

Research Paper

Effect of Alignment between Holland's Personality Type on the Tendency to Dissociate, Self-Actualise, and Depressive Symptoms in Adolescents and Young Adults

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ABSTRACT

This study examines the impact of career-personality alignment on self-actualization, dissociation, and depressive symptoms among adolescents and young adults in India. Using a quantitative, correlational design, data were collected from 108 participants via an online survey, assessing career alignment through Holland's Personality Colour Code and psychological variables using standardized scales. Statistical analyses, including descriptive statistics, and inferential statistics (MANOVA) were conducted while controlling for traumatic life experiences. Results revealed that individuals with career-personality alignment scored significantly higher on self-actualization and lower on dissociative experiences and depressive symptoms compared to those in misaligned careers. Even after accounting for trauma, these effects remained significant, underscoring the strong psychological impact of career congruence. Findings highlight the importance of personality-based career counselling, particularly in cultural contexts where, external pressures influence career choices. Encouraging career alignment can enhance personal fulfillment and reduce mental health risks, emphasizing the need for effective vocational guidance strategies.

Keywords: *Alignment, Holland's Personality Type, tendency to Dissociate, Self-Actualise, Depressive Symptoms*

Career selection plays a fundamental role in shaping an individual's identity, aspirations, and overall psychological well-being. According to Holland's Theory of Career Choice (1997), individuals are most satisfied and productive when their chosen profession aligns with their dominant personality type. This alignment fosters a sense of competence, motivation, and job satisfaction, while career misalignment often leads to psychological distress, including chronic stress, emotional exhaustion, and dissatisfaction (Zainudin et al., 2020). The pressure to conform to societal or familial expectations rather than personal interests can exacerbate these issues, particularly among adolescents and young adults who are still developing their sense of self.

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One of the significant psychological consequences of career misalignment is dissociation—a mental process characterized by a sense of detachment from thoughts, emotions, or surroundings (Fisher, 2023). When individuals feel trapped in career paths that do not resonate with their intrinsic personality traits, they may resort to dissociative coping mechanisms to manage stress and emotional dissonance. Research suggests that students and professionals in high-pressure careers, particularly those dictated by external expectations, report higher dissociative symptoms, including emotional numbness and identity confusion (Ozturk & Sar, 2021). In severe cases, prolonged dissociative tendencies can interfere with personal growth, self-awareness, and emotional regulation.

In contrast, self-actualization—a core concept in Maslow's hierarchy of needs (1943)—is significantly influenced by career alignment. Self-actualization refers to the process of realizing one's potential, achieving personal growth, and finding purpose in life. Individuals who engage in careers that align with their strengths and interests are more likely to experience fulfillment, creativity, and long-term motivation. A study by Springer (2019) found that career alignment enhances self-actualization by fostering a sense of meaning and personal achievement. Conversely, career misalignment can hinder this process, leading to stagnation, frustration, and feelings of unfulfillment.

Another critical mental health concern associated with career misalignment is depression. Research has consistently shown that career dissatisfaction contributes to depressive symptoms, including feelings of hopelessness, low self-worth, and emotional distress (Beck et al., 1961). Young adults who perceive their careers as misaligned with their abilities and interests often experience heightened anxiety and depressive tendencies. A study published in *European Psychiatry* (2023) found that individuals in mismatched careers were twice as likely to develop symptoms of major depressive disorder. Additionally, workplace stress, lack of autonomy, and perceived failure in an undesired career path further increase the risk of mental health struggles.

The impact of career alignment on psychological well-being highlights the importance of informed career decision-making. Adolescents and young adults benefit significantly from career guidance programs that help them explore their strengths, interests, and personality traits before committing to a profession. When individuals have the autonomy to choose careers that align with their intrinsic motivations, they are more likely to experience higher job satisfaction, lower stress levels, and overall better mental health outcomes (Zainudin et al., 2020). Encouraging career paths that foster personal growth and align with one's natural abilities not only enhances professional success but also contributes to long-term emotional resilience and psychological well-being.

REVIEW OF LITERATURE

Career-personality alignment has been extensively studied in relation to mental health outcomes, including depression, dissociation, and self-actualization. Research suggests that individuals whose careers align with their interests and personality traits experience greater job satisfaction, motivation, and overall well-being (Smart et al., 2000; Gottfredson & Holland, 1996). In contrast, career misalignment is associated with higher levels of stress, reduced self-efficacy, and increased risk of mental health issues such as depression and dissociation (Lent et al., 2002; Zainudin, 2020). Misalignment often leads to emotional distress due to unmet expectations and dissatisfaction with one's professional identity, further exacerbating psychological vulnerabilities.

