

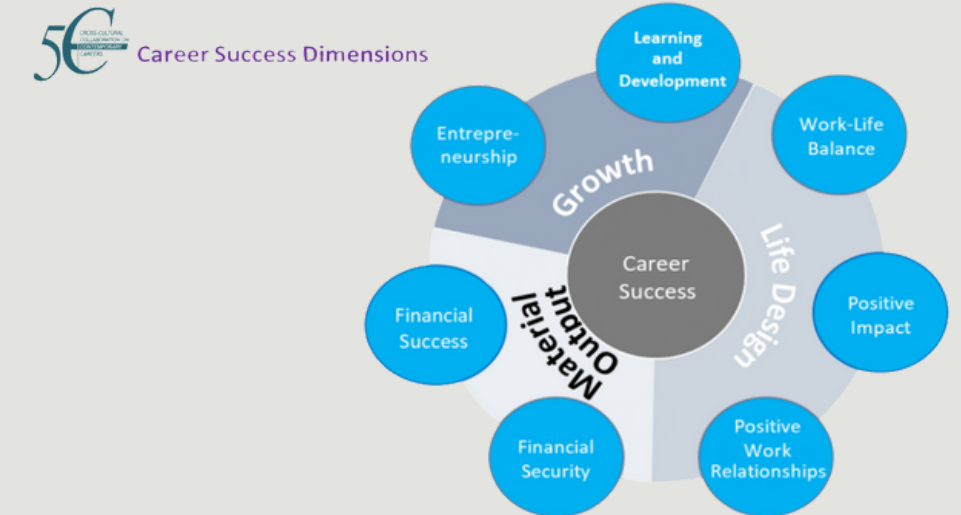
CAREER ACHIEVEMENT PROJECT

HOAI AN BUI

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SIGNIFICANCE OF RESEARCH

Even though researchers and practitioners over-privilege careers of advancement (i.e. Linear) over careers of achievement, career patterns differ in prevalence from field to field. This internship and the CAP illustrated that there are different predominant career patterns depending on what an individual deems important in terms of career success. Further research by Dr. Cotton and colleagues revealed that individuals across countries and industries find the following "Super Seven" career success dimensions to be important.²



My analysis also showed that the vast majority of inductees have been white men, demonstrating inequality and unequal access to human and social capital across fields. Further research should examine different career patterns between and within groups (e.g. male vs. female professionals, white vs. black professionals, etc.).

INTRODUCTION

The **Career Achievement Project (CAP)** is an ongoing research project started by Dr. Rick Cotton over 10 years ago, compiling data on more than 30,000 individuals from 242 different professional and occupational national or international halls of fame. The study aims to examine the nature of extraordinary career achievement in order to identify the key factors that contribute to the development of exceptional success by the top 1-2% of role incumbents in different fields, helping to inform excellence going forward.

During the VKURA internship, I collected and analyzed 8416 profiles from 14 public hall of fame websites. Additional in-depth analysis will be needed to fully answer the research question going forward.

Inductee profiles from the following halls of fame were collected and analyzed during my internship: **American Police, American Furniture, Canadian Aviation, Fixed Income Analysts, Accounting, National Inventors, Art Directors Club, Canadian Medical, and Canadian Sports.**

POSTER FOCUS

- Describe research performed on inductees of three halls of fame: Accounting, Art Directors Club, and Canadian Aviation
- Highlight similarities and differences in career patterns within and across these three halls of fame
- Leverage the career concepts developed by Brousseau et al. (1996) to further examine inductee's career patterns

The career concepts framework:

The article "Career Pandemonium: Realigning organizations and individuals" by Brousseau et al. divides career patterns into four concepts - Linear, Expert, Spiral, and Transitory, depending on the "direction and frequency of movement within and across different kinds of work over time".¹ Each career pattern has a key associated career-related motives and features:

