

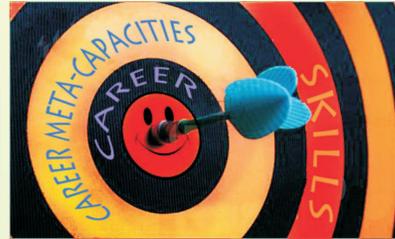
# Evaluating the psychometric properties of the Psychological Career Resources Inventory as a career counselling tool

## Contextualisation

In the changing employment climate career guidance and counselling, and development support have become crucially important in maximising individuals' chances of experiencing job and career satisfaction over their life course. The changing employment context has heightened the need for people to have access to and participate in ongoing career and personal development activities that stimulate continued self-reflection on their employability, their career preferences, interests, motivations and self-regulatory capacities as aspects of the career construction process.

In an increasingly turbulent environmental context people are less dependent on organisational career arrangements because they experience more frequent career transitions, have greater agency in career decisions and must be able, adaptable learners. People draw on their self-regulating career meta-capacities or psychological career resources in negotiating the person-environment fit harmonics and sustaining their employability. People's career meta-capacities facilitate the acquisition of other, more specific competencies or skills which promote both their general employability and occupational expertise.

Career counsellors seek novel and original ways of providing career services that are relevant and appropriate to the 21st century world of work. Career counsellors embrace multiple constructivist approaches to career counselling, employing quantitative and qualitative career counselling assessment techniques in a holistic approach to career counselling to raise client self-awareness an insight in their career concerns.



## Conceptualisation

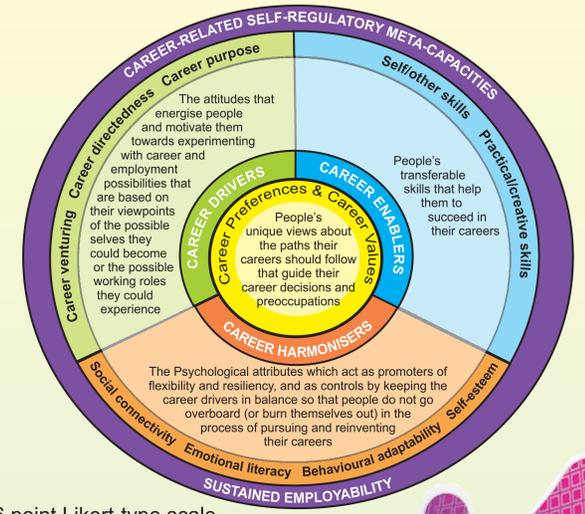
### Definition:

A set of career-related orientations, values, and self-regulating meta-capacities that lead to self-empowering career behaviour and promote general employability. People's psychological career resources enable them to adapt to changing career circumstances and to shape and select environments in order to attain success within a particular socio-cultural context.

### Rationale:

A theoretical framework and career diagnostic tool for career counselling 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 his/her Career Consciousness at a particular life/career stage of reinvention (conscious, career-related cognitions: perceptions, core self-evaluations, and self-awareness)



PCRI: 15 Subscales, 64 items; 6 point Likert-type scale

## PCRI as a career counselling tool



- Quantitative career assessment tool** that can be used with other quantitative and qualitative, narrative assessment tools and techniques in the diagnostics phase of the career counselling process and as a developmental tool in pro-active career self-management.
- Profile results help clients 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.
- Help clients to identify their career-related self-regulatory strengths in dealing with transitions, uncertainty, indecision and areas for enrichment in terms of proactive career self-management behaviours.
- Help clients identify effective career self-management strategies. The theoretical framework help clients understand that the use of effective career self-management strategies will not always lead to desired outcomes. The career enablers and harmonisers guide clients to adaptive career behaviours. Clients are guided toward coping with stress and anxiety relating to setbacks and obstacles in their careers.
- Career drivers guide clients toward developing a venturing attitude in terms of exploring the possible selves they can be or become - facilitate adaptability and meaningful career decisions.