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Several studies have shown a strong link between career dissatisfaction and depressive symptoms, with evidence suggesting that individuals working in roles misaligned with their personality traits may be at significantly higher risk for developing major depressive disorder. Similarly, Kosova (2019) examined university students and reported that 46% of those in misaligned career paths exhibited moderate to severe depressive symptoms, as measured by the Beck Depression Inventory. Depression in such individuals stems from a chronic sense of failure, lack of motivation, and persistent dissatisfaction with professional life.

In the Indian context, where societal and familial expectations play a significant role in career choices, forced career paths have been shown to elevate depressive symptoms. Zainudin (2020) found that Indian students who entered careers based on parental pressure exhibited significantly higher levels of depression compared to those who pursued self-selected careers. Sharma, Raj, Kumar, et al. (2025) further confirmed that 30% of Indian engineering students reported clinical symptoms of depression due to career dissatisfaction, particularly those who entered engineering as a result of external pressures rather than personal interest.

Dissociation, a psychological defense mechanism characterized by detachment from reality, has been linked to career-related distress. Individuals in incongruent careers often experience increased levels of depersonalization and derealization, symptoms commonly associated with dissociative disorders. Fisher (2023) examined career-related stress and found that 65% of individuals who reported dissatisfaction with their careers also scored high on the Dissociative Experiences Scale (DES). These findings suggest that career misalignment may act as a chronic stressor that contributes to psychological fragmentation and dissociative coping mechanisms.

A study published in Kate, Jamieson, and Middleton (2023) found that students who were pressured into careers by parental or societal expectations displayed significantly higher levels of dissociation. This phenomenon was particularly evident in cultures with rigid career structures, such as India. Sharma, Gupta, and Rao (2023) reported that 38% of students in high-pressure career fields exhibited mild to moderate dissociative symptoms, further emphasizing the psychological consequences of career misalignment. Dissociation in these cases may serve as a coping mechanism to escape the psychological distress associated with a lack of autonomy and professional fulfillment.

Self-actualization, a core component of well-being in humanistic psychology, is significantly influenced by career satisfaction. According to Maslow's hierarchy of needs, self-actualization is the pinnacle of personal growth and fulfillment. Research suggests that individuals in congruent careers exhibit higher levels of motivation, creativity, and a sense of purpose, all of which are essential for self-actualization (Sumerlin, J R; Bundrick, C M.,1996).

A study published by Bob (2005) found that individuals in careers aligned with their interests scored 30% higher on the Short Index of Self-Actualization compared to those in misaligned careers. The ability to engage in meaningful work that resonates with one's core values and personality traits fosters a sense of accomplishment and intrinsic motivation, which are crucial for achieving self-actualization.

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In India, external pressures such as parental expectations, financial security concerns, and social status often limit individuals' career autonomy, impacting their self-actualization. A study conducted by Flynn (2020) revealed that Indian professionals who were forced into careers due to familial pressure reported lower levels of self-actualization and reduced motivation. The study further highlighted that individuals in careers of their own choosing experienced greater job satisfaction and a stronger sense of purpose, reinforcing the idea that career alignment is crucial for personal development.

Overall, existing research highlights the significant role of career-personality alignment in shaping an individual's psychological well-being. Career dissatisfaction is consistently linked to depression, dissociation, and lower levels of self-actualization, particularly in cultures where societal and familial expectations strongly influence career decisions. Addressing these issues requires a comprehensive approach that includes vocational counseling, psychological support, and awareness programs to ensure that individuals can make career choices that align with their personal strengths and aspirations. Future research should explore longitudinal studies to better understand the long-term effects of career alignment on mental health outcomes and personal growth.

Rationale

Career-personality alignment significantly impacts psychological well-being, with research showing that individuals in congruent careers experience higher job satisfaction, motivation, and mental well-being. Conversely, career misalignment is linked to increased stress, depressive symptoms, and dissatisfaction. While the effects of career incongruence on depression and anxiety are well-documented, its association with dissociative experiences remains largely unexplored. This study aims to fill that gap by examining whether individuals in misaligned careers are more prone to dissociation, a psychological coping mechanism often overlooked in career research.

