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Development of the Career Exploration Survey (CES)

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Abstract

The development, properties, and uses of the Career Exploration Survey (CES) are described. The CES is intended to (a) facilitate further theory development and empirical research on how exploration affects career decisions, development, and job outcomes, such as job satisfaction, commitment, and turnover; (b) provide a network of variables for investigating the dynamics of the exploration process; and (c) provide a set of criterion measures for examining the effects of personal characteristics and educational treatments on career exploration behaviors and beliefs. The CES is based on a conceptual framework derived from theories of exploration, stress, motivation, and career preference. It consists of seven measures of the career exploration process, three reactions to exploration, and six beliefs about exploration. Dimensionality, reliability, and validity data are presented for four studies comprising 680 observations across 601 individuals.



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¹ Currently affiliated with the Ball Foundation.

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