

# Karijerna adaptabilnost

Lea Ferrari  
Teresa Maria Sgaramella



Ova licenca dozvoljava vama (ili drugim stranama) da delite, prerađujete, izmenite i razvijate ovaj materijal u nekomercijalne svrhe, pod uslovom da citirate Connect! partnere na projektu i da materijal koji kreirate licencirate pod istim uslovima.



Co-funded by the  
Erasmus+ Programme  
of the European Union

# Ciljevi prezentacije

- ▲ Ilustracija koncepta karijerne adaptibilnosti
- ▲ Analiza upitnika
- ▲ Praktičan rad na primeru

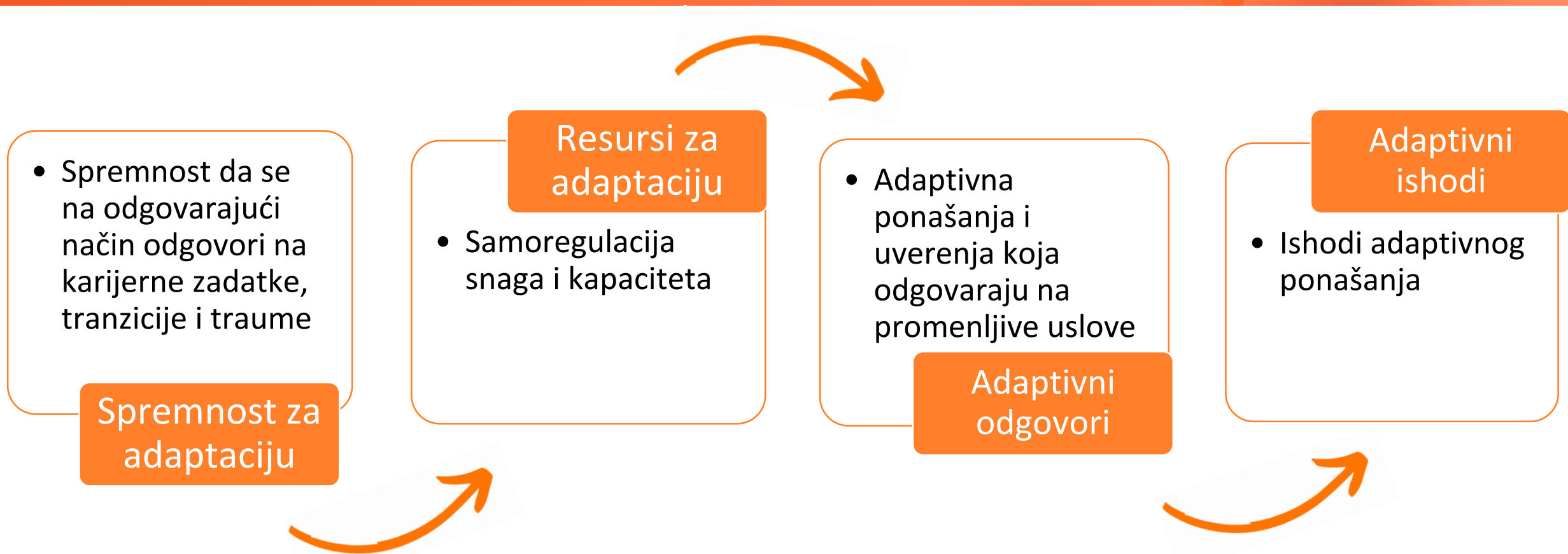


# Prilagoditi se -

Uskladiti unutrašnje potrebe i spoljašnje mogućnosti

- ▲ Prema teoriji karijerne konstrukcije ljudski razvoj pokreće adaptacija na društveno okruženje sa ciljem integracije osobe u okruženje.
- ▲ Viši nivoi adaptacije (rezultati adaptacije) očekivani su za one koji imaju volju (adaptivna spremnost) i koji su sposobni (adaptivni resursi) da sprovode ponašanja koja odgovaraju na promenljive uslove (adaptivni odgovori).

# Model adaptacije



# Karijerna adaptabilnost

- ▲ Karijerna adaptabilnost je psihosocijalni konstrukt koji označava resurse koje osoba ima da se suoči sa trenutnim i budućim zadacima, tranzicijama i traumama u svojim poslovnim ulogama, koje u nekom manjem ili većem stepenu utiču na njihovu socijalnu integraciju (Savickas, 2013).
- ▲ Resursi za karijernu adaptabilnost su snage ili kapaciteti za samoregulaciju koji oblikuju adaptivne strategije i akcije kojima se nastoji da se postignu ciljevi adaptacije (Savickas, 2013).



# Osnove karijerne adaptabilnosti

## 1 Karijerna BRIGA



Označava orijentaciju ka budućnosti, prepoznavanje da je važno pripremati se za budućnost.

## 2 Karijerna KONTROLA



Omogućava pojedincima da budu odgovorni za oblikovanje sebe i svog okruženja da bi odgovorili na ono što će se dogoditi koristeći samodisciplinu, napor i istrajnost.

