

# **The Impact of a Counselor-Free Career Intervention Using the Self-Directed Search**

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**FSU Center for Technology in Counseling and Career Development:**  
[career.fsu.edu/Tech-Center/resources/presentations](http://career.fsu.edu/Tech-Center/resources/presentations)

## Roundtable #4-1:

### The Impact of a Counselor-Free Career Intervention Using the Self-Directed Search

#### Purpose of the Study

The purpose of this study was to assess the impact of completing the online Self-Directed Search assessment as a counselor-free intervention.

#### Research Design

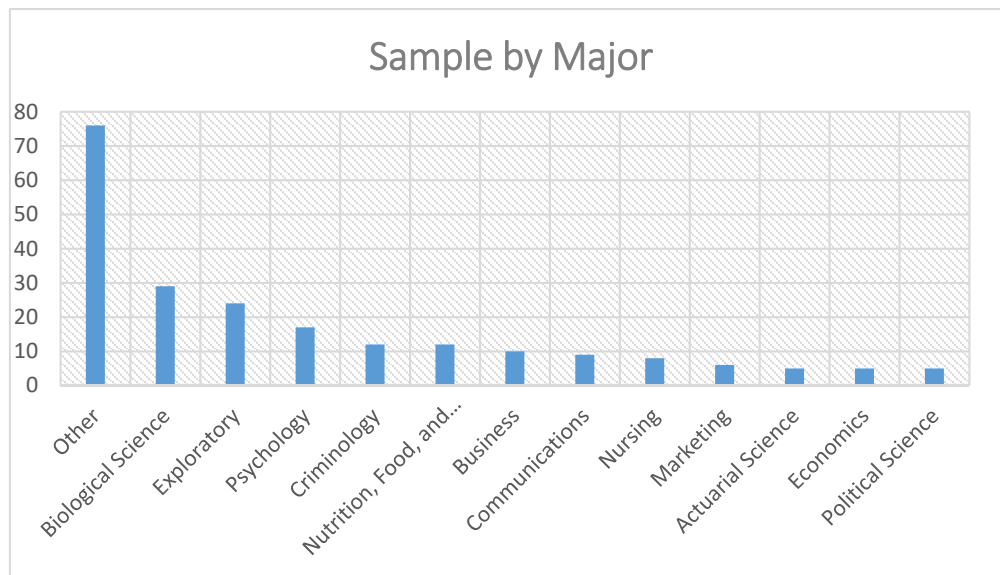
##### *Procedures*

- Focused on lower division students in English composition classes.
- Participants volunteered to complete a demographic survey, the Self-Directed Search online, and a follow-up survey three weeks later. All surveys were administered online.
- Participants completing all surveys received a gift card to use at any Seminole Dining location on-campus.
- Support provided by PAR and Seminole Dining.

##### *Participants*

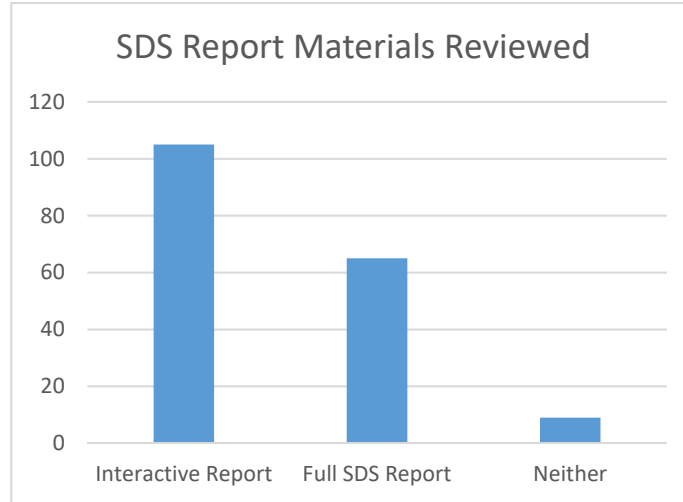
219 undergraduate participants who attended a Career Center workshop

- Female (76%); Male (24%); Other (.01%)
- Caucasian (63%); Hispanic/Latino (18%); Black/African-American (10%); Asian (5%); Other (3%); Prefer not to answer (1%)
- Ages 18-21 –freshmen and sophomores enrolled in ENC 1101/1102 – required English class

