**Career adaptability questions**

**When should you use these questions?**

These questions are likely to be useful to most projects, as they measure career adaptability. The questions were developed by Savickas & Porfeli[[1]](#footnote-1), and include four sets of questions (sub-scales) which measure career concern, career control, career curiosity and career confidence.

**How to use these questions**

These questions can be copied and pasted directly into a questionnaire. The questions contain four sub-scales. The first six questions measure career concern, the second six career control, the third six career curiosity and the fourth six career confidence.

It is not necessary to include all four sub-scales in your questionnaire, only those which are relevant to your project. If you are including a sub-scale in your questionnaire, you must include all six questions which make it up.

Each sub-scale should be analysed separately. For each, assign a 5 to ‘strongest’, a 4 to ‘very strong’, a 3 to ‘strong’, a 2 to ‘somewhat strong’ and a 1 to ‘not strong’. Add up the total to generate an overall score for each sub-scale for each participant. The higher the score, the higher the career adaptability.

**Different people use different strengths 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**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongest | Very strong | Strong | Somewhat strong | Not strong |
| **Career concern** |  |  |  |  |  |
| Thinking about what my future will be like | □ | □ | □ | □ | □ |
| Realizing that today’s choices shape my future | □ | □ | □ | □ | □ |
| Preparing for the future | □ | □ | □ | □ | □ |
| Becoming aware of the educational and vocational choices that I must make | □ | □ | □ | □ | □ |
| Planning how to achieve my goals | □ | □ | □ | □ | □ |
| Concerned about my career | □ | □ | □ | □ | □ |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongest | Very strong | Strong | Somewhat strong | Not strong |
| **Career control** |  |  |  |  |  |
| Keeping upbeat | □ | □ | □ | □ | □ |
| Making decisions by myself | □ | □ | □ | □ | □ |
| Taking responsibility for my actions | □ | □ | □ | □ | □ |
| Sticking up for my beliefs | □ | □ | □ | □ | □ |
| Counting on myself | □ | □ | □ | □ | □ |
| Doing what’s right for me | □ | □ | □ | □ | □ |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongest | Very strong | Strong | Somewhat strong | Not strong |
| **Career curiosity** |  |  |  |  |  |
| Exploring my surroundings | □ | □ | □ | □ | □ |
| Looking for opportunities to grow as a person | □ | □ | □ | □ | □ |
| Investigating options before making a choice | □ | □ | □ | □ | □ |
| Observing different ways of doing things | □ | □ | □ | □ | □ |
| Probing deeply into questions I have | □ | □ | □ | □ | □ |
| Becoming curious about new opportunities | □ | □ | □ | □ | □ |

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongest | Very strong | Strong | Somewhat strong | Not strong |
| **Career confidence** |  |  |  |  |  |
| Performing tasks efficiently | □ | □ | □ | □ | □ |
| Taking care to do things well | □ | □ | □ | □ | □ |
| Learning new skills | □ | □ | □ | □ | □ |
| Working up to my ability | □ | □ | □ | □ | □ |
| Overcoming obstacles | □ | □ | □ | □ | □ |
| Solving problems | □ | □ | □ | □ | □ |

**Short form Career adaptability questions**

**Different people use different strengths 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**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
|  | Strongest | Very strong | Strong | Somewhat strong | Not strong |
| **Career concern** |  |  |  |  |  |
| Thinking about what my future will be like | □ | □ | □ | □ | □ |
| Preparing for the future | □ | □ | □ | □ | □ |
| Becoming aware of the educational and vocational choices that I must make | □ | □ | □ | □ | □ |
| **Career control** |  |  |  |  |  |
| Making decisions by myself | □ | □ | □ | □ | □ |
| Taking responsibility for my actions | □ | □ | □ | □ | □ |
| Counting on myself | □ | □ | □ | □ | □ |
| **Career curiosity** |  |  |  |  |  |
| Looking for opportunities to grow as a person | □ | □ | □ | □ | □ |
| Investigating options before making a choice | □ | □ | □ | □ | □ |
| Observing different ways of doing things | □ | □ | □ | □ | □ |
| **Career confidence** |  |  |  |  |  |
| Taking care to do things well | □ | □ | □ | □ | □ |
| Learning new skills | □ | □ | □ | □ | □ |
| Working up to my ability | □ | □ | □ | □ | □ |

1. Questions are from the Career Adaptability Scale, available at https://www.sciencedirect.com/science/article/abs/pii/S0001879112000139?via%3Dihub [↑](#footnote-ref-1)