

## Personality as a Determinant of Career Decision-Making Difficulties in a Higher Educational Institution in Ghana

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**Abstract :** Decision on one's future career is said to have both beneficial and detrimental effects on one's mental health, social and economic standing later in life, making it an important developmental problem for young people. In this light, the study's overarching goal was to assess how different personality traits serve as a determinant of career decision-making difficulties experienced by university students in Ghana. Specifically, for the purpose of shaping the future of individualized career counselling support, the study investigated whether the "Big Five" personality traits influenced the difficulties students at the University of Ghana encounter while making career decisions. Cross-sectional survey design using a stratified random sampling technique, sampled 494 undergraduate students from the University of Ghana, who completed the Big Five Questionnaire and the Career Decision-making Difficulties Questionnaire. Hierarchical multiple regression analyses indicated that neuroticism, conscientiousness, and openness, accounted for a significant proportion of the variance in career decision-making difficulties. This study provides empirical evidence to support the idea that neuroticism is not necessarily a negative emotion when it comes to career decisionmaking, as has been suggested in previous studies, but rather it allows students to perform better in career decision-making. These results suggests that personality traits play a significant role in the career decision-making process of students of the University of Ghana. Therefore, a better understanding of how different personal and interpersonal factors impact career indecision in students could help career counsellors develop more focused vocational and career guidance interventions.

**Keywords :** career decision-making difficulties, dysfunctional career beliefs, personality traits, young people

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