

What makes us believe in our skills?

Measuring Sources of Career Counseling Self-efficacy.

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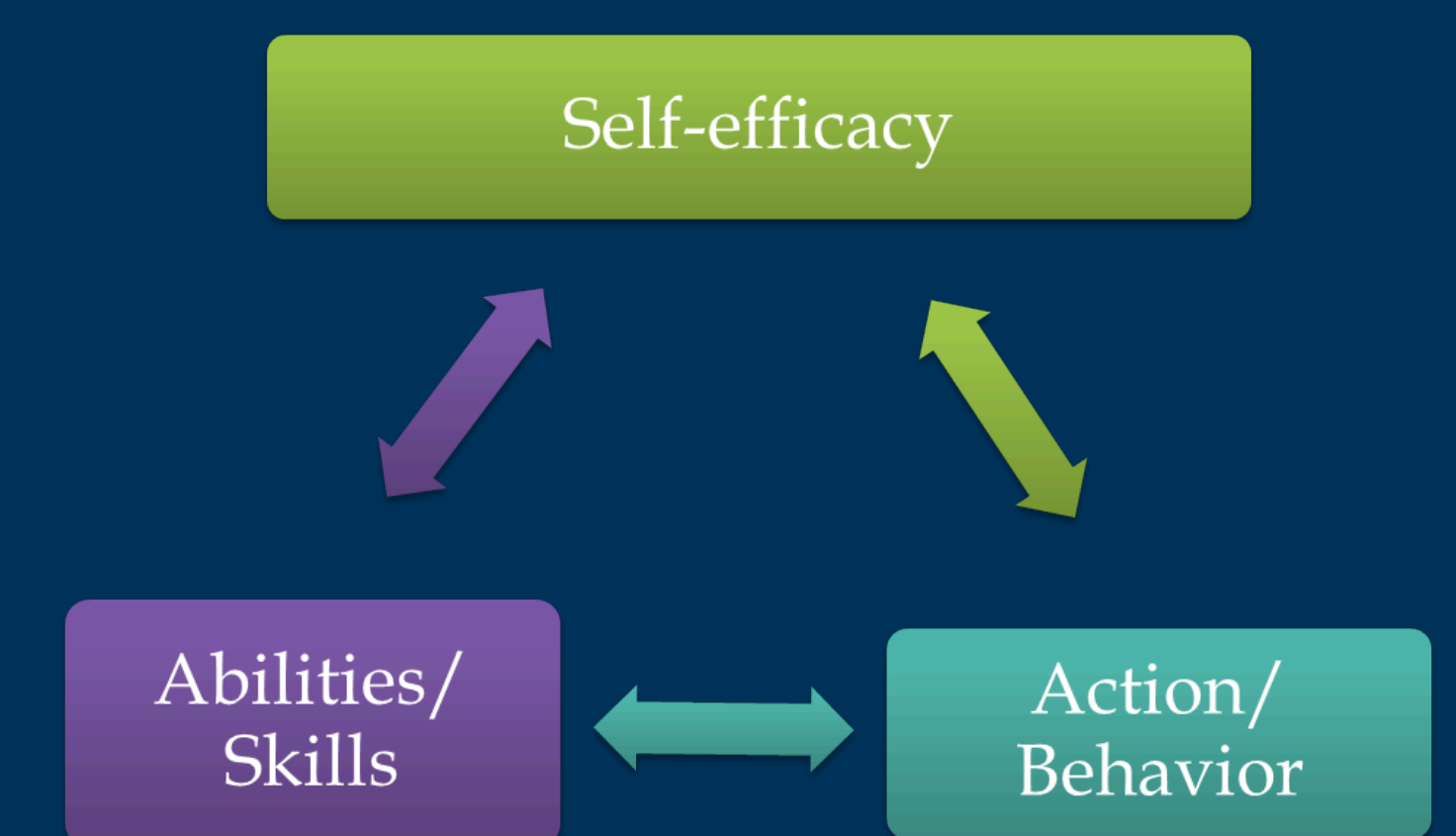
Rationale-Aim of the research

Career counselors undertake complex roles due to uncertainty, precariousness and various settings of service delivery, while they are not just expected to act as career advisors but as facilitators, career psychologists, and motivators as well.

- They empower clients and encourage them to act.
- They help them attribute meanings in their career development.
- They support clients in coping and managing career, life and educational transitions (Savickas, 2015)
- They could also deliver (if properly trained) “therapeutic” interventions regarding the interaction of personal problems with career development.



To retain effectiveness through the current turbulent era for work and society, career counselors not only need to update their skills, but also hold appropriate levels of self-efficacy (Ginevra et al., 2014; Heppner et al., 2003; Kaliris et al., 2013).



Based on the Socio-cognitive Theory framework for counselor training (Larson, 1998; Mullen et al., 2015) we developed the Sources of Career Counseling Self-efficacy beliefs Scale (SCCSE) employing a mixed methods sequential exploratory design (Creswell, 2009).

Method Research Design

Mixed Methods Research (Sequential Exploratory Design)

- The study initiated with Semi-structured interviews (N=7) and then a quantitative research (survey) was conducted. Quan. Sample-219 Career Counselors from various settings (Public Employment Service, Career Offices at universities, Counseling Centers) and 31 Career Counseling trainees.