In collectivist cultures like India, career choices are frequently influenced by external pressures such as family expectations and societal norms rather than personal preferences. This often leads to career dissatisfaction and heightened psychological distress. While previous studies have highlighted the impact of career misalignment on depression, few have considered the potential buffering role of self-actualization. Self-actualization, as defined by Maslow, represents an individual's capacity for personal growth and fulfillment. This study will explore whether higher self-actualization can mitigate the negative psychological effects of career misalignment.

By addressing these gaps, this study aims to provide a deeper understanding of how career alignment influences dissociation, depression, and self-actualization. The findings will contribute to career psychology by emphasizing the importance of vocational guidance in promoting both professional success and mental well-being. This research also has practical implications for career counseling and mental health interventions, advocating for more personalized career decision-making approaches in the Indian context.

METHODOLOGY

Objective

- To assess the effect of personality-career alignment on self-actualisation in adolescents and young adults.

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- To assess the effect of personality-career alignment on depression in adolescents and young adults.
- To assess the effect of personality-career alignment on dissociation in adolescents and young adults.

Hypotheses

- **H₁:** There would be a significant difference between the group means of aligned and misaligned individuals on the self-actualisation.
- **H₂:** There would be a significant difference between the group means of aligned and misaligned individuals on depression.
- **H₃:** There would be a significant difference between the group means of aligned and misaligned individuals on dissociation.

Sample

The study recruited 108 participants through convenience sampling, focusing on adolescents and young adults across India who were currently engaged in or pursuing a career. The inclusion criteria ensured that participants had chosen a career path and were willing to complete an online survey. The approach of convenience sampling allowed for the inclusion of participants from *different states across India like Uttar Pradesh, Madhya Pradesh, Karnataka, Tamil Nadu, West Bengal, Uttarakhand, and Union Territories like New Delhi*, ensuring *geographical diversity* within the sample. This allowed the study to capture a broad spectrum of career experiences and psychological outcomes, making the findings more applicable to the Indian population of adolescents and young adults. In the research sample, 40.4% of participants identified as *male*, 56.7% identified as *female*, and 2.9% identified as *transgender*; this highlights the study's commitment to inclusivity and diversity in assessing career-related psychological well-being across various gender identities. 59.7% of the participants were aged 20–28 years, representing the emerging adulthood phase. 10.6% of participants were *below 18 years*, representing adolescence. 13.5% of participants were *above 28 years*, representing early adulthood. While 48.1% (50 participants) of the sample were *students*, 48.1% (50 participants) were *employed*. 2.9% (3 participants) were *unemployed*, and 1% (1 participant) was a *homemaker*.

Measures

This study utilized four standardized psychological scales, each selected for its established reliability, validity, and relevance to assessing key psychological constructs related to depression, dissociation, self-actualization, and personality-career alignment. These measures have been widely validated in both Western and Indian contexts, ensuring their applicability to the study population.

- **Beck's Depression Inventory (BDI; Beck et al., 1961)** The Beck's Depression Inventory (BDI) is a 21-item self-report questionnaire designed to assess the severity of depressive symptoms in individuals. It evaluates three major dimensions of depression: cognitive (e.g., pessimism, guilt, self-dislike), emotional (e.g., sadness, crying, irritability), and physiological (e.g., sleep disturbances, appetite changes, fatigue). Respondents rate each item on a four-point Likert scale ranging from 0 (absence of symptoms) to 3 (severe symptoms). Total scores range from 0 to 63, with higher scores indicating more severe depressive symptoms. The BDI categorizes depression severity as follows: minimal (0–13), mild (14–19), moderate

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(20–28), and severe (29–63). It has demonstrated strong psychometric properties, with internal consistency (Cronbach's alpha) typically exceeding 0.85 across different populations. Additionally, the BDI exhibits high test-retest reliability ($r = 0.93$) and has been validated across diverse demographic groups, including Indian adolescents and young adults.

