**Psychological Variables of the Effectivity of Career Guidance**

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Abstract

The presented research aims to study effectivity of career guidance following the structure and content of the career guidance process, career counsellor variables, personal and demographic characteristics of client as well as his/her current work/life situation. Effectivity is measured by the improvement of participants’ Career Management Skills that are adapted for the Czech context; based on the adaptation the (self) evaluation tool will be developed. We assume positive impact of career guidance services for different target groups.

Key words: *career guidance; career education; career management skills; outcomes;*

Extended Abstract

Within the Resolutions of European Council (2004; 2008), career guidance is considered as an important tool to support economy, active citizenship, mobility, effectivity of education and vocational training, and reach social equality as well as an inseparable part of lifelong learning. The process of career guidance is aimed to support individuals to construct their career during lifetime and help them to find their role in society to benefit both the individual as the society. Investigating variables of the effectivity of career guidance is important for (re)designing training for career guidance practitioners, improving service provision, and for further reflection of career guidance goals and its possible future developments.

The research is focused on the psychological variables of the effectivity of career guidance following the structure and content of the career guidance process (e.g. types of career guidance intervention, length of the counselling process, individual or group settlement), career counsellor variables (professional competences, self-efficacy, worldview, etc.), demographic (such as level of education) and personal characteristics of clients (e.g. worldview and other attitudes) as well as their current work/life situation (transition moments, unemployment, etc.). Specific measured variables will be chosen based on the review of career guidance theories and current research survey. Worldview of the clients and counsellors will be investigated and its consequences for career guidance process will be considered.

Design of the research is qualitative. Short surveys reviewing the counsellor, client, and career guidance process variables will be held before and after the counselling process for both counsellors and practitioners. A wide range of respondents (15 – 65 years old with various working experiences) will be involved in the project to ensure relevant results within lifelong perspective of career guidance. In respect of the diversity of the target group, several research studies will be designed to reach applicable data.

Within the research, the effectivity of guidance provision is indicated by enhancement of participants’ Career Management Skills (CMS). The CMS will be adapted for the Czech context on the base of foreign literature revue (e.g. USA, Canada, Australia, and Scotland) and proved by verification of Czech career counsellors, researchers, and policy makers. The adapted CMS model will be used as the (self) evaluation tool for practitioners and clients themselves.

The recognition of possible variables influencing effectivity of career guidance is the main benefit of the project together with the Career Management Skills (self) evaluation tool. Moreover, we assume to prove evidence about the effectivity of career guidance, describe its variables, and support evidence-base policy in the field of career guidance.

The presented research will try to face current challenges of career guidance investigation such as isolation of the discipline as well as unification of the research methods. To overcome these issues the qualitative methods and collaborative approach will be explored as well as interdisciplinary point of view on the topic.

The article is part of the PhD thesis that is focused on the adaptation of Career Management Skills model to the Czech context and its usage as a tool for measuring effectivity of career guidance considering its possible variables. As part of the thesis, the general terms of career guidance as well as short revue of relevant theories will be described. This paper supports the interdisciplinary view on the topic through considering also pedagogical, social scientific, economical, and political aspects of the research dealing with the effectivity of career guidance.