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A Partial Listing of Instruments That Can be Used as a Component of Readiness Assessment

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Table 1

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Instrument, Authors, and Publication Date	Number of Items	Scales
Adult Career Concerns Inventory (Super, Thompson, & Lindeman, 1988)	61	A) Exploration (crystallization; specification; implementation); B) Establishment (stabilizing; consolidating; advancing); C) Maintenance (holding; updating; innovating); D) Disengagement (deceleration; retirement planning; retirement living)
Ashland Interest Assessment (Jackson & Marshall, 1997)	12	Career interest measure examining barriers to employment, due to educational, physical, emotional, psychiatric, or cognitive conditions
Assessment of Career Decision-Making (Harren, Buck, & Daniels, 1985)	94	Decision-Making Styles (rational; intuitive; dependent) and Decision-Making Tasks (school adjustment; occupation; major)
Barriers to Employment Success Inventory (Liptak, 1995)	50	Personal; Physical and Psychological; Career Planning; Job Seeking Skills; Education and Training
Career Adapt-Abilities Scale (Savickas & Porfeli, 2011)	24	Concern; Control; Curiosity; Confidence
Career Attitudes and Strategies Inventory (Holland & Gottfredson, 1994)	130	Job Satisfaction; Work Involvement; Skill Development; Dominant Style; Career Worries; Interpersonal Abuse; Family Commitment; Risk-Taking Style; Geographical Barriers
Career Barriers Inventory-Revised (Swanson & Daniels, 1995)	70	Sex Discrimination; Lack of Confidence; Multiple-Role Conflict; Conflict Between Children and Career Demands; Racial Discrimination; Inadequate Preparation; Disapproval by Significant Others; Decision-Making Difficulties; Dissatisfaction with Career; Discouraged from Choosing Nontraditional Careers; Disability/Health Concerns; Job Market Constraints; Difficulties with Networking/Socialization
Career Beliefs Inventory (Krumboltz, 1991)	96	<u>Group 1</u> : My Current Career Situation: Employment Status; Career Plans; Acceptance of Uncertainty; Openness; <u>Group 2</u> : What Seems Necessary for My Happiness: Achievement; College Education; Intrinsic Satisfaction; Peer Equality; Structured Work Environment; <u>Group 3</u> : Factors that Influence my Decisions: Control; Responsibility, Approval of Others; Self-Other Comparisons; Occupation/College Variation; Career Path Flexibility; <u>Group</u> <u>4</u> : Changes I am Willing to Make: Post-Training Transition; Job Experimentation; Relocation; <u>Group 5</u> : Efforts I am Willing to Initiate: Improving Self; Persisting While Uncertain; Taking Risks; Learning Job Skills; Negotiating/Searching; Overcoming Obstacles; Working Hard

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Career Decision Making Difficulties Questionnaire (Gati, Krausz, & Osipow, 1996)	44	Lack of Readiness (lack of motivation, indecisiveness, dysfunctional myths); Lack of Information (lack of knowledge about the process, self, occupations, and ways of obtaining additional information); Inconsistent Information (unreliable information, external conflicts, and internal conflicts)
Career Decision Diagnostic Assessment (Bansberg & Sklare, 1986)	37	Decision Anxiety; Life-Goal Awareness; Luck and Fate Orientation; Authority Orientation; Secondary Motivation; Total Career Decision Problems
Career Decision-Making Self-Efficacy Scale (Taylor & Betz, 1983)	50 Full 25 Short	Accurate Self-Appraisal; Gathering Occupational Information; Goal Selection; Making Plans for the Future; Problem Solving
Career Decision Profile (Jones, 1986)	19	Decidedness; Comfort; Self Clarity; Knowledge About Occupations and Training; Decisiveness; Career Choice Importance; External Barriers
Career Decision Scale (Osipow, Carney, Winer, Yanico, & Koschier, 1987)	19	Certainty; Indecision
Career Decision Space Worksheet (Peterson, Leasure, Carr, & Lenz, 2009)	2	No scales: Assessment measures a variety of capability (e.g., thoughts and feelings) and complexity (e.g., family and financial variables) factors associated with a career decision.
Career Development Inventory (Super, Thompson, Lindeman, Jordaan, & Myers, 1981)	120	Career Planning; Career Exploration; Decision-Making; World of Work Information; Knowledge of Preferred Occupational Group; Career Development Attitudes; Career Development Knowledge and Skills; Career Orientation
Career Exploration Survey (Stumpf, Colarelli, & Hartman, 1983)	62	Exploration Process; Reactions to Exploration; Beliefs
Career Factor Checklist (O'Neil & Ohlde, 1978)	28	Familial; Societal; Individual; Socioeconomic; Situational; Psychosocial Emotional
Career Factors Inventory (Chartrand, Robins, & Morrill, 1989)	21	Need for Self-Knowledge; Need for Career Information; Career Choice Anxiety; Generalized Indecisiveness
Career Identity Status Scale (Pickering, Calliotte, & McAuliffe, 1992)	4	Decidedness; Commitment; Crisis
Career Indecision Profile (CIP-65) (Brown, Hacker, Abrams, Carr, Rector, Lamp, Telander, & Siene, 2012)	65	Negative Affectivity/Neuroticism; Choice/Commitment Anxiety; Lack of Readiness; Interpersonal Conflict
Career Mastery Inventory (Crites, 1992)	110	Organizational Adaptability; Position Performance; Work Habits; Co-Worker Relationships; Advancement; Career Choice and Plans; Total Score