## 3 Karijerna RADOZNALOST



Referiše na preispitivanje i istraživanje usklađenosti pojedinca i sveta rada.

## 4 Karijerno SAMOPOUZDANJE



Označava osećanje samoefikasnosti, sposobnosti pojedinca da uspešno sprovede određenu akciju neophodnu da se napravi određeni izbor u vezi sa obrazovanjem ili zanimanjem.

Adaptability Dimension	Attitudes and Beliefs	Competence	Coping Behaviors	Career Problem
Concern	Planful	Planning	Aware Involved Preparing	Indifference
Control	Decisive	Decision making	Assertive Disciplined Willful	Indecision
Curiosity	Inquisitive	Exploring	Experimenting Risk taking Inquiring	Unrealism
Confidence	Efficacious	Problem solving	Persistent Striving Industrious	Inhibition

From Savickas, M. L. (2013). Career construction theory and practice. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (2nd ed., pp. 147–183). Hoboken, NJ: John Wiley.

# Skala sposobnosti karijerne adaptacije Career Adapt-Abilities Scale (CAAS)

Porfeli, E. J., & Savickas, M. L. (2012)

▲ 24 stavke

▲ Likertova skala 1=

*nedovoljno; 5= u velikoj meri*

▲ 4 supskale, svaka sa 6 stavki

Zemlja	Autori	M	SD	$\alpha$
<b>Međunarodno</b>	<b>Savickas &amp; Porfeli (2012)</b>	<b>3.81</b>	-	<b>.92</b>
Austrija	-	-	-	-
Nemačka	Johnston, Luciano, Maggiori, Ruch & Rossier (2013)	3.74	.51	.94
Grčka	Sidiropoulou-Dimakakou, Argyropoulou, Drosos, Kaliris & Mikedaki (2015)	3.59	.64	.94
Italija	Soresi, Nota & Ferrari (2012)	3.72	-	.91
Holandija	Van Vianen, Klehe, Koen & Dries (2012)	3.76	.42	.89
Srbija	Mirković, Suvajdžić, & Dostanić (2020)	3.08	.57	.92



# Kratka forma Skale sposobnosti karijerne adaptacije Career Adapt-Abilities Scale Short Form (CAAS-SF)

Maggiori, C., Rossier, J., & Savickas, M. L. (2017)

▲ 12 stavke

▲ Likertova skala 1= *nedovoljno*; 5= *u velikoj meri*

▲ 4 supskale, svaka sa 3 stavke

Dimension	CAAS	CAAS-SF	Item
<i>Concern</i>	CON01	CON01	Thinking about what my future will be like.
	CON03	CON02	Preparing for the future.
	CON04	CON03	Becoming aware of the educational and vocational choices that I must make.
<i>Control</i>	COL02	COL01	Making decisions by myself.
	COL03	COL02	Taking responsibility for my actions.
	COL05	COL03	Counting on myself.
<i>Curiosity</i>	CUR02	CUR01	Looking for opportunities to grow as a person.
	CUR03	CUR02	Investigating options before making a choice.
	CUR04	CUR03	Observing different ways of doing things.
<i>Confidence</i>	COF02	COF01	Taking care to do things well.
	COF03	COF02	Learning new skills.
	COF04	COF03	Working up to my ability.

# Karijerna ko-operacija

The fifth dimension of Career Adaptability (Nye, Leong, Prasad, Gardner, & Tien, 2018)

- ▲ Referiše na sposobnost da se stupi u uspešnu interakciju sa drugima i radi sa njima.
- ▲ Autori su razvili CAAS–5, dodajući 6 stavki na CAAS (Savickas & Porfeli, 2012).

## Item

1. Playing my part on a team
2. Getting along with all kinds of people
3. Compromising with other people
4. Learning to be a good listener
5. Sharing with others
6. Hiding my true feelings for the good of the group



# Studija slučaja

## Uvod

▲ Žena (28 godina)

▲ Career Adapt-Abilities Scale – Five Factor Model  
(Nye, Leong, Prasad, Gardner, & Tien, 2018)

### CAREER ADAPT-ABILITIES SCALE

Name \_\_\_\_\_ Age \_\_\_\_\_ Gender \_\_\_\_\_

Different people use different strength 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	2	3	4	5
Not strong	Somewhat strong	Strong	Very Strong	Strongest

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

# Studija slučaja: bodovanje

$$T\text{-scores} = 50 + 10 \cdot \frac{x-M}{SD}$$

$$\blacktriangle \text{ Concern: } 50 + 10 \cdot \frac{4.17 - 4.23}{0.75} = 49.2$$

$$\blacktriangle \text{ Control: } 50 + 10 \cdot \frac{3.83 - 3.99}{0.64} = 47.5$$

$$\blacktriangle \text{ Curiosity: } 50 + 10 \cdot \frac{3.66 - 3.85}{0.77} = 47.53$$

$$\blacktriangle \text{ Confidence: } 50 + 10 \cdot \frac{3 - 4.10}{0.70} = 34.28$$

