

A BRIEF DISCUSSION ON THE CAREER DECISION SELF-EFFICACY SCALE

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Abstract. The Career Decision Self-Efficacy Scale is a measurement tool used to assess an individual's confidence and ability perception when facing career choices and development decisions. In modern society, with the increasing diversity of occupations and employment competition, individuals need to have a certain sense of self-efficacy when making career decisions, that is, confidence in their abilities and performance in the career field. Career decision-making is a complex and critical process that involves an individual's cognition and evaluation of factors such as their interests, values, abilities, and career goals. Self-efficacy refers to an individual's confidence and expectation that he or she can successfully complete tasks in a specific field. The introduction of the Career Decision Self-Efficacy Scale provides educators with an objective and reliable measurement tool to help educators better understand and evaluate an individual's self-evaluation and confidence level in career decision-making.

Keywords: learning motivation, goal orientation, teaching strategy.

Career Decision Self-Efficacy Scale

The Career Decision Self-Efficacy Scale is a measurement tool used to assess an individual's self-efficacy in career decision-making. Self-efficacy refers to an individual's belief and confidence that he or she can successfully complete a specific task.

In the field of career decision-making, career decision-making self-efficacy refers to the confidence and self-confidence of an individual in his or her ability to act effectively in the career decision-making process. It involves the individual's ability and control beliefs in career choice, career planning and career development.

The career decision-making self-efficacy scale assesses the individual's confidence in different aspects of career decision-making ability through a series of items or statements. These items may involve aspects such as the individual's career ability, career information processing ability, career planning and goal setting ability, and ability to face career decision-making challenges.

Individuals need to use a rating scale (such as 1–5 points) to indicate the degree of confidence in each item. The higher the score, the more confident the individual is in his or her career decision-making ability in this aspect.

The application of the career decision-making self-efficacy scale helps to study and evaluate the individual's level of self-efficacy in the career decision-making process. It can provide information about the individual's confidence and ability in

career planning and decision-making, guide the individual's career development and assist the career counseling process.

Examples and Applications

The use of the Career Decision Self-Efficacy Scale helps to reveal the psychological state and attitude of individuals in career decision-making. By assessing the individual's confidence level in their career decision-making ability, we can understand the individual's preferences and beliefs about different career choices. This is essential for guiding the individual's career development and decision-making process. For example, for those individuals who have low self-efficacy in career decision-making, we can provide more support and resources to help them increase their confidence in their abilities and better cope with the challenges in career choice and development.

The Career Decision Self-Efficacy Scale is a commonly used measurement tool to assess an individual's self-efficacy in career decision-making. It was developed by American psychologists Gary W. Peterson and Rodney L. Hackett in 1989.

The scale is based on Albert Bandera's self-efficacy theory and is designed to measure an individual's confidence level in his or her ability to act effectively in career decision-making. Self-efficacy refers to an individual's belief and confidence in his or her ability to successfully complete a specific task.

The Career Decision Self-Efficacy Scale contains multiple items covering different aspects of career decision-making ability. Individuals need to assess their confidence in each item to arrive at an overall career decision-making self-efficacy score.

The following are some sample items from the scale:

1. Believe I can find a career that suits me.
2. When faced with career choices, I am able to use appropriate resources and information to make wise decisions.
3. I am confident in my career abilities and skills.
4. I am able to cope with challenges and difficulties in career decisions.
5. I believe I can adapt to changes and challenges in the career environment.

Individuals need to use a rating scale (e. g., 1–5 points) to indicate their confidence in each item based on their actual situation. The higher the score, the more confident the individual is in his or her career decision-making ability in this area.

The Career Decision-Making Self-Efficacy Scale can be used to study and evaluate the level of self-efficacy of individuals in the career decision-making process. It is very useful for understanding the confidence and ability of individuals in career planning and decision-making, and helps guide the individual's career development and assists the career counseling process.

The Career Decision-Making Self-Efficacy Scale is a tool used to assess an individual's self-efficacy perception in the career decision-making process. Self-efficacy refers to the degree of confidence that an individual has in his or her ability to successfully complete a specific field or task. In the field of career decision-making, self-efficacy is very important for individuals to make correct and positive career choices and decisions.

The scale usually includes a series of statements about career decision-making situations. The assesses needs to choose the corresponding options based on his or her feelings and experience to reflect his or her cognition of self-efficacy in career decision-making. The scores of the scale can help assessors understand their feelings of self-efficacy in career decision-making, thereby guiding them to make more confident and wise career choices.

Usually, the career decision-making self-efficacy scale involves the following aspects:

1. The degree of confidence in one's abilities and skills in the career decision-making process.
2. The degree of confidence in facing challenges and difficulties in career choices and decisions.
3. The degree of confidence in making correct career choices that are in line with personal interests and values.
4. The degree of adaptability and confidence in the face of career changes and challenges.

By filling out the career decision-making self-efficacy scale, individuals can have a clearer understanding of their feelings of self-efficacy in career decision-making, thereby improving their career decision-making ability and self-confidence in a targeted manner.

The Career Decision Self-Efficacy Scale has a variety of applications in practice, mainly including the following aspects:

Career counseling and guidance: The Career Decision Self-Efficacy Scale can be used as one of the tools for career counseling and guidance. By assessing the individual's level of self-efficacy in career decision-making, the counselor can understand the individual's confidence in his or her career ability and decision-making ability, and thus provide targeted advice and support.

Career development planning: The Career Decision Self-Efficacy Scale can help individuals plan their career development. By assessing the individual's confidence level in different aspects of career decision-making ability, the individual can better understand his or her strengths and challenges, and develop corresponding career development strategies and goals.

Career training and education: The Career Decision Self-Efficacy Scale can be used in the evaluation and research of career training and education. By assessing the individual's level of self-efficacy in career decision-making ability, educators and trainers can understand the confidence and ability of students or participants in the career decision-making process, and thus design and provide corresponding training and education programs.

Career research: The Career Decision Self-Efficacy Scale can be used as an important variable in career research. Researchers can use this scale to explore individuals' career decision-making self-efficacy in different contexts and situations, and study its relationship with other variables (such as career satisfaction, career achievement, etc.).

Group comparison and intervention evaluation: The career decision-making self-efficacy scale can be used for group comparison and intervention evaluation. By comparing different groups (such as different ages, genders, educational backgrounds, etc.) in career decision-making self-efficacy, we can understand the differences between groups and provide a basis for the design of relevant intervention measures.

It should be noted that the career decision-making self-efficacy scale, as a quantitative tool, should be used in combination with other assessment methods and tools to fully understand the individual's career decision-making ability and confidence level. In practical applications, the selection and interpretation of the scale need to be comprehensively evaluated in combination with specific situations and goals.

Conclusion

The study of the career decision-making self-efficacy scale is also helpful for academic research and theoretical development. By analyzing the differences in career decision-making self-efficacy among different individuals, educators can explore the impact of individual characteristics, social environment, and educational experience on career decision-making. This helps to gain a deeper understanding of the formation mechanism and influencing factors of career decision-making, and provides theoretical guidance and practical suggestions for career counseling and education.

In conclusion, the introduction of the career decision-making self-efficacy scale provides educators with an effective tool for measuring and evaluating an individual's self-evaluation and confidence level in career decision-making. It helps guide an individual's career development and decision-making process, and promotes an individual's career growth and satisfaction. At the same time, it also provides important data and theoretical basis for academic research and theoretical development, and promotes further exploration and development in the field of career decision-making.

Table of contents:

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