

A Partial Listing of Measures That Can be used as a Component of Readiness Assessment

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Instrument, Authors, and Publication Date	Number of Items	Scales	Availability*
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)	<ul style="list-style-type: none"> • Adult Career Concerns Inventory available on Vocopher http://www.vocopher.com/index.cfm • Super, D. E., Thompson, A. S., & Lindeman, R. H. (1988). <i>The Adult Career Concerns Inventory</i>. Palo Alto, CA: Consulting Psychologists Press.
Ashland Interest Assessment (Jackson & Marshall, 1997)	12	Career interest measure examining barriers to employment, due to educational, physical, emotional, psychiatric, or cognitive conditions	<ul style="list-style-type: none"> • Sigma Assessment Systems http://www.sigmaassessmentssystems.com/assessments/aia.asp
Assessment of Career Decision-Making (Harren, Buck, & Daniels, 1985)	94	Decision-Making Styles (rational; intuitive; dependent) and Decision-Making Tasks (school adjustment; occupation; major)	<ul style="list-style-type: none"> • Buck, J. N., & Daniels, M. H. (1985). <i>Assessment of career decision (ACDM) manual</i>. Los Angeles, CA: Western Psychological Services.
Barriers to Employment Success Inventory (Liptak, 1995)	50	Personal; Physical and Psychological; Career Planning; Job Seeking Skills; Education and Training	<ul style="list-style-type: none"> • JIST Publishing http://jist.emcp.com/barriers-to-employment-success-inventory.html

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Career Adapt-Abilities Scale (Savickas & Porfeli, 2011)	24	Concern; Control; Curiosity; Confidence	<ul style="list-style-type: none"> • Career Adapt-Abilities Scale http://www.vocopher.com/ms/caas/CAAS%20master.pdf • Porfeli, E. J., & Sacikas, M. L. (2012). Career adapt-abilities scale-USA form: Psychometric properties and relation to vocational identity. <i>Journal of vocational behavior</i>, 80(3), 745-753. • Savickas, M. L., & Porfeli, E. J. (2012). The Career Adapt-Abilities Scale: Construction, reliability, and measurement equivalence across 13 countries. <i>Journal of Vocational Behaviour</i>, 80, 661–673. • Maggiori, C., Rossier, J., & Savickas, M. L. (2015). Career adapt-abilities scale–short form (CAAS-SF): Construction and validation. <i>Journal of Career Assessment</i>, doi: 10.69072714565856.
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	<ul style="list-style-type: none"> • PAR http://www4.parinc.com/Products/Product.aspx?ProductID=CASI

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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	<ul style="list-style-type: none"> Swanson, J. L., Daniels, K. K., & Tokar, D. M. (1996). Assessing perceptions of career-related barriers: The Career Barriers Inventory. <i>Journal of Career Assessment</i>, 4, 219-24.
Career Beliefs Inventory (Krumboltz, 1991)	96	<p><u>Group 1</u>: My Current Career Situation: Employment Status; Career Plans; Acceptance of Uncertainty; Openness;</p> <p><u>Group 2</u>: What Seems Necessary for My Happiness: Achievement; College Education; Intrinsic Satisfaction; Peer Equality; Structured Work Environment;</p> <p><u>Group 3</u>: Factors that Influence my Decisions: Control; Responsibility, Approval of Others; Self-Other Comparisons; Occupation/College Variation; Career Path Flexibility;</p> <p><u>Group 4</u>: Changes I am Willing to Make: Post-Training Transition; Job Experimentation; Relocation;</p> <p><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</p>	<ul style="list-style-type: none"> Mind Garden, Inc http://www.mindgarden.com/products/cbi.htm#ms

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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)	<ul style="list-style-type: none"> • CDDQ .org http://kivunim.huji.ac.il/eng-quest/cddq.html
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	<ul style="list-style-type: none"> • Bansberg, B., & Sklare, J. (1986). <i>The career decision diagnostic assessment</i>. Monterey, CA: CTB/McGraw-Hill.
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	<ul style="list-style-type: none"> • Mind Garden, Inc http://www.mindgarden.com/products/cdse.htm • Taylor, K.M., & Betz, N.E. (1983). Applications of self-efficacy theory to the understanding and treatment of career indecision. <i>Journal of Vocational Behavior</i>, 22, 63-81. • Betz, N.E., Klein, K.L., & Taylor, K.M. (1996). Evaluation of a short form of the Career Decision-Making Self-Efficacy Scale. <i>Journal of Career Assessment</i>, 4, 47-57.
Career Decision Profile (Jones, 1986)	16	Decidedness; Comfort; Self Clarity; Knowledge About Occupations and Training; Decisiveness; Career Choice Importance	<ul style="list-style-type: none"> • Career Key, Inc http://www.careerkey.org/store/career-decision-profile.html#.VTg_WfCUK8g

