



xDifficulty Assessment

Product Details

The assessment provides you with a report about your career decision-making difficulty that can be used to inform you coping strategies that are useful for your career decision-making. You will be asked to respond to questions about career decision-making difficulty, and the final report will show your results in terms of five difficulty types. The five difficulty types are based on extensive research on career decision-making difficulty in a global context.

What's Included

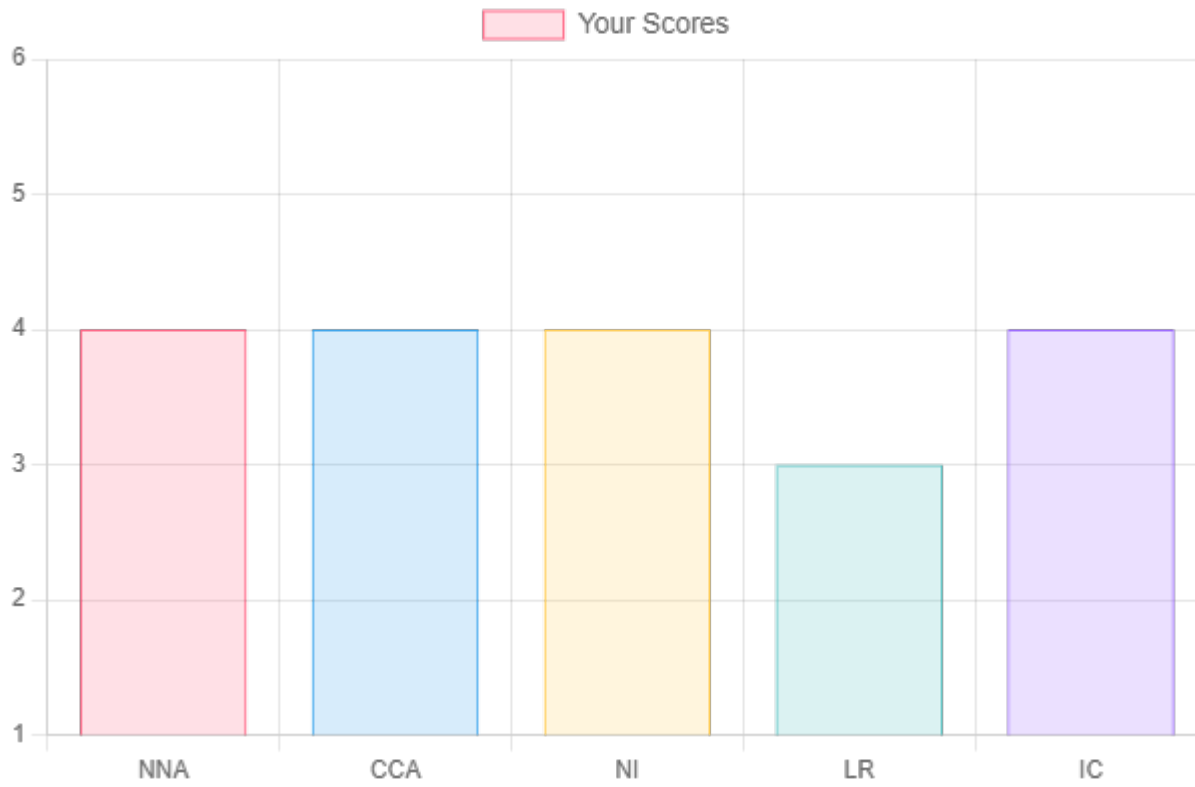
It includes a report with full descriptions of your career decision-making difficulty and the meanings of different difficulty types in career decision-making. The final chart will show your scores across five career decision-making difficulty types.

How it Works

This assessment will use your responses to questions to determine your career decision-making difficulty across five difficulty types.



Scores of Career Decision Difficulties





Introduction to the Five Dimensions

NNA (Neuroticism/negative affectivity): Describes the tendency of an individual to have a pervasive pattern of negative emotional experience. General anxiety and low self-esteem can impact the decision-making process for a number of individuals. A coping strategy for this type of difficulty is to focus on the pervasive and persistent pattern of anxiety and low self-esteem, rather than focusing on issues specific to career decision-making. For example, anxiety and low self-esteem can manifest as perfectionism, obsession over the “best” or “right” choices, avoidance of making decisions altogether, or prematurely rejecting or foreclosing options. Focusing on treating the underlying anxieties and distorted view of self allows for an improved psychological foundation and functioning from which more effective decision-making can arise.

CCA (Choice/commitment anxiety): Describes the anxiety arising in the process of committing to a single career choice. Choice/commitment anxiety is another commonly seen decision-making difficulty. With choice/commitment anxiety, individuals tend to seek the best career options and experience more decision-making difficulty and regret. Choice/commitment anxiety may also stem from a desire to avoid uncertainty. Helpful coping strategies in this arena involve encouraging people to find satisfaction in obtaining “good enough” options and information. This aims to alleviate the decision-making paralysis that can result from feeling pressure to make the perfect or best decision at all times.

NI (Need for information): Describes the difficulty in collecting and processing self- and career-related information. For individuals who need more information prior to making a decision or as part of their decision-making process, it is beneficial to clarify the type of information needed. In particular, clarifying if the person is interested in more information on self (such as their values, skills, interests, personality) or work (ideal environments, job options, skills needed, salary, etc.). Information giving and gathering has been shown to help reduce anxiety around decision-making. There are a number of resources that can be used in the process (e.g., O*NET OnLine). In the event that an individual may be gathering information even though they possess adequate information to make a decision, it may be beneficial to explore the psychological need, importance, or sense of security/control the person feels in having information.

LR (Lack of readiness): Describes difficulty in initiating career decision-making and a tendency to disengage from the career decision-making process. Individuals experiencing lack of readiness in making a decision may be dealing with issues in self-efficacy. Self-efficacy refers to the belief in one’s ability to behave in a way that leads to a specific goal. It is believed that individuals who feel a lack of readiness may



benefit from learning through experience. The interventions for this individual would involve deliberately reflecting on personal positive experiences in order to enhance their decision-making self-efficacy. Assistance towards building skills in planning, goal development, and working towards goals will also be helpful. Underlying the lack of readiness may be maladaptive perfectionism and an avoidance of personal responsibility, which could be worked through within a counseling or therapy context.

IC (Interpersonal conflicts): Describes the inhibitive interpersonal dynamic for career decision-making. Interpersonal conflicts can play a role in difficulty with decision-making. Interpersonal conflicts can result from cultural, family, and relational circumstances. It is not uncommon for individuals to have different needs or expectations from family, culture, and community, but how they navigate those disagreements can result in conflict, distress, and difficulty in decision-making. With regard to culture, it is necessary to consider whether an individual is a member of multiple cultures or resides outside of their culture of origin. For clients struggling with wanting an outcome that differs from family expectations, assisting the client in clarifying and distinguishing their values from values held by their family could provide decision-making clearness. The underlying strategy in dealing with interpersonal conflicts is improved communication skills and sense of support.