Keys

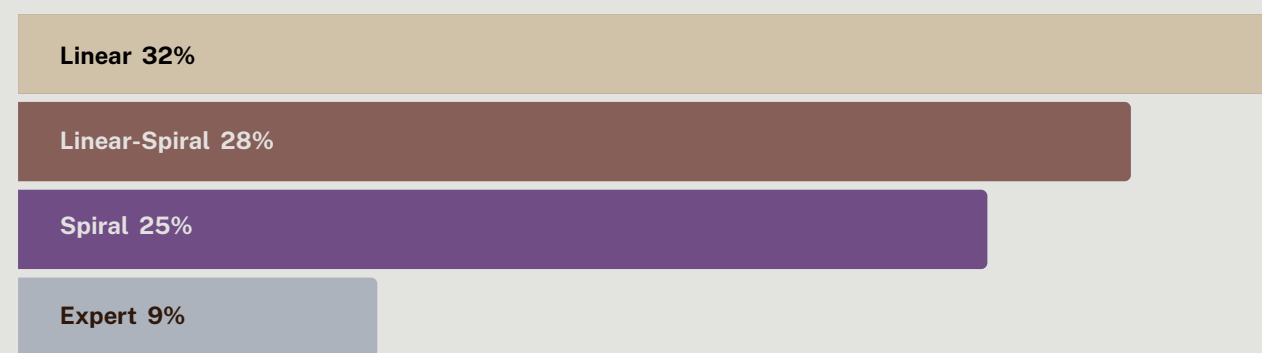
- Linear
- Expert
- Spiral
- Transitory
- Linear-Spiral
- Spiral-Expert

	Linear	Expert	Spiral	Transitory
Direction of movement	Upward	Little movement	Lateral	Lateral
Duration of stay in one field	Variable	Life	7-10 years	3-5 years
Key motives	Power Achievement	Expertise Security	Personal growth Creativity	Variety Independence

1. Brousseau, K. R., Driver, M. J., Eneroth, K., & Larson, R. (1996). Career Pandemonium: Realigning Organizations and Individuals. *Academy of Management Perspectives*, 10(4), 52-66. <https://doi.org/10.5465/ame.1996.3145319>

2. Studying contemporary careers around the world. (n.d.). <https://5c.careers/>

ACCOUNTING HALL OF FAME³



Demographic overview:

- 110 inductees
- 95% male (104 inductees)
- 96% white (106 inductees)

Occupations: accountant (in public service and/or private sector), lecturer, etc.

Common employers:

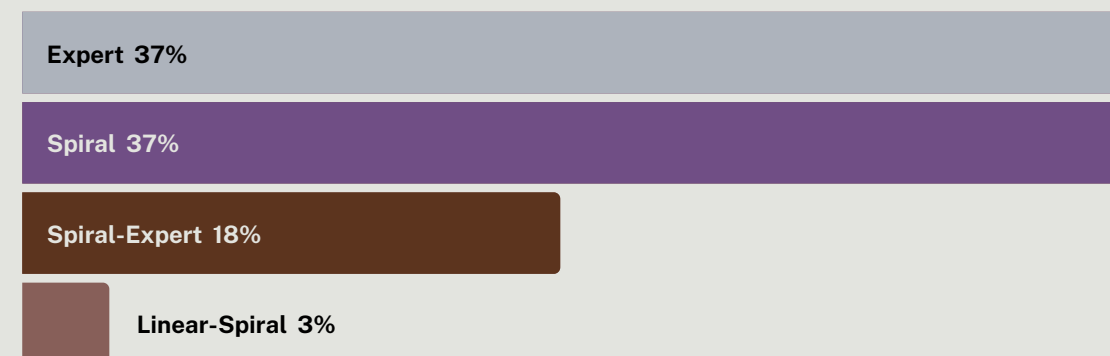
- Companies (e.g. EY, Deloitte, KPMG)
- Universities
- Accounting organizations (e.g. AICPA, AAA)

Career pattern:

- 32% Linear: started as an accountant or an assistant professor and worked one's way up to a leadership or full professor position.
- 28% Linear-Spiral: subsequently or simultaneously worked in two or more related fields, climbed up the ladder in two or more fields.
- 25% Spiral: switched between working in a corporate environment, teaching, and starting one's own ventures.

3. American Accounting Association. (n.d.). Accounting Hall of Fame Members. <https://aaahq.org/Accounting-Hall-of-Fame/Members>

ART DIRECTORS CLUB HALL OF FAME⁴



Demographic overview:

- 172 inductees
- 88% male (151 inductees)
- 94% white (162 inductees)

Occupations: art director, photographer, typographer, teacher, etc.