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Career Decision Scale (Osipow, Carney, Winer, Yanico, & Koschier, 1987)	19	Certainty; Indecision	<ul style="list-style-type: none"> • PAR http://www4.parinc.com/Products/Product.aspx?ProductID=CDS • Osipow, S.H., Carney, C.G., Winer, J.L., Yanico, B.J. & Koschier, M. (1987). <i>Career Decision Scale (3rd rev.)</i>. Odessa, FL: Psychological Assessment Resources. • Osipow, S.H. (1987). <i>Manual for the Career Decision Scale</i>. Odessa, FL: Psychological Assessment Resources.
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.	<ul style="list-style-type: none"> • Center for the Study of Technology in Counseling & Career Development, Florida State University, Tallahassee, FL http://www.career.fsu.edu/content/download/194301/1678328/DecisionSpaceWorksheet.doc
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	<ul style="list-style-type: none"> • Career Development Inventory (including College Form and High School Form) available on Vocopher http://www.vocopher.com/index.cfm • CDI User Manual www.vocopher.org/ncda2008/data/.../CDI%20User%20Manual.pdf

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Career Exploration Survey (Stumpf, Colarelli, & Hartman, 1983)	62	Exploration Process; Reactions to Exploration; Beliefs	<ul style="list-style-type: none"> • http://cart.rmcdenver.com/instruments/CAREER_EXPLORATION.pdf • Stumpf, S. A., Colarelli, S. M., & Hartman, K. (1983). Development of the Career Exploration Survey (CES), <i>Journal of Vocational Behavior</i>, 22, 191-226.
Career Factor Checklist (O'Neil & Ohlde, 1978)	28	Familial; Societal; Individual; Socioeconomic; Situational; Psychosocial Emotional	<ul style="list-style-type: none"> • O'Neil, J. M., Ohlde, C., Tollefson, N., Barke, C., Piggott, T., Watts, D. (1980). Factors, correlates, and problem area affecting career decision making of a cross-sectional sample of students. <i>Journal of Counseling Psychology</i>, 27(6), 571-580. http://dx.doi.org/10.1037/0022-0167.27.6.571
Career Factors Inventory (Chartrand, Robins, & Morrill, 1989)	21	Need for Self-Knowledge; Need for Career Information; Career Choice Anxiety; Generalized Indecisiveness	<ul style="list-style-type: none"> • Chartrand, J. M., Robbins, S. B., Morrill, W. H., & Boggs, K. (1990). Development and validation of the Career Factor Inventory. <i>Journal of Counseling Psychology</i>, 37, 491-501.
Career Identity Status Scale (Pickering, Calliotte, & McAuliffe, 1992)	4	Decidedness; Commitment; Crisis	<ul style="list-style-type: none"> • Pickering, J. W., Calliotte, J. A., and McAuliffe, G. J. (1992). The effect of non-cognitive factors in the retention and success of entering college freshmen. <i>Journal of the Freshman Year Experience</i>, 4, 7-30.

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Career Mastery Inventory (Crites, 1992)	110	Organizational Adaptability; Position Performance; Work Habits; Co-Worker Relationships; Advancement; Career Choice and Plans; Total Score	<ul style="list-style-type: none"> • Career Mastery Inventory available on Vocopher http://www.vocopher.com/index.cfm • CMI Administration and Use Manual http://www.vocopher.com/CMI-A2/CMI_Manual.pdf
Career Maturity Inventory, Form C – Counseling Career Maturity Inventory, Form A2 –Screening (Crites & Savickas, 2011)	24 10	Concern; Curiosity; Confidence; Consultation; Career Choice Readiness Total Score	<ul style="list-style-type: none"> • Career Mastery Inventory (including Form – C and Screening Form – A2) available on Vocopher http://www.vocopher.com/index.cfm
Career Planning Confidence Scale (Pickering, Calliotte, & McAuliffe, 1989)	41	Readiness; Self Assessment, Information Seeking; Deciding; Implementation	<ul style="list-style-type: none"> • Pickering, J.W., Calliotte, J.A., & McAuliffe, G.J. (1992). Career Planning Confidence Scale. Unpublished manuscript, Old Dominion University • McAuliffe, G., Jurgens, J. C., Pickering, W., Calliotte, J., Macera, A. and Zerwas, S. (2006), Targeting low career confidence using the career planning confidence scale. <i>Journal of Employment Counseling</i>, 43, 117–129. doi:10.1002/j.2161-1920.2006.tb00011.x

