021, May). *Personality in the workplace*. Nations Reliable Mortgage, Houston, TX.
- **Hoff, K. A.** (2020, Sept.). *Do changes in personality and interests matter for early career outcomes? Evidence from 12-year longitudinal studies*. Texas A&M I/O Psychology Brownbag, College Station, TX.
- **Hoff, K. A.** (2019, July) *Developmental changes in personality and interests predict career success: Two longitudinal studies*. University of Tübingen Summer Series on Personality Psychology, Tübingen, Germany.

Selected Conference Papers & Presentations (underline denotes student co-author)

- **Hoff, K. A.**, Liu, Z., Chu, C., Rounds, J., & Oswald, F. (2022, April). Whole-person career assessment: Integrating fit using interests, values, skills, knowledge, and personality (Co-chaired Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- **Hoff, K. A.**, Granillo-Velasquez, K., Hanna, A., Oswald, F., Morris, M., & Rounds, J. (2022, April). Interest Supply and Demand in the Labor Market: Comparing People and Jobs (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Chu, C., **Hoff, K. A.**, Phan, W. M. J., Russell, M. T., & Rounds, J. (2022, April). What do RIASEC Inventories Measure? Investigating Convergence and Content Validity (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Granillo-Velasquez, K. E., Nelson, H. S., **Hoff, K. A.**, Morris, M. L., Oswald, F. L., & Hanna, A. (2022, April). How to best measure interest fit? A large study comparing fit methods and moderators (poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Thomas, K. N., Liu, Z., **Hoff, K.**, Chu, C., & Oswald, F. (2022, April). The Occupational Skills and Knowledge Inventory: Measure Development Study (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Hanna, A., Morris, M., **Hoff, K.**, Jones, K., Nye, C., & Rounds, J. (2022, April). A Large-Scale Investigation of Gender, Ethnicity, and Educational Differences in Interest Fit (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Hanna, A., **Hoff, K.**, & Rounds, J. (2022, April). Interest in context: Using Work Tasks to Measure Vocational Interests (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Hyland, W., **Hoff, K. A.**, Rounds, J. (2022, April). Interest-Ability Profiles: An Integrative Approach to Intellectual Investment (Symposium). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Seattle, WA.
- Granillo-Velasquez, K., Nelson, H., **Hoff, K. A.**, Oswald, F., Hanna, A., & Morris, M (2021, April). Gender and Ethnicity Differences in Career Interests: A Large-Scale Analysis of Basic Interests (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Virtual.
- Liu, Z., Baranski, E., Snyder, G., **Hoff, K. A.**, Lindner, P., & Spitzmueller, C. (2021, April). Mindfulness and Workplace Safety: A Systematic Review and Meta-Analysis (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Virtual.
- Tu, N., **Hoff, K. A.**, Napolitano, C. (2021, April). A Three-Wave Longitudinal Study of Career Aspirations During Late Adolescence (Poster). *Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Virtual.
- **Hoff, K. A.** (2019, July). Changes in personality and interests predict early career outcomes (Symposium). *Small Group Meeting on Personality Dynamics at Work, European Association of Work and Organizational Psychology (EAWOP)*, Lübeck, Germany.

- **Hoff, K. A.**, Einarsdóttir, S. Chu, C., Briley, D. A., Rounds, J. (2019, April). What Do You Do? Determinants of Job Choice and Career Trajectories (Symposium presentation). *34th Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Washington, DC.
- **[Paper] Hoff, K. A.**, Wee, C., Song, Q. C., Phan, J., Rounds, J. (2018, August). Meta-analysis of vocational interests and job satisfaction: Challenging a common belief. *78th Annual Meeting of the Academy of Management (AOM)*, Chicago, IL.
- Rounds, J., **Hoff, K. A.**, Briley, D. A., & Wee, C., (2018, July). Continuity and Change in Interests (Symposium presentation). *European Conference of Personality (ECP)*, Zadar, Croatia.
- **Hoff, K. A.**, Briley, D. A., & Wee, C., Rounds, J. (2018, June). Mean-level Changes in Vocational Interests (Symposium presentation). *Society for Vocational Psychology (SVP) Biennial Conference*, Scottsdale, AZ.
- **Hoff, K. A.**, Briley, D. A., & Wee, C., Rounds, J. (2018, April). New Advances in Vocational Interest Research (Symposium presentation). *33rd Annual Conference of the Society for Industrial-Organizational Psychology (SIOP)*, Chicago, IL.
- **Hoff, K. A.**, Briley, D. A., Wee, C., & Rounds, J. (2017, March). Continuity and Change in Interests Across Time, Measures, and Countries (Symposium presentation). *American Psychological Association (APA) Annual Convention*, Washington, D.C.
- **Hoff, K. A.**, Briley, D. A., Wee, C., & Rounds, J. (2017, March). Continuity and Change in Interests (Symposium presentation). *International Convention of Psychological Science (ICPS)*, Vienna, Austria.
- **[Paper] Bashir, M.**, **Hoff, K. A.**, Mullens, C., & Kesan, J., (2014). Knowledge-based individualized privacy plans (KIPPs): A potential tool to improve the effectiveness of privacy notices. *Carnegie Mellon University CyLab Workshop on the Future of Privacy Notice and Choice*, Pittsburgh, PA.
- Mullens, C., Kesan, J., **Hoff, K. A.**, & Bashir, M. (2014). Knowledge, behavior, and opinions regarding online privacy. *42nd Research Conference on Communication, Information and Internet Policy (TPRC)*, George Mason University, Arlington, VA.
- Bashir, M., **Hoff, K. A.**, & Jeon, G. (2014). Factors associated with online privacy knowledge. *Symposium On Usable Privacy and Security (SOUPS)*, Menlo Park, CA.
- **[Paper] Hoff, K. A.** & Bashir, M. (2013). A theoretical model for trust in automated systems. *Proceedings of Computer Human Interactions Conference*, Paris, France, DOI: 10.1145/2468356.2468378.

