



Invited Symposium:
International Career Adaptability Project: Models and Measures
Chair: Frederick T.L. Leong

Symposium Abstract:

In 2008, the International Career Adaptability Project first gathered in Berlin, Germany, with the overarching goal of creating and developing a measure of career adaptability (Leong & Walsh, 2012). The collaborative defined career adaptability as a social competency which serves as a resources for individuals as they cope with current and future career tasks, transitions and traumas (Savickas, 2005). Career adaptability is defined as an individual's readiness and resources for handling current and anticipated tasks, transitions, and traumas in their occupational roles that alter their social integration (Savickas, 2005). It was from this international collaborative that the Career Adapt-abilities Scale (CAAS) was formed (Savickas & Porfeli, 2012). The first stage of this program of research was focused on the internal validity of the scale. In a special issue of the *Journal of Vocational Behavior*, researchers from 13 countries reported primarily on the structural or internal validity of the scale (Leong & Walsh, 2012). The papers on this symposium will focus on continuing international studies of the career adaptability construct.

The influence of career adaptability in the process of entering and remaining in the working world

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Today's working world has been configured in a flexible, heterogeneous and complex way, what has been breaking the previously stability established and has been letting workers with a lack of social and work references, living on flexicurity as the only current possibility of certainty in the workplace. Due to this situation, career adaptability has turned into a basic contemporary competence for the entering and remaining at the working world and for the construction of the work project. Based on the Life Design theoretical model, the proposal presented here aimed to understand the ways that a group of urban workers in Sao Paulo (Brazil) has dealt with the issues of entering and remaining at the working world through a content analysis of their narratives. The main results showed that the career adaptability has been developed in different ways in the study group, and both the construction of a work project based on flexibility or on stability are

different ways of developing career adaptability and can generate success or failure in the entering and permanence the working world. As a conclusion, the heterogeneity and the complexity of the current working world have required assumptions that ought to help in the understanding of it, and, at the same time, it might give support in the construction of analysis categories of the psychosocial phenomena of the working world, which can be operationalized into measures for assessment.

Career adaptability, hope and life satisfaction in workers with intellectual disability
Laura Nota, Salvatore Soresi, Sara Santilli & Maria Cristina Ginevra, University of Padova, Italy

As known, the socio-economic situation impacting most of Europe is characterized by recession, austerity measures, and funding cuts in social services and public assistance. The most immediate real economy consequences of these changes have been those of business closure and job loss (O'Reilly et al., 2011). The unpredictable and unstable current work market is impacting in particular at-risk workers, such as individuals with disability. Based on Life Design approach, the present study is focusing on two variables, hope and career adaptability, relevant to coping with the current work context and their role in affecting life satisfaction. 120 (60 women and 60 men) adult workers with mild intellectual disability are involved. We ask them to complete the Career Adapt-abilities Scale (Soresi, Nota & Ferrari, 2012), Adult Hope Scale (AHS, Snyder et al., 1991). and The Satisfaction with Life Scale (SWL, Diener et al. 1985). In this work the relationships between relationships between career adaptability, hope and life satisfaction will be explored. These results have important implications for practice and underscore the need to support workers with disability in their life design process.

Assessing the external validity of the Career Adapt-Abilities Scale (CAAS)
Frederick T.L. Leong, Catherine Ott-Holland, & Marina Pearce, Michigan State University, USA

In the present study, we move to the next stage of the program of research by assessing the external validity of the scale among a large group of U.S. college students who had part-time work experience. Specifically, we extend Savickas & Porfeli's (2012) study by examining the degree to which career adaptability would be predictive of theoretical related outcomes. In terms of work related outcomes, we selected job satisfaction and work engagement as the criterion variables. Moving to broader criteria, we also assessed the relationships between career adaptability and subjective well-being and coping strategies. As predicted, CAAS positively predicted these set of measures which provides preliminary support for the external validity of the scale. An additional goal of our study was to examine the differential validity of the CAAS with the construct of general adaptability which was operationalized by the I-DAPT measure (Ployhart & Bliese, 2006). We predicted and found that the CAAS was not significantly correlated with the I-DAPT measure. The implications of these findings and some possible directions for future research are also discussed in this paper.

Discussant: Neal Schmitt, Professor Emeritus, Michigan State University