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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)	<ul style="list-style-type: none"> • Westbrook, B.W. (1983). <i>Career Planning Questionnaire</i>. Unpublished test, North Carolina State University, Department of Psychology, Raleigh. • Westbrook, B. W., Sanford, E. E., Merwin, G. A., & Fleenor, J. (1987). Reliability and construct validity of new measures of career maturity for 11th-grade students. <i>Measurement and Evaluation in Counseling and Development</i>, 20, 18-26.
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	<ul style="list-style-type: none"> • Crowley, A. D. (1983). <i>The career problem checklist: Manual</i>. Windsor: NFER-Nelson. • Crowley, A. D. (1983). Identifying career problems: The Career Problem Checklist. <i>Careers Journal</i>, 4, 6-9.

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<p>Career Search Efficacy Scale (Solberg, Good, Nord, Holm, Hohner, Zima, Hefferman, & Malen, 1991)</p>	<p>35</p>	<p>Job Search Efficacy; Interviewing Efficacy; Networking Efficacy; Personal Exploration Efficacy</p>	<ul style="list-style-type: none"> • Solberg, V.S., Good, G., & Nord, D. (1991, August). Career efficacy scale for research and practice. In G. Good & V. S. Solberg (Co-chairs), <i>Career self-efficacy: Advances in theory, measurement, and practice</i>. Symposium conducted at the 99th Annual Convention of the American Psychological Association, San Francisco. • Solberg, V. S., Good, G. E., Nord, D., Holm, C., Hohner, R., Zima, N., Heffernan, M., & Malen, A. (1994). Assessing career search expectations: Development and validation of the Career Search Efficacy Scale. <i>Journal of Career Assessment</i>, 2(2), 111-123.
<p>Career Style Interview (Savickas, 1989)</p>	<p>6</p>	<p>No scales: Assessment elicits client's life themes, vocational personality, and career adaptability</p>	<ul style="list-style-type: none"> • Career Construction Interview (Formerly Career Style Interview) http://www.vocopher.com/CSI/CCI.pdf • My Career Story http://www.vocopher.com/CSI/CCI_workbook.pdf
<p>Career Thoughts Inventory (Sampson, Peterson. Lenz, Reardon, & Saunders, 1996a)</p>	<p>48</p>	<p>Decision-Making Confusion, Commitment Anxiety, External Conflict; Total Score</p>	<ul style="list-style-type: none"> • PAR http://www4.parinc.com/Products/Product.aspx?ProductID=CTI

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Career Transitions Inventory (Heppner, 1991)	72	Readiness, Confidence, Control, Support, Independence	<ul style="list-style-type: none"> • Heppner, M.J. (1991). <i>The Career Transitions Inventory</i> (Available from Mary J. Heppner, PhD, 305 Noyes Hall, University of Missouri, Columbia, MO 65211). • Heppner, M. J. (1998). The career transitions inventory: Measuring internal resources in adulthood. <i>Journal of Career Assessment</i>, 6(2), 135-145. doi:10.1177/106907279800600202
Certainty of Occupational Preference Scale (Kidd, 1982)	8	Certainty	<ul style="list-style-type: none"> • Kidd, J. M. (1984). The relationship of self and occupational concepts to the occupational preferences of adolescents. <i>Journal of Vocational Behavior</i>, 24(1), 48-65. doi:10.1016/0001-8791(84)90065-4
Cognitive Vocational Maturity Test (Westbrook & Parry-Hill 1973)	32	Fields of Work; Job Selection; Work Conditions; Education Required; Attributes Required; Duties	<ul style="list-style-type: none"> • ETS TestLink http://1340.sydneyplus.com/ETS_SydneyEnterprise_External/Portal/TestCollection.aspx?lang=en-US EST e-order http://store.ets.org/store/ets/en_US/pd/ThemeID.12805600/productID.39302100