- **Dissociative Experiences Scale (DES; Bernstein & Putnam, 1986)** The Dissociative Experiences Scale (DES) is a 28-item self-report measure designed to assess dissociative symptoms in individuals. It captures a range of dissociative experiences, including depersonalization (feeling detached from oneself), derealization (feeling that the world is unreal), absorption (intense involvement in activities leading to altered awareness), and amnesia (memory disturbances). Each item is rated on a scale from 0% (never) to 100% (always), reflecting the frequency of dissociative experiences in daily life. Scoring Interpretation. Average scores below 20 indicate low dissociative tendencies. Scores between 20 and 30 indicate moderate dissociation. And finally, scores above 30 imply clinically significant dissociation, potentially indicative of a dissociative disorder. The DES provides an overall dissociation score by averaging item responses, with higher scores indicating greater dissociative tendencies. Research has shown that the DES has high internal consistency, with a Cronbach's alpha of 0.91, ensuring its reliability in assessing dissociative phenomena. The scale is widely used in both clinical and non-clinical populations, with established validity in detecting dissociative disorders and subclinical dissociation.
- **Short Index of Self-Actualization (SISA; Jones & Crandall, 1986)** The Short Index of Self-Actualization (SISA) is a 15-item measure designed to assess self-actualization, a key concept in humanistic psychology that reflects personal growth, autonomy, and fulfilment. The items measure constructs such as self-acceptance, independence, authenticity, and personal expressiveness. Respondents rate each item on a five-point Likert scale, ranging from 1 (strongly disagree) to 5 (strongly agree). Higher scores on the SISA indicate a greater tendency toward self-actualization, with previous research demonstrating strong internal consistency (Cronbach's alpha = 0.86) and test-retest reliability. The scale has been validated across diverse populations, including Western and Indian samples, confirming its robustness in assessing self-actualization.
- **Holland's Personality Colour Code (Holland, 1959, 1997)** Holland's Personality Colour Code is based on the RIASEC (Realistic, Investigative, Artistic, Social, Enterprising, Conventional) model, which classifies individuals into six vocational personality types. This model suggests that career satisfaction and success are influenced by the congruence between an individual's personality traits and their occupational environment. The assessment involves a series of questions that categorize respondents into one of the six personality types, each represented by a distinct colour. These types are: Realistic (R): Practical, hands-on, prefers working with tools and machinery; Investigative (I): Analytical, enjoys research, problem-solving, and intellectual pursuits; Artistic (A): Creative, expressive, drawn to artistic endeavours such as music, writing, and design; Social (S): Empathetic, enjoys helping others, thrives in teaching, counseling, and healthcare roles; Enterprising (E): Persuasive, ambitious, enjoys leadership and business-oriented roles; Conventional (C): Organized, detail-oriented, prefers structured tasks and administrative work. The test results help assess personality-career alignment by determining the extent to which an individual's personality traits match their chosen career field. Research has

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demonstrated high test-retest reliability ($r = 0.89$), suggesting strong stability over time. The RIASEC model has been extensively validated in various cultural contexts, including India, making it an appropriate tool for studying career-personality congruence in adolescents and young adults.

RESULTS

Table 1: Mean and Standard Deviation of Scores

Variable	Group	Mean	SD
Self-Actualization	Aligned	38.9	3.98
	Misaligned	32.0	3.89
Depression Symptoms	Aligned	12.2	10.9
	Misaligned	17.2	9.39
Dissociative Experiences	Aligned	1.85	2.18
	Misaligned	5.83	1.83

This section outlines the findings from statistical analyses conducted to examine the relationship between career-personality alignment and psychological outcomes—self-actualization, depression, and dissociation—among Indian adolescents and young adults. Given the socio-cultural emphasis on high-prestige careers in India, many young individuals experience stress when their career choices do not align with their personality traits. Using SPSS, descriptive, correlational, and inferential analyses (MANOVA) were performed to assess group differences and control for confounding variables such as age, gender, and traumatic life experiences. The results aim to provide insight into how career alignment impacts mental health and personal development during these critical life stages.

The descriptive statistics for self-actualization, depression symptoms, and dissociative experiences were analyzed based on the alignment of personality type with career choice. The aligned group consisted of 51 participants, whereas the misaligned group had 57 participants. The mean self-actualization score was higher in the aligned group ($M = 38.9$, $SD = 3.98$) compared to the misaligned group ($M = 32.0$, $SD = 3.89$), suggesting that individuals whose career choice aligned with their personality type exhibited higher levels of self-actualization. Similarly, the mean depression symptoms score was lower in the aligned group ($M = 12.2$, $SD = 10.9$) than in the misaligned group ($M = 17.2$, $SD = 9.39$), indicating that career misalignment was associated with increased depressive symptoms. Dissociative experiences were also significantly lower in the aligned group ($M = 1.85$, $SD = 2.18$) compared to the misaligned group ($M = 5.83$, $SD = 1.83$), suggesting that career misalignment may contribute to higher dissociation tendencies.

