

Career Indecision and Career Choice Counseling: Research Findings and Implications for Vocational Guidance

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Potential Correlates of Vocational Indecision

- Lack of Self Information
- Lack of Occupational Information
- Lack of Internal Work Information
- Lack of External Work Information
- Lack of Self-Confidence
- Approach-Approach Conflict
- Need for Self-Knowledge
- Internal Barriers
- Instrumental Support
- Role Modeling
- External Barriers
- Private Self-Consciousness
- Public Self-Consciousness
- Situational Constraints
- Personal Conflict
- Psychological Support
- Decision-Making Anxiety
- Hardiness
- Self-Esteem
- Indecisiveness
- Manifest Anxiety
- Big Five Personality Traits
- Self-Criticism
- Social Anxiety
- External Locus of Control
- Control by Chance
- Control by Powerful Others
- Problem Solving Self-Confidence
- Dependent Decision-Making Style
- Rational Decision-Making Style
- Intuitive Decision-Making Style
- Approach vs. Avoidant Coping Style
- Non-work Demands
- Need for Career Information
- Vocational Identity
- Career Maturity
- Need for Occupational Information
- Dysfunctional Career Thoughts
- Career Myths
- Goal Instability
- Career Decision-Making Self-Efficacy
- Ego Identity Achievement Status
- Ego Identity Moratorium Status
- Hope
- Fear of Commitment



FACTOR I

- **Self-Consciousness** (e.g., I often feel insecure, I'm easily embarrassed, I worry about what others think, often feel ashamed)
- **Anxiety/Worry/Hardiness** (e.g., Fearful and anxious, take failures harder than others, hard time forgetting when things go wrong, hope problems will just go away)
- **Dependent Decision-Making Style** (e.g., Need encouragement when making decisions, hard time making decisions without help, no confidence in decisions unless others support them)
- **Focus on Negative Consequences** (e.g., Focus on what will go wrong when I make a decision, think about the alternatives I didn't choose)
- **Depression** (e.g., Often feel like crying, sleeping a lot less or more, often feel tired and worn out)

FACTOR II

- **Need for Occupational Information** (e.g., Don't know enough about occupations, Don't know where to get occupational information, need more information on occupations I'd like, be good at, etc.)
 - **Need for Self-Knowledge** (e.g., Need to learn more about my interests, abilities, etc)
 - **Approach-Approach Conflict** (e.g., Conflicted because a number of options are appealing, hard time deciding between a couple of good options)
 - **Difficulty Narrowing Interests** (e.g., Hard time narrowing interests, difficult because I like so many things, can't focus because my interests change so much, concerned my goals may change)
 - **Fear of Commitment** (e.g., Can't commit because I don't know my options, I like to keep my possibilities open, familiar with my options but not ready to commit, uncomfortable committing to a specific direction)
- Feelings of Discouragement** (e.g., I often feel discouraged when making a decision, I sometimes feel directionless)

FACTOR III

- **Lack of Confidence/Self-Efficacy** (e.g., I try to excel at everything, confident I' ll find a career I' ll excel in, confident will achieve my career goals, confident will find a career that fits my interests)
- **Low Conscientiousness/Planning** (e.g., I always work to get the job done, I strive hard to achieve my goals, I can usually carry out my plans)
- **Non-Rational Decision-Making Style** (e.g., I always think carefully about my my decisions, I verify my information to ensure a good decision, I plan ahead when making important decisions, thoroughly consider consequences when making decisions)



FACTOR IV

- **Interpersonal Conflict** (e.g., Important people disagree with the career I should pursue, Important people do not support my plans, Important people have discouraged me from the career I want)



International Collaborations

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- Italy: Salvatore Soresi and Laura Nauta
- Switzerland: Jerome Rossier

Questions? Comments?

- THANK YOU
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