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Commitment to Career Choices Scale (Blustein, Ellis, & Devenis, 1989)	28	Vocational Exploration and Commitment (VEC); Tendency to Foreclose (TTF)	<ul style="list-style-type: none"> Blustein, D. L., Ellis, M. V., & Devenis, L. E. (1989). The development and validation of a two-dimensional model of the commitment to career choices process. <i>Journal of Vocational Behavior</i>, 35(3), 342-378. doi:10.1016/0001-8791(89)90034-1
Coping With Career Indecision (Larson, Heppner, Ham, & Dugan, 1988)	35	Subjective Career Distress and Obstacles; Active Problem-Solving; Academic Self-Efficacy; Career Myths	<ul style="list-style-type: none"> Larson, L. M., Heppner, P. P., Ham, T., & Dugan, K. (1988). Investigating multiple subtypes of career indecision through cluster analysis. <i>Journal of Counseling Psychology</i>, 35(4), 439-446. doi:10.1037/0022-0167.35.4.439 Larson, L. M., Tuolouse, A. L., Ngumba, W. E., Fitzpatrick, L. A., & Heppner, P. P. (1994). The development and validation of coping with career indecision. <i>Journal of Career Assessment</i>, 2 (2), 91-110. doi:10.1177/106907279400200201
Coping With Job Loss Scales (Kinicki & Latack, 1990)	20	Proactive Search, Nonwork Organization, Positive Self-Assessment, Distancing from Loss, Job Devaluation	<ul style="list-style-type: none"> Kinicki, A. J., & Latack, J. C. (1990). Explication of the construct of coping with involuntary job loss. <i>Journal of Vocational Behavior</i>, 36(3), 339-360. doi:10.1016/0001-8791(90)90036-2

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Decisional Process Inventory (Hartung, 1995)	70	Career Orientation; Decisional Involvement; Expressiveness; Perceived Opportunity; Decisional Salience; Directedness; Clarity	<ul style="list-style-type: none"> Hartung, P.J. (1994). <i>Decisional Process Inventory</i>. Unpublished test, Northeastern Ohio Universities College of Medicine, Rootstown, OH. Hartung, P.J. (1995). Developing a theory-based measure of career decision making: The Decisional Process Inventory. <i>Journal of Career Assessment</i>, 3 (4), 299-313. doi:10.1177/106907279500300404
Fear of Commitment Scale (Serling & Betz, 1990)	40	Fear of Commitment	<ul style="list-style-type: none"> Serling, D. A., & Betz, N. E. (1990). Development and evaluation of a measure of fear of commitment. <i>Journal of Counseling Psychology</i>, 37(1), 91-97. doi:10.1037/0022-0167.37.1.91
Job Search Attitude Inventory (Liptak, 1994)	32	Luck Vs Planning; Uninvolved Vs Involved; Help from Others Vs Self-Help; Passive Vs Active; Pessimistic Vs Optimistic	<ul style="list-style-type: none"> JIST Publishing http://jist.emcp.com/job-search-attitude-inventory-5563.html
Keele Occupational Crystallization Self-Appraisal Form (Daws, 1975)	12	Occupational Crystallization/Decidedness	<ul style="list-style-type: none"> Daws, P. P. (1975). The keele occupational crystallisation self-appraisal form. <i>British Journal of Guidance and Counselling</i>, 3(1), 114-116. doi:10.1080/03069887508256304

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<p>My Vocational Situation (Holland, Daiger, & Power, 1981)</p>	<p>26</p>	<p>Vocational Identity; Need for Information or Training; Environmental or Personal Barriers</p>	<ul style="list-style-type: none"> • Holland, J. L., Daiger, D. R., & Power, P. G. (1980). <i>My Vocational Situation</i>. Palo Alto, CA: Consulting Psychologists Press. • Copyright © 1980 by John L. Holland, Denise C. Daiger, and Paul G. Power. All Rights Reserved. Permission is granted to reproduce this material for noncommercial use in research, counseling and educational applications, provided that each copy bears this notice and that no changes or adaptations are made. https://www.education.umd.edu/CHSE/resources/Assessment/schoolassess/Tools/MVS/MVS.pdf
<p>Objective Measure of Ego Identity Status (Bennion & Adams, 1986)</p>	<p>8</p>	<p>Ideological Diffusion, Interpersonal Diffusion, Foreclosure, Moratorium, Achievement</p>	<ul style="list-style-type: none"> • Bennion, L. D., & Adams, G. R. (1986). A revision of the Extended Version of the Objective Measure of Ego-identity Status: An identity instrument for use with late adolescents. <i>Journal of Adolescent Research</i>, 1(2), 183-198. doi: 10.1177/074355488612005

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Occupational Alternatives Question (Zener & Schnuelle, 1976; modified by Slaney, 1980)	2	Decidedness	<ul style="list-style-type: none"> • Zener, T. B., & Schnuelle, L. (1976). Effects of the Self-Directed Search on high school students. <i>Journal of Counseling Psychology</i>, 23, 353-359. • Slaney, R. (1980). Expressed vocational choice and vocational indecision. <i>Journal of Counseling Psychology</i>, 27, 122-129.

