

The Effect of Career Decision Self Efficacy on Coping with Career Indecision among Young Adults

Authors : Yuliya Lipshits-Brazilier

Abstract : For many young adults, career decision making is a difficult and complex process that may lead to indecision. Indecision is frequently associated with great psychological distress and low levels of well-being. One important resource for dealing with indecision is career decision self-efficacy (CDSE), which refers to people's beliefs about their ability to successfully accomplish certain tasks involved in career choice. Drawing from Social Cognitive Theory, it has been hypothesized that CDSE correlates with (a) people's likelihood to engage in or avoid career decision making tasks, (b) the amount of effort put into the decision making process, (c) the people's persistence in decision making efforts when faced with difficulties, and (d) the eventual success in arriving at career decisions. Based on these assumptions, the present study examines the associations between the CDSE and 14 strategies for coping with career indecision among young adults. Using the structural equation modeling (SEM), the results showed that CDSE is positively associated with the use of productive coping strategies, such as information-seeking, problem-solving, positive thinking, and self-regulation. In addition, CDSE was negatively associated with nonproductive coping strategies, such as avoidance, isolation, ruminative thinking, and blaming others. Contrary to our expectations, CDSE was not significantly correlated with instrumental help-seeking, while it was negatively correlated with emotional help-seeking. The results of this study can be used to facilitate the development of interventions aiming to reinforce young adults' career decision making self-efficacy, which may provide them with a basis for overcoming career indecision more effectively.

Keywords : career decision self-efficacy, career indecision, coping strategies, career counseling

Conference Title : ICSCTI 2018 : International Conference on Social Cognitive Theory and Identification

Conference Location : Rome, Italy

Conference Dates : March 05-06, 2018