In the changing employment climate career guidance and counselling, and development support have become critically important in maximizing individual chances of experiencing job and career satisfaction. People who have acquired and transferred their career resource set when they changed their career direction, have greater agency in career decisions and must be able to adapt to lifelong career challenges. People draw on their self-regulating career meta-capacities or psychological career resources to implement and regulate the person-environment fit harmonics and sustain their employability. People’s psychological career resources are specific competencies or skills which promote both their general employability and occupational expertise. Career counselors seek new and original ways of providing career services that are relevant and appropriate to the 21st century world of work. Career counselors embrace multiple constructivist perspectives and practice qualitative and quantitative career counseling techniques in a holistic approach to career counseling to raise client self-awareness and insight into their career concerns. People’s Psychological Career Resources Profile reflects their Career Consciousness at a particular lifecycle stage of reinvention (conscious, career-related cognitions, perceptions, core self-evaluations, and self-awareness).

**Conceptualisation**

**Definition:**
A set of career-related orientations, values, and self-regulating meta-capacities that lead to more self-determined career behavior and promote general employability. People’s psychological career resources enable them to adapt to changing circumstances and to shape and select environments in order to achieve success within a particular socio-cultural context.

**Rationale:**
A theoretical framework and career diagnostic tool for career counseling purposes to help individuals understand the importance of developing their internal self-regulatory career meta-capacities and tapping into these psychological resources to reinvent their careers at times of transition and to enhance their general employability and subsequent experiences of career success.

A person’s Psychological Career Resources Profile reflects their Career Consciousness at a particular lifecycle stage of reinvention (conscious, career-related cognitions, perceptions, core self-evaluations, and self-awareness).

**Psychometric Properties:**

**Reliability & Validity**

- Internal consistency (Cronbach alpha internal consistency coefficients): .78 - .90 (moderate to high).
- Structural model fit (confirmatory factor analysis goodness-of-fit): .98 (high).
- CFA fit statistics (goodness-of-fit statistics): 1.00 (no item or person underfit).
- Nomological validity (correlation of the PCRI with other constructs): useful and logical indices for all the dimensions (unidimensionality).
- Concurrent validity (correlation of the PCRI with other measures of career-related constructs): moderate to high.
- Construct validity (modelling of the PCRI as a career counselling tool): .95 (high).

**PCRI significant predictor of:**

- Career anchors (COI) – Schein 1990
- Organisational commitment (affective commitment) – (OCS) Meyer & Allen 1997
- Organisational commitment foci (occupational and career foci) – (OCQ) Roodt 1997
- Coping resources (CRI) – Hammer 1988
- Work engagement (vigor and absorption) - (UWES) Schaufeli et al (2002)
- Job embeddedness (fit) – (JES) Mitchell, Holtom & Lee 2002
- Subjective work experiences (life satisfaction, job/career satisfaction, meaningfulness of work) – (SWE) Bergh 2009

**EXAMPLE 1**

Self-likely skills

- Practical/creative skills
- Career Enablers

**EXAMPLE 2**

Self-likely skills

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**Contextualisation**

**In an increasingly turbulent environmental career people are less dependent on organizational career development practices to secure their career success.** People draw on their self-regulating career meta-capacities or psychological career resources to implement and regulate the person-environment fit harmonics and sustain their employability. People’s psychological career resources are specific competencies or skills which promote both their general employability and occupational expertise. Career counselors seek new and original ways of providing career services that are relevant and appropriate to the 21st century world of work. Career counselors embrace multiple constructivist perspectives and practice qualitative and quantitative career counseling techniques in a holistic approach to career counseling to raise client self-awareness and insight into their career concerns. People’s Psychological Career Resources Profile reflects their Career Consciousness at a particular lifecycle stage of reinvention (conscious, career-related cognitions, perceptions, core self-evaluations, and self-awareness).

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