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<p>Occupational Engagement Scale</p> <p>Occupational Engagement Scale for College Students (OES-C) (Black, 2006)</p> <p>Occupational Engagement Scale for Employed Adults (OES-EA) (Scott, 2006)</p> <p>Occupational Engagement Scale for Employed Adults-Revised (OES-EA-R) (Noble, 2008)</p> <p>Occupational Engagement Scale for Creative Students (OES-CS, McKay, 2007)</p> <p>Occupational Engagement Scale for Students (OES-S) (Cox, 2008).</p>	<p>From 9 to 28 items per measure</p>	<p>Scales vary by different population, see references for details</p>	<ul style="list-style-type: none"> • Black, M. (2006). <i>Reason, intuition, and engagement: A trilateral model of career decision-making</i>. Unpublished doctoral dissertation, The University of Kansas, Lawrence. • Scott, R. T. (2006). <i>The occupational engagement scale for employed adults (ORS-EA): Initial validation and development</i>. Unpublished doctoral dissertation, The University of Kansas, Lawrence. • Noble, M. S. (2008). <i>The Occupational Engagement Scale for Employed Adults-Revised (OES-EA-R): Further validation and correlations with personality and Holland code type</i>. Unpublished doctoral dissertation, The University of Kansas, Lawrence. • McKay, R. (2007). <i>The Occupational Engagement Scale for Creative Students: Initial validation and development</i>. Unpublished doctoral dissertation, The University of Kansas, Lawrence. • Cox, D. W., Ph.D., Bjornsen, A., Ph.D., Krieshok, T., Ph.D., & Zumbo, B., Ph.D. (2014). <i>Occupational Engagement Scale–Student: Development and initial validation</i>. <i>Journal of Career Assessment</i>. doi:10.1177/1069072714523090

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Occupational Self-Efficacy Scale (Betz & Hackett, 1981)	20	Traditional Self-Efficacy; Nontraditional Self-Efficacy	<ul style="list-style-type: none"> • Betz, N.E., & Hackett, G. (1981). The relationship of career-related self-efficacy expectations to perceived career options in college women and men. <i>Journal of Counseling Psychology</i>, 28, 399-410.
Persistence/Voluntary Dropout Decisions Scale (Pascarella & Terenzini, 1980)	30	Non-academic/Non-Persistence Decisions and Attitudes	<ul style="list-style-type: none"> • Pascarella, E. T., & Terenzini, P. T. (1980). Predicting freshman persistence and voluntary dropout decisions from a theoretical model. <i>The Journal of Higher Education</i>, 60-75.
The Salience Inventory (Super & Nevill, 1985)	170	Participation, commitment, & values expectation in the areas of home and family, studying, working, community service, and leisure	<ul style="list-style-type: none"> • The Salience Inventory available on Vocopher • http://www.vocopher.com/index.cfm • Salience Inventory Manual: Theory, Application and Research http://www.vocopher.com/SII/Salience%20Inventory.pdf
Student Development Inventory (Hood, 1986)	38	Identity - Confidence; Development of Purpose - Vocational	<ul style="list-style-type: none"> • Hood, A.B. <i>The Iowa Student Development Inventories</i>. Iowa City, Iowa: Hitech Press, 1986.

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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	<ul style="list-style-type: none"> • Rooney, R. A., & Osipow, S. H. (1992). Task-specific occupational self-efficacy scale: The development and validation of a prototype. <i>Journal of Vocational Behavior</i>, 40(1), 14-32. • Osipow, S. H., Temple, R. D., & Rooney, R. A. (1993). The short form of the task-specific occupational self-efficacy scale. <i>Journal of Career Assessment</i>, 1(1), 13-20.
Transition to College Inventory (Pickering & Calliotte, 2002)	10	Non-Cognitive Factors and Academic Performance and Persistence	<ul style="list-style-type: none"> • http://ww2.odu.edu/ao/ira/assessment/tci/TCI_brochure.pdf • Manual for the TCI http://ww2.odu.edu/ao/universityassessment/tci/pdf/manual05.pdf
Vocational Rating Scale (Barrett & Tinsley, 1977)	40	Global Measure of Self-Concept Crystallization	<ul style="list-style-type: none"> • Barret, T.C., & Tinsley, H. E. A. (1977). Measuring vocational self-concept crystallization. <i>Journal of Vocational Behavior</i>, 11, 305-313.

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