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Data collection

Data collection

Instrument

Data Collection

Data Collection

Scales

- Career Counseling Self-efficacy Scale (O'Brien et al., 1997)-A modified form with 28 items. Likert-type scale: 0=not confident at all-4=very confident.
- Core Self-evaluations Scale (Judge et al., 2003)-12 items. Likert-type scale: 1=totally disagree-5=totally agree.
- Sources of Career Counseling Self-efficacy Scale (a new instrument)-34 items. Likert-type scale: 1=never-5=always.
- Demographics questionnaire.

New scale development and validation-Findings

The SCCSE found to have high internal consistency. There are also indications of **construct validity** through **exploratory factor analyses** and **profile analysis** while expected positive correlations with core self-evaluations and career counseling self-efficacy measures (convergent validity) were also shown.

Results of a Multiple Regression Analysis revealed that continuous training, length of past experience and positive self-concept (CSE) are significant predictors and account for 31% of the variance in career counseling self-efficacy.

Further analyses revealed that professionals tend to rely more than trainees on “**previous relevant experience**” while trainees are grounded more than career counselors on “**supervision and mentoring experiences**” and on “**feedback received by colleagues**”.

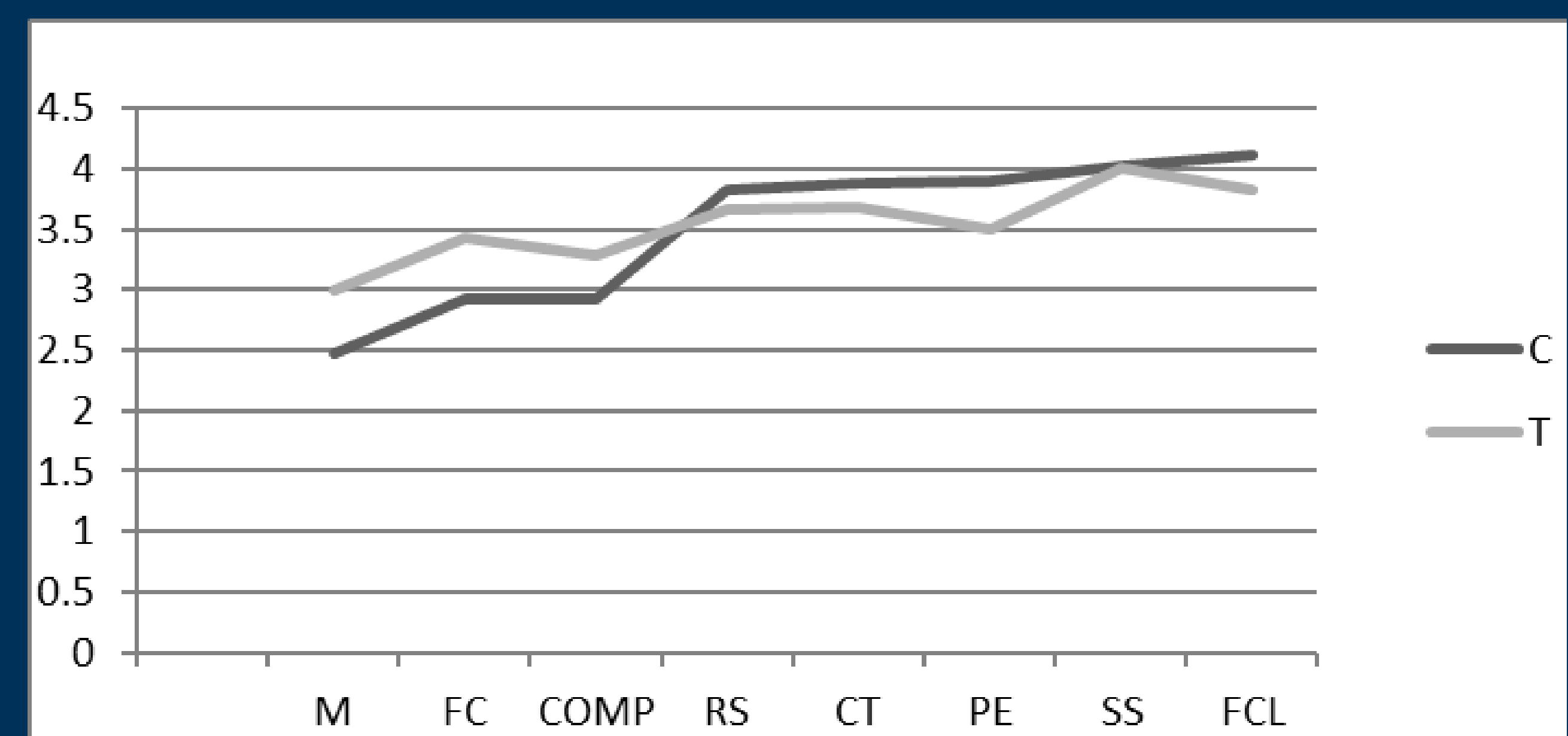


Figure 1. Comparison between trainees and counselors on the score patterns of 8 career counseling self-efficacy sources (SCCSE).
Note. C=Career Counselors, T=Trainees, M=Mentoring, FC=Self-reassurance through feedback by colleagues, COMP= comparisons with colleagues' experiences, RS=repeated successes-efficiency of the counseling practice, CT=continuous training in career counseling, PE=previous past experience, SS=background in social sciences, FCL=feedback by clients

Discussion-Implications

Findings as generated from interrelationships between SCCSE and CCSES helped us gain a better understanding of the factors that counselors rely upon to build confidence regarding their skills (Hu et al., 2015; Tang et al., 2004). Findings about core career counseling self-efficacy sources can prove valuable for self-assessment practices and could also inform designing of career counseling training programs grounded on career counseling self-efficacy sources.