The study followed a cross-sectional, between-subjects design, in which each participant contributed a single, independent response. This design ensured that the assumption of independence of observations was met. A one-way multivariate analysis of variance (MANOVA) was conducted to examine whether alignment between individuals’ Holland personality types and their current career choices (aligned vs. misaligned) had a statistically significant effect on three psychological outcomes: *self-actualization*, *depression symptoms*, and *dissociative experiences*. The independent variable was categorical with two levels: *aligned* and *misaligned*. The three dependent variables were treated as continuous outcomes.

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Prior to conducting the MANOVA, the necessary statistical assumptions were evaluated. The assumptions of *linearity*, *homogeneity of variance-covariance matrices*, *absence of multicollinearity*, and *independence of observations* were all satisfied. The assumption of *normality* was only partially met; however, given the relatively robust nature of MANOVA to violations of normality—particularly when group sizes are approximately equal (aligned=51, misaligned=57)—the analysis was deemed valid and reliable.

Table 2: Multivariate Test Results

Effect	Test	Value	F	df1	df2
Career-Personality Alignment	Pillai's Trace	0.608	53.8	1	106

The results of the multivariate analysis indicated a statistically significant difference between the aligned and misaligned groups across the combined dependent variables. Specifically, the analysis yielded a Pillai’s Trace value of 0.608, $F(1, 106) = 53.80$, $p < .001$, suggesting a robust multivariate effect. The effect size, as estimated by partial eta squared (partial η^2), was approximately 0.61, indicating that about 61% of the variance in the combined dependent variables can be attributed to the alignment status. This result indicates that approximately **61% of the variance** in the combined dependent variables was accounted for by the alignment between Holland personality type and career choice, reflecting a *very strong multivariate effect*.

Table 3: Significant Univariate Effects for Career–Personality Alignment (at $p < .01$ level)

Dependent Variable	df	df error	F	Alignment Status	Means	99.9% CI Lower Bound	99.9% CI Upper Bound
Self-actualization	1	106	83.84	Aligned	38.9	37.01	40.79
				Misaligned	32.0	30.25	33.75
Depression	1	106	6.74	Aligned	12.2	7.03	17.37
				Misaligned	17.2	12.98	21.42
Dissociation	1	106	106.23	Aligned	1.85	0.82	2.88
				Misaligned	5.83	5.01	6.65

Follow-up univariate ANOVAs were conducted to determine the specific effects of alignment on each dependent variable:

- **Self-actualization (Variable C):** A significant difference was found between groups, $F(1, 106) = 83.84$, $p < .001$, with a large effect size. The mean self-actualization score was significantly higher in the aligned group compared to the misaligned group, suggesting that career-personality congruence is strongly associated with increased self-actualization.
- **Depression (Variable D):** A statistically significant difference also emerged for depression scores, $F(1, 106) = 6.74$, $p = .011$. While the effect size was smaller relative to the other variables, this finding still suggests that individuals whose career paths were aligned with their personality type reported **lower levels of depression symptoms** than those who were misaligned.
- **Dissociative experiences (Variable E):** A strong and significant effect was found for dissociative symptoms, $F(1, 106) = 106.23$, $p < .001$. The aligned group reported

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significantly lower levels of dissociation than the misaligned group, indicating a robust link between misalignment and increased dissociative tendencies.

These results indicate that alignment between personality and career is not only statistically significant across the combination of psychological outcomes but also exerts meaningful individual effects on each outcome, particularly in self-actualization and dissociation.

DISCUSSION

The present study explored the effect of career-personality alignment on self-actualization, dissociative tendencies, and depressive symptoms in adolescents and young adults. The findings support the hypothesis that alignment between Holland's personality type and career choice significantly influences psychological well-being. These results are consistent with existing literature, which emphasizes the importance of career satisfaction in overall mental health (Holland, 1997). These findings are consistent with the person-environment fit theory and reinforce the psychological importance of pursuing a career that aligns with one's intrinsic personality characteristics. The large effect sizes for self-actualization and dissociation further suggest that alignment plays a particularly important role in identity integration and internal psychological coherence, both of which are especially salient during adolescence and young adulthood.

A multivariate analysis of variance (MANOVA) was conducted to examine the collective impact of career-personality alignment on three dependent variables: self-actualization, depression, and dissociative experiences. The results of the multivariate test were statistically significant (Pillai's Trace = 0.608, $F(3, 104) = 53.8$, $p < .001$), indicating a strong overall effect of alignment on the combined dependent variables. This suggests that individuals' psychological outcomes differ significantly depending on whether their career path is aligned or misaligned with their personality type.