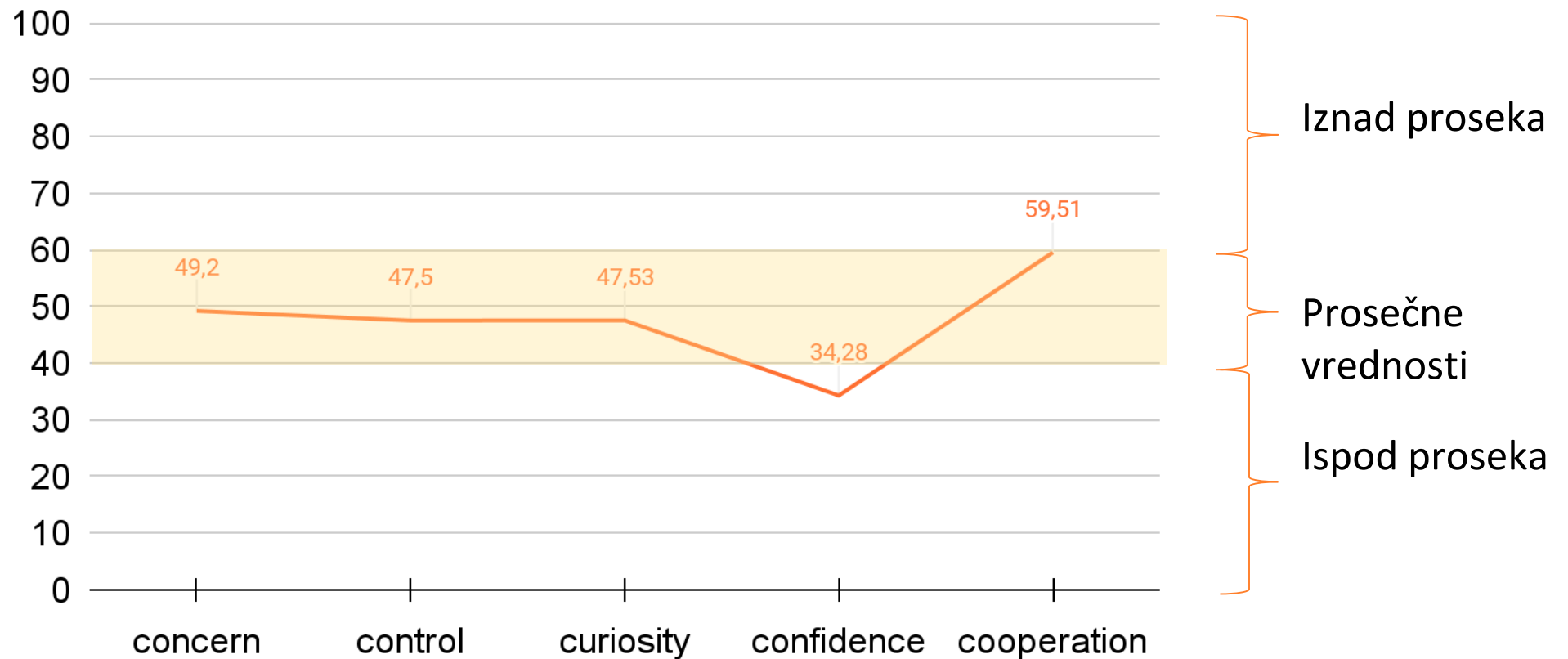
$$\blacktriangle \text{ Cooperation: } 50 + 10 \cdot \frac{4.66 - 4.08}{0.61} = 59.51$$

Variable	M	SD
1. Concern	4.23	.75
2. Control	3.99	.64
3. Curiosity	3.85	.77
4. Confidence	4.10	.70
5. Cooperation	4.08	.61
6. Career adaptability	4.05	.52

Deskriptivna statistika subdimenzija američkih učesnika (Nye, Leong, Prasad, Gardner, & Tien, 2018)

# Studija slučaja: Kako interpretirate rezultate?

Grafikon sa T-skorovima



# Reference

- ▲ Savickas, M. L. (2013). Career construction theory and practice. In S. D. Brown & R. W. Lent (Eds.), *Career development and counseling: Putting theory and research to work* (2nd ed., pp. 147–183). Hoboken, NJ: John Wiley.
- ▲ Savickas, M. L., & Porfeli, E. J. (2012). Career Adapt-Abilities Scale: Construction, reliability, and measurement equivalence across 13 countries. *Journal of vocational behavior*, 80(3), 661-673.
- ▲ Nye, C. D., Leong, F., Prasad, J., Gardner, D., & Tien, H. L. S. (2018). Examining the structure of the career adapt-abilities scale: The cooperation dimension and a five-factor model. *Journal of Career Assessment*, 26(3), 549-562.

# Pitanja za sumiranje

- ▲ Šta je značenje „adaptacije“?
- ▲ Šta je karijerna adaptabilnost?
- ▲ Koje su dimenzije karijerne adaptibilnosti?
- ▲ Kako prikupljeni podaci mogu biti analizirani i predstavljeni?

# Pitanja?

