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INTRODUCTION

For a long time the conception of “career” has been the most widespread metaphor when referring to the trajectories experienced throughout our professional live (Skorikov & Vondracek, 2011). However, the higher complexity of the domain of work is leading to the decrease of predictable and stable career paths (Law, Meijers & Wijters, 2002). The concept of occupational identity is becoming more relevant in order to refer to the agentic mechanism responsible for coping both with the changing and unpredictable environmental conditions and with the own personal demands (Côté y Levine, 2016). Although there are interesting examples of applying the dimensional identity status paradigm with working young adults, we defend that a functional model of identity probably describes better the self-regulatory activity needed to manage the demands arising from the current professional context (Seralini & Adams, 2002). In this regard we present a model of “Career Identity and Self Management” based in the elaboration and validation of a questionnaire (IdeCaA) which measures how individuals self-manage their professional careers through relevant meaning-making processes.

BDS: Individual’s preferences towards development (vocational aspiration) and stability (security felt due to a job, incomes). Exploration of the usefulness of that balance.

“I prioritize the stability of my job instead of my development even if it means to limit my professional opportunities”

DIR: Disposition towards creating a sense of personal direction connecting previous experience with meaningful future arts. Evaluation of own’s progress.

“My professional decisions are coherent with what I want to become”

WASpC: Emotional management. It identifies the lack of confidence, confusion and hesitation feelings so typical during transitional periods. Low outcomes in this factor could prevent the creation of a sense of direction or the commitment towards new projects.

“My lack of confidence limits my professional development”

CeD: it measures the motivation of the individual to move forward, learn and progress and his current commitments towards new projects and objectives. Related to DIR.

“I’m committed to search new professional goals”

RC: It measures the disposition towards a reflective thinking which allows to understand personal career development context of ongoing transformations. One can put oneself into a broader perspective.

“I question my own criteria and my way to see things”

REFERENCE