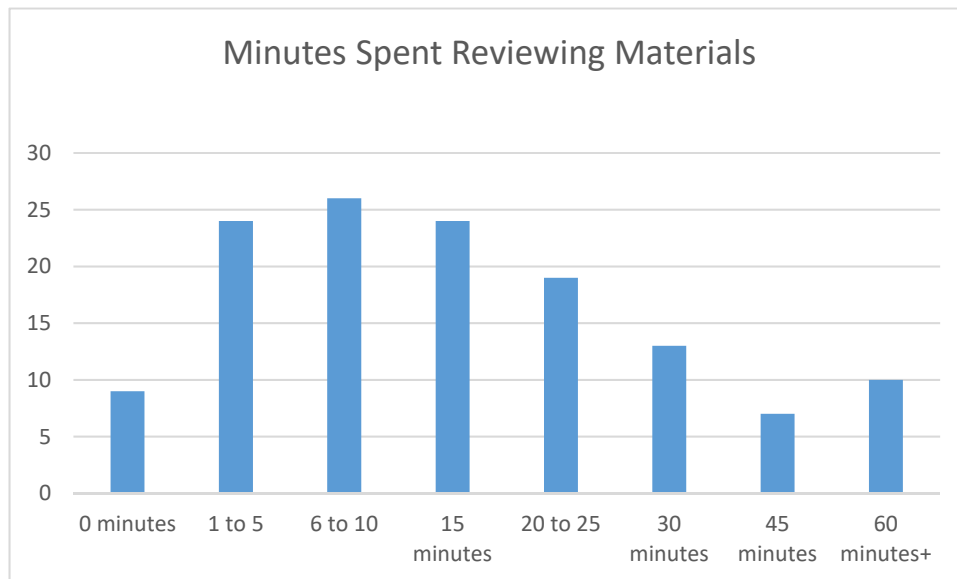


## Results – Engagement with the Self-Directed Search

Which report materials did you review after completing the Self-Directed Search?



How much time did you spend reviewing your report materials?



## Results – Engagement after completing the Self-Directed Search (*n* = 123)

Within the last 3 weeks, I have met with:

| Answer                                   | Response | %   |
|--|----------|-----|
| Career advisor at the Career Center      | 16       | 21% |
| Career liaison in my academic department | 4        | 5%  |
| Academic advisor                         | 62       | 83% |
| Other*                                   | 5        | 7%  |

\*Other = parents, mentor, professor

What are your views about the need for additional services to meet your career concerns (check all that apply)?

| Answer  | Response | %   |
|---|----------|-----|
| I need additional individual career counseling meetings with a career advisor over a longer period of time. | 34       | 26% |
| I need a few additional brief meetings with a career advisor.   | 65       | 49% |
| None needed, I can research options on my own.  | 28       | 21% |
| I do not have any career related questions at this time.  | 22       | 17% |

## Discussion – Outcome Data (*n* = 123)

| Variable                                  | Pre-test mean | Post-test mean | Significance                               |
|---|---------------|----------------|--|
| Total Career State Inventory (CSI) scores | 5.86          | 5.46           | Significant decrease in overall CSI scores |
| • Certainty                               | 2.60          | 2.51           | .000                                       |
| • Satisfaction                            | 2.01          | 1.83           | .000                                       |
| • Clarity                                 | 1.25          | 1.13           | .000                                       |

## Implications and Takeaways

- Value of counselor free, self-help services
- Importance of campus collaborations
- Connection between Career State Inventory (CSI) and Self-Directed Search (SDS) assessment
- SDS as a tool for helping students to understand their career options and increase career certainty, satisfaction, and clarity

# Career State Inventory (CSI)\*

Professional Version 7.0

Florida State University

Stephen J. Leierer, PhD; Gary W. Peterson, PhD; Robert C. Reardon, PhD; Debra S. Osborn, PhD

Name \_\_\_\_\_ Date \_\_\_\_\_

1. List all occupations you are considering right now.

\_\_\_\_\_

\_\_\_\_\_

\_\_\_\_\_

Which occupation is your first choice? If undecided, write "undecided."

\_\_\_\_\_

CERT (1 – 4)

2. How well satisfied are you with your responses to No. 1 above? Place a check next to the appropriate statement below:

Very satisfied

Satisfied

Not sure

Dissatisfied

Very dissatisfied

\_\_\_\_\_

SATI (1 – 5)

3. Please circle True (T) or False (F) to the statements below

- a. T F If I had to make an occupational choice right now, I'm afraid I would make a bad choice.
- b. T F Making up my mind about a career has been a long and difficult problem for me.
- c. T F I am confused about the whole problem of deciding on a career.

\_\_\_\_\_

CLAR (0 – 3)

\_\_\_\_\_

TOTAL (2 – 12)