## Reliability & Validity

South African Services Industry (N = 2 997) 67% Blacks 58% Females Mean age: 32 (Coetzee 2008)	Human Resources Management Field (South Africa) (N = 355) 92% Blacks 71% Females Mean age: 32 (Ferreira 2012)	Economic & Management Sciences Field (South Africa) (N = 318) 77% Blacks 76% Females Mean age: 32 (Tladinyane 2012)	Four tertiary institutions – staff and students (Nigeria) (N = 400) 53% Male Mean age: 32 (Aina 2011)	Managerial staff in private and government organisations (Malaysia) (N = 65) 62% Female 25-55 years (Kuok 2011)
Cronbach Alpha (internal consistency) coefficients: .69 - .81 (moderate -high)	Cronbach Alpha (internal consistency) coefficients: .70 - .89 (high). Total PCRI scale: Cronbach Alpha coefficient = .95 (high)	Cronbach Alpha (internal consistency) coefficients: .65 - .90 (moderate to high).	Cronbach Alpha (internal consistency) coefficients: .63 - .94 (moderate to high).	Cronbach Alpha (internal consistency) coefficients: .83 - .98 (high)
<b>Structural model fit (dimensionality)</b> CFA fit statistics (good fit): Df: =1428 Satorra-Bentler scaled $\chi^2 = 10546.1$ ; $p = 1.00$ $\chi^2$ (corrected for non-normality) = 13903.57; $p = 1.00$ RMSEA = .046 (90% confidence interval = .045, .047) NNF = .97/PNFI = .90 CFI = .97/IFI = .97 Nomological validity confirmed	<b>Rasch analysis (unidimensionality)</b> (reliable and valid measure) Item and person separation indices for all the dimensions ( $\leq 2.00$ ): useful and logical information/ participants in other settings will most probably provide the same answers. Infit and outfit chi-square statistics for the person and item measures are equal to or close to 1.00. No item or person underfit (fit statistics = 1.30) and underfit (fit statistics = 0.70) were detected. Cronbach's Alpha coefficients which were higher than the guideline of 0.70	<b>Rasch analysis (unidimensionality)</b> (reliable and valid measure) Item and person separation indices for all the dimensions ( $\leq 2.00$ ): useful and logical information/ participants in other settings will most probably provide the same answers. Infit and outfit chi-square statistics for the person and item measures are equal to or close to 1.00. No item or person underfit (fit statistics = 1.30) and underfit (fit statistics = 0.70) were detected.		

## Psychometric Properties:

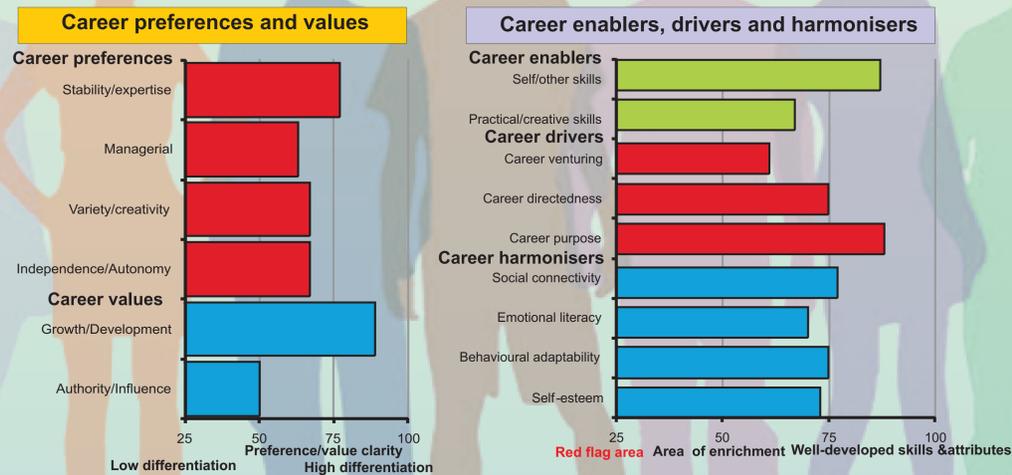
PCRI significant predictor of:

- 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 (vigour 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

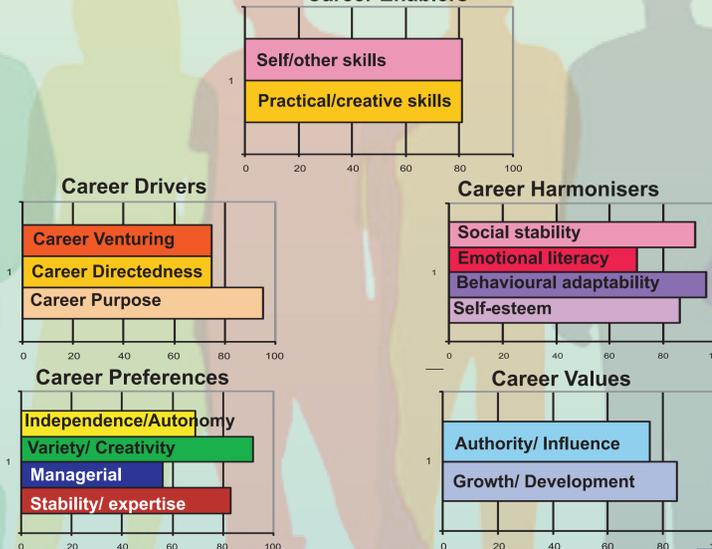
## EXAMPLE of a Psychological career resources profile

Individual summary report

Name: XX Age: 30 Gender: Female Date: XX



## EXAMPLE 1 Personal Profile Career Enablers



## EXAMPLE 2 Personal Profile Career Development Guidelines

Career development needs	Personal growth areas/needs	Red flag area
<ul style="list-style-type: none"> <li>Work that allows for the application of her talents and furthers the development of her expertise and competence</li> <li>Opportunity to stay in a chosen field of expertise</li> <li>Work that offers variety, allowing her to use a variety of skills and knowledge in creative and autonomous ways</li> </ul>	<ul style="list-style-type: none"> <li><b>Practical/creative skills</b> - Developing practical plans in implementing her ideas and career goals</li> <li><b>Self/other skills</b> - Enhancing ability to be empathetic towards others</li> <li>- Enhancing awareness of personal qualities/attributes</li> <li><b>Career directedness/venturing</b> - Guidance on career opportunities</li> <li>- Guidance/support on achieving career goals and experimenting with new opportunities</li> </ul>	<ul style="list-style-type: none"> <li><b>Emotional literacy</b> - Learning to express and share feelings/emotions that may block personal growth and impact on quality of social interactions</li> </ul>
<p><b>Life/career stage career development needs Life stage: Early adulthood</b></p> <ul style="list-style-type: none"> <li>Job challenges that enable her to test her abilities in an independent and creative manner and allow her to contribute towards the success of the organisation</li> <li>Expanding her sphere of responsibilities (without overburdening her) to allow for growth and feelings of personal achievement</li> <li>Training and development opportunities to allow for opportunity to enhance her knowledge and skills</li> <li>Guided self-assessment exercises to increase her awareness of and confidence in her unique qualities and strengths</li> <li>Job and role clarity supported by frequent performance feedback/communication (including involvement in problem solving/decision making)</li> <li>Flexible work arrangements</li> </ul>		

The various components of an individual's psychological resource repertoire need to be in balance to enable pro-active self-regulatory career behaviour. If any one facet is out of balance, none of the other components can function at its maximum potential to facilitate self-empowering career behaviour. Balanced, optimal functioning of the psychological resources is an indication of self-directed career behaviour that is internally guided and regulated, and driven by the individual's career preferences, career values, sense of purpose, career directedness and self-awareness.