Professional Experience

2020-present	<i>Research Consultant</i> The World Bank, International Bank for Reconstruction and Development “Improving Skill Development in Unemployed Youth in Ethiopia and South Africa” <ul style="list-style-type: none"> • Developing career matching app to reduce youth unemployment in Ethiopia and South Africa by assessing young people’s interests, skills, and personality 	Washington, DC
2018-2019	<i>Research Consultant</i> O*NET (Occupational Information Network), U.S. Department of Labor, National Center for O*NET Development <ul style="list-style-type: none"> • Wrote the manual for the O*NET Interest Profiler and developed technical reports for the Short-Form Paper-and-Pencil versions 	Alexandria, VA
2014-2017	<i>Research Investigator</i> The Career Center, University of Illinois at Urbana-Champaign <ul style="list-style-type: none"> • Led data analysis and assisted with survey design for campus-wide career outcomes survey given to over 8,000 graduates each year 	Champaign, IL
2012-2014	<i>Research Assistant</i> Information Trust Institute, University of Illinois at Urbana-Champaign	Champaign, IL

Teaching

Instructor of Record:

- Research Methods in the Behavioral Sciences (Fall 2020, Spring 2022), University of Houston (212 undergraduates across four sections)
- Personnel Psychology (Graduate level) (Fall 2021, 2019), University of Houston (graduate-level course)
- Personnel Psychology (Undergraduate level) (Fall 2018), University of Illinois at Urbana Champaign (72 advanced undergraduate students)
- Organizational Psychology (Spring 2018), University of Illinois at Urbana Champaign (120 advanced undergraduate students)
- Introduction to Psychology (4 courses from 2016-2017), University of Illinois at Urbana Champaign (48 undergraduate students in each course)
- Career Theory and Practice (4 courses from 2014-2015), University of Illinois at Urbana Champaign (28 undergraduate students in each course)

Teaching/Course Assistant:

- Theories of Psychotherapy (Fall 2014), University of Illinois at Urbana Champaign
- Human Factors (Spring 2014), University of Illinois at Urbana Champaign
- Privacy and Technology (Fall 2013), University of Illinois at Urbana Champaign
- Privacy in the Internet Age (Spring 2013), University of Illinois at Urbana Champaign

Professional Service

Executive Board Member:

- Upskill Houston, Greater Houston Partnership (advise a consortium of employers, colleges, and community colleges aimed at strengthening career pathways for middle skill occupations)

Editorial Board Member:

- *Developmental Psychology (Consulting Editor, 2020-2022)*

Ad Hoc Journal Reviewer:

- *Academy of Management (AOM) Annual Meeting*
- *African Journal of Business Management*
- *Applied Ergonomics: Human Factors in Technology and Society*
- *Career Development International*
- *European Journal of Personality (EJP)*
- *European Journal of Psychological Assessment (EJPA)*
- *Human Factors: The Journal of the Human Factors and Ergonomics Society*
- *International Journal of Selection and Assessment*
- *Journal of Applied Psychology (JAP)*
- *Journal of Aviation Technology and Engineering*
- *Journal of Communication*
- *Journal of Personality and Social Psychology (JPSP)*
- *Journal of Research in Personality (JRP)*
- *Journal of Vocational Behavior (JVB)*

- *Personality Science*
- *Safety and Health at Work*
- *Scientific Reports – Nature*
- *Society of Industrial-Organizational Psychology (SIOP) Conference*
- *Transportation Research Part F: Traffic Psychology and Behaviour*

Grant Reviewing

- *National Science Foundation, Division of Behavioral and Cognitive Sciences: Developmental Sciences Program (2020, 2021)*

Professional Service

- Travel Award Committee, Society for Industrial-Organizational Psychology (SIOP; 2020-present)

University and Departmental Service

- Colloquium Committee, Psychology Department, University of Houston (2020-2022)
- Diversity Committee, Psychology Department, University of Houston (2020-2022)