Univariate analyses revealed further insights. Participants with aligned career choices reported significantly higher self-actualization scores ($F = 83.84$, $p < .001$) compared to those in misaligned paths. This aligns with previous research suggesting that self-actualization is closely linked to fulfilling career experiences (Maslow, 1943). Individuals in careers congruent with their personality tend to experience greater motivation, creativity, and a sense of purpose, which fosters self-actualization. On the contrary, those in misaligned careers often report lower self-actualization due to a lack of personal connection to their work and diminished intrinsic motivation.

Findings also revealed a significant relationship between career misalignment and dissociation ($F = 106.23$, $p < .001$), indicating that individuals whose careers did not align with their personality type exhibited higher dissociative tendencies. This corroborates research suggesting that dissociation serves as a psychological defense mechanism in response to stress and internal conflicts, particularly in high-pressure career environments (Somer, 2003). In the Indian context, where career decisions are often influenced by parental expectations rather than personal interests, individuals in externally imposed career paths may experience detachment from their professional identities, leading to dissociative symptoms.

Moreover, the study found that career misalignment was associated with higher depressive symptoms ($F = 6.74$, $p = .011$). This finding is supported by existing literature, which links

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career dissatisfaction to increased stress, anxiety, and depression (Lent et al., 1994). In India, career-related distress is exacerbated by socio-cultural factors such as family pressures and limited career autonomy, which can contribute to feelings of helplessness, frustration, and low self-worth. Research has indicated that students in rigid career tracks, such as engineering and medicine, report higher depressive symptoms due to the absence of personal choice and overwhelming academic demands (Arnett, 2000).

Holland's theory of vocational personalities remains relevant in understanding career satisfaction and mental health outcomes. However, its applicability in collectivist cultures like India requires modification. The model assumes that career choices are primarily driven by personal interests, whereas in reality, socio-economic constraints, parental influence, and cultural expectations play a crucial role in career decision-making. Studies have highlighted the need for culturally sensitive vocational guidance to mitigate the adverse psychological effects of career misalignment. Integrating personality-based career counseling in Indian educational institutions could help young individuals make informed career decisions and reduce mental health struggles.

The findings support the central hypothesis of the study: career-personality alignment, as conceptualized by Holland's typology, is associated with more positive psychological functioning. Specifically, individuals who reported alignment between their personality type and career path exhibited: • Higher self-actualization, suggesting greater fulfillment, purpose, and integration of self-concept; • Lower depression symptoms, pointing toward better emotional well-being; and • Lower levels of dissociative experiences, which may indicate a stronger sense of self and reduced psychological fragmentation.

Overall, the study reinforces the critical role of career-personality congruence in psychological well-being. The findings suggest that individuals whose careers align with their personality types experience greater self-actualization and lower dissociation and depression levels. In contrast, career misalignment emerges as a risk factor for poor mental health, reinforcing the necessity of early career counseling and guidance programs. Future research could further explore longitudinal effects of career misalignment and investigate intervention strategies to support individuals struggling with career dissatisfaction.

Implication

The findings of this study have significant implications for career counseling, mental health interventions, and educational policies. The results emphasize the importance of career-personality alignment in promoting psychological well-being, reducing dissociative tendencies, and fostering self-actualization. Given the high prevalence of externally imposed career choices in India, integrating Holland's theory into career guidance programs can help students and young professionals make more informed career decisions. Educational institutions and policymakers should prioritize vocational counseling that considers both personality traits and career interests, reducing the likelihood of career dissatisfaction and its associated mental health risks. Additionally, organizations can benefit from these insights by creating work environments that align with employees' intrinsic traits, thereby enhancing job satisfaction, motivation, and overall productivity.

From a mental health perspective, this study underscores the need for early interventions to address career-related stress, depression, and dissociation. Counselors and psychologists should be aware of the psychological impact of career misalignment and incorporate career

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discussions into their therapeutic frameworks. The strong association between misalignment and dissociation suggests that career dissatisfaction should be explored as a potential contributing factor in clinical settings, especially for individuals experiencing identity struggles and emotional detachment. Future research should further investigate the long-term effects of career misalignment on mental health outcomes, and interventions should be developed to support individuals who find themselves in careers incongruent with their personality.

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Conflict of Interest

The author(s) declared no conflict of interest.

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