The construct validity of the German Hope-Centered Career Inventory (HCCI)

Dr. Nicola Schindler, Prof. Dr. Marc Schreiber, Yves Schärer
Paris, July 9th 2014
The construct validity of the German Hope-Centered Career Inventory (HCCI)

- Hope-Centered Model of Career Development

- The Hope-Centered Career Inventory
  - Items
  - Validation study
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Hope-Centered Model of Career Development
(Niles, Amundson & Neault, 2011)

• The career flow metaphor
  - career = river (rapids, twists, still water, waterfalls etc.)
  → work demands can be satisfying, dull, overwhelming, minimal etc.
Hope-Centered Model of Career Development
(Niles, Amundson & Neault, 2011)

• Career flow competencies

(Niles & Amundson, 2014)
Hope-Centered Model of Career Development
(Niles, Amundson & Neault, 2011)

• Career flow competencies:

**Hope = core element of the model**

- having goals
- knowing how to achieve those goals
- believing to be able to reach those goals

«the perceived capability to derive pathways to desired goals, and motivate oneself via agency thinking to use those pathways» (Snyder, 2002, p249)
Hope-Centered Model of Career Development (Niles, Amundson & Neault, 2011)

• Career flow competencies:
  - **Hope** – Do you believe that you will be able to take specific steps to achieve future goals? What are the next steps?
  - **Self-reflection** - What have you done in the past? What worked and what didn’t work
  - **Self-clarity** – What motivates you? What do you enjoy doing?
  - **Visioning** – What you like to do? What would you like to learn?
  - **Goal setting and planning** – Work out the small steps needed to reach your big goal
  - **Implementing and adapting** – Keep assessing how you are going, are you still on the right track?
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The Hope-Centered Career Inventory
(Niles, Yoon, Balin & Amundson, 2010)

• 28 Items (examples)
  - **Hope:** “I am hopeful when I think about my future.”
  - **Self-reflection:** “I take time to think about my thoughts and feelings.”
  - **Self-clarity:** “I can describe who I am.”
  - **Visioning:** “I often dream about my future.”
  - **Goal setting and planning:** “I set deadlines to complete my goals.”
  - **Implementing:** “I keep myself focused so that I can complete my plans.”
  - **Adapting:** “I am willing to try new experiences that might help me to achieve my goals.”

• **Likert scale:** 1 = definitely false – 4 = definitely true
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The Hope-Centered Career Inventory
(Niles, Yoon, Balin & Amundson, 2010)

• Validation study
  - N = 131
    - online study
    - gender: m = 40.5%, f = 59.5
    - age: M = 42.3, SD = 8.78
    - level of education: tertiary education = 67.9%
      apprenticeship = 21.4%
      others = 10.7%

  - Reliability: \( \alpha = .62 \) (self-reflection) - \( \alpha = .80 \) (visioning)
    \( \alpha = .86 \) (complete scale)
The Hope-Centered Career Inventory
(Niles, Yoon, Balin & Amundson, 2010)

Hope
- Adult Hope Scale (Snyder, 1991, 2002)
- Hope (state) = pathways & agency
- Example: "I meet the goals that I set for myself."

$\alpha = .77 \ (N = 127)$

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Hope

- Life Orientation Test (revised; LOT-R) (Scheier & Carver, 1985)
- Optimism = disposition
- Example: “In uncertain times, I usually expect the best.”

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Self-clarity

- Self-concept clarity scale (Campell, Trapnell, Heine, Katz, Lavallee, & Lehman, 1996)
- Structure of the self concept (clarity, stability over time, internal consistancy)
- Example: "In general, I have a clear sense of who I am and what I am."

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Take home message

The HCCI can be considered as a reliable and valid diagnostic instrument in the field of career counseling.

Based on the results of the HCCI precise interventions can be derived.