Mentoring/Advising

- Faculty Sponsor (2019-2022), Graduate Association for Industrial Organizational Psychology (GAIOP), University of Houston
- Mentor (2016-2019), Champaign-Urbana 1-to-1 Mentoring Program

Graduate Students Mentored (Serving/served as Primary Advisor):

- Zihan Liu, 4th year Ph.D. Student, I/O Psychology, University of Houston
- Olusegun Babalola, 4th year Ph.D. Student, I/O Psychology, University of Houston
- Clare Simcox, 4th year Ph.D. Student, I/O Psychology, University of Houston
- Tina Zamanipour, 4th year Ph.D. Student, I/O Psychology, University of Houston
- Mary Louise Hotze, 4th year Ph.D. Student, I/O Psychology, University of Houston
- Ken Granillo-Velasquez, 2nd year Ph.D. Student, I/O Psychology, University of Houston
- Hannah Nelson, 2nd year Ph.D. Student, I/O Psychology, University of Houston
- Kalifa Thomas, 1st year Ph.D. Student, I/O Psychology, University of Houston

Undergraduate Students Mentored:

- Diedra-Anne Beattie, University of Houston
- Valerie Perez, University of Houston
- Meryl Zachariah, University of Houston
- Asa Lewis, University of Houston
- Diana Soria, University of Houston
- Henry Huynh, University of Houston
- Farah Hashmi, University of Houston
- Erin Cortez, University of Houston
- Rebeca Stevens, University of Houston
- Thomas Johnson, University of Houston
- DuBois Barnes, University of Houston
- Shayla Boyd, University of Houston

- David Nuñez, University of Houston
- Brittany Ikner, University of Houston
- Shannon Lee, University of Illinois
- Maly Aguilar, University of Illinois
- Lingyue Li, University of Illinois
- Ruby Gonzalez, University of Illinois
- Mingcheng (Stephen) Yu, University of Illinois

Chaired Doctoral Dissertations

- Zihan Liu (2022, Chair and Research Advisor), University of Houston, I/O Psychology
- Olusegun Babalola (2022, Chair and Research Advisor), University of Houston, I/O Psychology
- Tina Zamanipour (2022, Chair and Research Advisor), University of Houston, I/O Psychology
- Mary Louise Hotze (2022, Chair and Research Advisor), University of Houston, I/O Psychology
- Clare Simcox (2022, Chair and Research Advisor), University of Houston, I/O Psychology

Doctoral Dissertation Committees

- Andreea Sutu (2022), University of Houston, Social-Personality Psychology
- Charissa Samaniego (2022), University of Houston, I/O Psychology
- Evonzia Jeff-Eke (2022), University of Houston, I/O Psychology
- Mike Olson (2021), University of Houston, I/O Psychology
- Nikola Fedorowicz (2021), University of Houston, I/O Psychology
- James Rigby (2021), University of Houston, I/O Psychology
- Colin Wee (2021), University of Illinois, I/O Psychology
- Allison Tsao (2020), University of Houston, I/O Psychology
- Payton Stewart (2020), University of Houston, I/O Psychology

Chaired Master's Theses

- Kenneth Granillo-Velasquez (2022, Chair), University of Houston, I/O Psychology
- Hannah Nelson (2021, Chair), University of Houston, I/O Psychology

Master's Thesis Committees

- Lucy Schoolfield (2022), University of Houston, I/O Psychology
- Clare Simcox (2021), University of Houston, I/O Psychology
- Olesegun Babalola (2020), University of Houston, I/O Psychology
- Mary Louise Hotze (2020), University of Houston, I/O Psychology

Comprehensive Exam Committees

- Andreea Sutu (2020), University of Houston, Social/Personality Psychology

Professional Affiliations

- Academy of Management (AOM), Human Resources and Careers Divisions
- Association for Psychological Science (APS)
- Association of Research in Personality (ARP)

- Society of Industrial and Organizational Psychology (SIOP)
- Society of Social and Personality Psychology (SPSP)
- Society for Vocational Psychology (SVP)

Selected Media Impact and Outreach

- Your job satisfaction may have more to do with who you work with than what you do. *Forbes*, Nov. 2020. [Link](#).
- Turns out you don't have to find the perfect job to be happy. *Ladders*, Nov. 2020. [Link](#).
- What drives job satisfaction? Researchers think this is the answer. *World Economic Forum*, Dec. 2020. [Link](#).
- Scientists Discover the Link Between Your Personality and Degree of Career Success. *Forbes*, Dec. 2020. [Link](#).
- Here's How Personality Changes in Young Adulthood Can Lead to Greater Career Satisfaction. *Research Digest: British Psychological Society*, Dec. 2020. [Link](#).
- Personalities Change. Why Shouldn't Career Expectations? *The Observer: Association for Psychological Science (APS)*. May/June 2021. [Link](#).
- 'Dream jobs' (interview). *The Best of Our Knowledge, Northeast Public Radio*, July 2021. [Link](#).