Common employers:

- Magazines (e.g. *Harper's Bazaar*, *Times*, *The New Yorker*)
- Advertising agencies (e.g. N. W. Ayer & Son, DDB, Reba Sochis Studio)
- Art schools (e.g. School of Visual Arts, Parsons School of Design)

Career pattern:

- 37% Expert: devoted one's whole life to a field, independent or signed.
- 37% Spiral: switched between related fields such as photography and design.
- 18% Spiral-Expert: subsequently or simultaneously worked in two or more related fields, with more than 10 years experience in each field.

4. Art Director Club. (n.d.). ADC Hall of Fame. <http://adcgloball.org/awards/hall-of-fame/>

CANADIAN AVIATION HALL OF FAME⁵



Demographic overview:

- 237 inductees
- 96% male (226 inductees)
- 99% white (234 inductees)

Occupations: pilot, flight instructor, astronaut, etc.

Common employers:

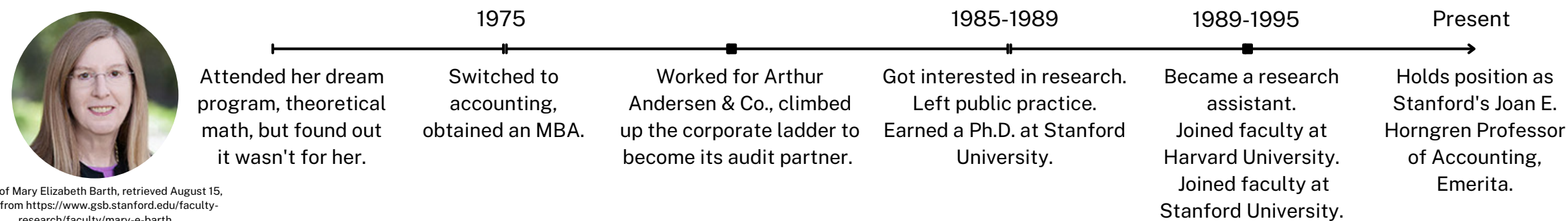
- The Royal Canadian Airforce
- Airlines (e.g. Western Canadian Airways, Imperial Airways, Trans-Canada Airlines)
- Aviation manufacturers (e.g. de Havilland Canada, Fairchild Aircraft, Canadair)

Career pattern:

- 42% Spiral: was both pilot and a flight instructor. Some founded their own firms.
- 27% Expert: dedicated to flying throughout one's life.
- 8% Spiral-Expert: subsequently or simultaneously worked in two related fields, with more than 10 years experience in each field.

5. Canada's Aviation Hall of Fame. (n.d.). Inducted Members. <https://cahf.ca/a-z-index/>

Hybrid (Linear-Spiral) career pattern example: Mary Elizabeth Barth - Accounting Hall of Fame.



Expert career pattern example: Robert Gage - Art Directors Club Hall of Fame.

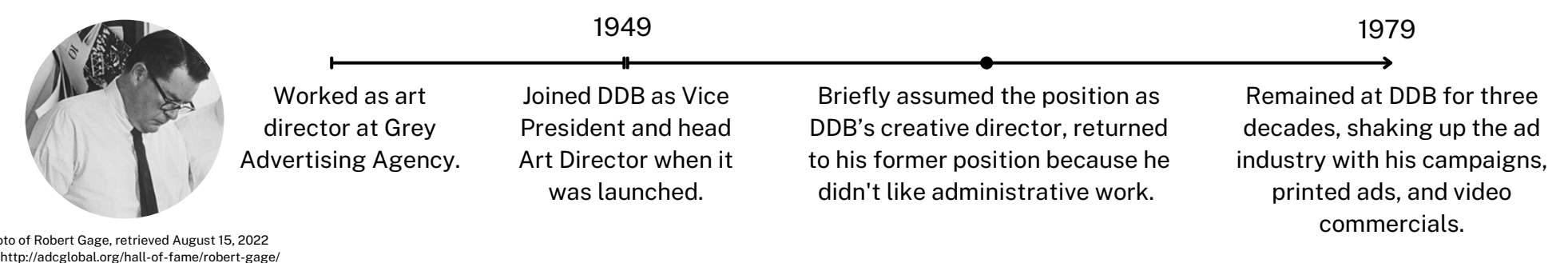


Photo of Mary Elizabeth Barth, retrieved August 15, 2022 from <https://www.gsb.stanford.edu/faculty-research/faculty/mary-e-barth>

Photo of Robert Gage, retrieved August 15, 2022 from <http://adcgloball.org/hall-of-fame/robert-gage/>