

Material 3.1.7m

CASE STUDY N3
CAREER ADAPT-ABILITIES SCALE

Name: ***** Age: 32 Gender: M

Different people use different strengths to build their careers. No one is good at everything, each of us emphasizes some strengths more than others. Please rate how strongly you have developed each of the following abilities using the scale below.

1 Not strong	2 Somewhat strong	3 Strong	4 Very Strong	5 Strongest
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1. Thinking about what my future will be like	1	2	3	4	5
2. Realizing that today's choices shape my future	1	2	3	4	5
3. Preparing for the future	1	2	3	4	5
4. Becoming aware of the educational and vocational choices that I must make	1	2	3	4	5
5. Planning how to achieve my goals	1	2	3	4	5
6. Concerned about my career	1	2	3	4	5
7. Keeping upbeat	1	2	3	4	5
8. Making decisions by myself	1	2	3	4	5
9. Taking responsibility for my actions	1	2	3	4	5
10. Sticking up for my beliefs	1	2	3	4	5
11. Counting on myself	1	2	3	4	5
12. Doing what's right for me	1	2	3	4	5
13. Exploring my surroundings	1	2	3	4	5
14. Looking for opportunities to grow as a person	1	2	3	4	5
15. Investigating options before making a choice	1	2	3	4	5
16. Observing different ways of doing things	1	2	3	4	5
17. Probing deeply into questions I have	1	2	3	4	5

18. Becoming curious about new opportunities	1	2	3	4	5
19. Performing tasks efficiently	1	2	3	4	5
20. Taking care to do things well	1	2	3	4	5
21. Learning new skills	1	2	3	4	5
22. Working up to my ability	1	2	3	4	5
23. Overcoming obstacles	1	2	3	4	5
24. Solving problems	1	2	3	4	5
25. Playing my part on a team	1	2	3	4	5
26. Getting along with all kinds of people	1	2	3	4	5
27. Compromising with other people	1	2	3	4	5
28. Learning to be a good listener	1	2	3	4	5
29. Sharing with others	1	2	3	4	5
30. Hiding my true feelings for the good of the group	1	2	3	4	5

Client's description

John (male, 32 years old, with a master's degree in Art Conservation) has been working as a stationery shop manager for 5 years. He started to work in the shop as a shop assistant while he was looking for a job in an art museum, but then he got a promotion that he accepted. Three months ago, he applied for a one-year-temporary work in the local museum. He did the interview and two days ago was informed that he has been selected for the job. Now that he has the real possibility to work in a museum as he has always dreamed, he cannot decide whether to quit his permanent job or to wait for another opportunity. He feels safer with a permanent job as his partner is pregnant with their second child. He has decided to ask the career counsellor of his organization to help him.

T-Scores

- Concern: $50 + 10 \cdot \frac{3-4.23}{0.75} = 33.6$
- Control: $50 + 10 \cdot \frac{4.33-3.99}{0.64} = 55.31$
- Curiosity: $50 + 10 \cdot \frac{3.83-3.85}{0.77} = 49.74$
- Confidence: $50 + 10 \cdot \frac{4.83-4.10}{0.70} = 60.43$
- Cooperation: $50 + 10 \cdot \frac{4-4.08}{0.61} = 48.69$

T-Scores' Graphic