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Career Maturity Inventory, Form C – Counseling Career Maturity Inventory, Form C – Screening (Crites & Savickas, 2011)	24 10	Concern; Curiosity; Confidence; Consultation; Career Choice Readiness Total Score
Career Planning Confidence Scale (Pickering, Calliotte, & McAuliffe, 1989)	41	Readiness; Self Assessment, Information Seeking; Deciding; Implementation
Career Planning Questionnaire (Westbrook, Sanford, Merwin, Fleenor, & Renzi, 1987)	120	Career Decisiveness; Involvement in Career Related Activities; Career Salience; Self-Knowledge; Career Concerns; Certainty of Career Values)
Career Problem Checklist (Crowley, 1983)	100	Problems at School or College; Problems in Making Decisions; Problems at Home; Problems in Obtaining Specific Occupational Information; Problems in Applying for a Job/Course; Problems Starting Work; Problems Outside Work
Career Search Efficacy Scale (Solberg, Good, Nord, Holm, Hohner, Zima, Hefferman, & Malen, 1991)	35	Job Search Efficacy; Interviewing Efficacy; Networking Efficacy; Personal Exploration Efficacy
Career Style Interview (Savickas, 1989)	7	No scales: Assessment elicits client's life themes, vocational personality, and career adaptability
Career Thoughts Inventory (Sampson, Peterson. Lenz, Reardon, & Saunders, 1996a)	48	Decision-Making Confusion, Commitment Anxiety, External Conflict; Total Score
Career Transitions Inventory (Heppner, 1991)	72	Readiness, Confidence, Control, Support, Independence
Certainty of Occupational Preference Scale (Kidd, 1982)	8	Certainty
Cognitive Vocational Maturity Test (Westbrook, 1995)	32	Fields of Work; Job Selection; Work Conditions; Education Required; Attributes Required; Duties
Commitment to Career Choices Scale (Blustein, Ellis, & Devenis, 1989)	28	Vocational Exploration and Commitment (VEC); Tendency to Foreclose (TTF)
Coping With Career Indecision (Larson, Heppner, Ham, & Dugan, 1988)	35	Subjective Career Distress and Obstacles; Active Problem-Solving; Academic Self-Efficacy; Career Myths
Coping With Job Loss Scales (Kinicki & Latack, 1990)	20	Proactive Search, Nonwork Organization, Positive Self-Assessment, Distancing from Loss, Job Devaluation
Decisional Process Inventory (Hartung, 1995)	70	Career Orientation; Decisional Involvement; Expressiveness; Perceived Opportunity; Decisional Salience; Directedness; Clarity
Fear of Commitment Scale (Serling & Betz, 1990)	40	Fear of Commitment
Job Search Attitude Inventory (Liptak, 1994)	32	Luck Vs Planning; Uninvolved Vs Involved; Help from Others Vs Self-Help; Passive Vs Active
Keele Occupational Crystallization Self-Appraisal Form (Daws, 1975)	12	Occupational Crystallization/Decidedness

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My Vocational Situation (Holland, Daiger, & Power, 1981)	26	Vocational Identity; Need for Information or Training; Environmental or Personal Barriers
Objective Measure of Ego Identity Status (Bennion & Adams, 1986)	8	Ideological Diffusion, Interpersonal Diffusion, Foreclosure, Moratorium, Achievement
Occupational Alternatives Question (Zener & Schnuelle, 1976; modified by Slaney, 1980)	2	Decidedness
Occupation Engagement Scale (McKay & Krieshok, 2007)	3	Attunement; Enrichment; Exploration; Participation; Occupational Engagement
Occupational Self-Efficacy Scale (Betz & Hackett, 1981)	20	Traditional Self-Efficacy; Nontraditional Self-Efficacy
Persistence/Voluntary Dropout Decisions Scale (Pascarella & Terenzini, 1980)	30	Non-academic/Non-Persistence Decisions and Attitudes
The Salience Inventory (Super & Nevill, 1985)	170	Participation, commitment, & values expectation in the areas of home and family, studying, working, community service, and leisure
Student Development Inventory (Hood, 1986)	38	Identity - Confidence; Development of Purpose - Vocational
Task-Specific Occupational Self-Efficacy Scale (Rooney & Osipow, 1992; Osipow; Temple, & Rooney, 1993)	230 Full 60 Short	Verbal and Interpersonal Skills; Quantitative, Logical, Scientific, and Business Skills; Physical Strength and Agility; Aesthetic Skills
Transition to College Inventory (Pickering & Calliotte, 2002)	10	Non-Cognitive Factors and Academic Performance and Persistence
Vocational Rating Scale (Barrett & Tinsley, 1977)	40	Global Measure of Self-Concept Crystallization