

Rationales for Career Maturity Inventory
Attitude Scale (Form B-1) Items

John O. Crites

Mark L. Savickas

Northeastern Ohio Universities
College of Medicine
Rootstown, Ohio
44272

1980

CMI ITEMS & RATIONALES

John O. Crites, Ph.D.
Mark L. Savickas, Ph.D.

1. I often daydream about what I want to be, but I really haven't chosen a line of work yet.

The more career mature response to this statement is FALSE. People sometimes have dreams about what they'd most like to do if they could do anything they wanted, but you should begin to seriously consider occupations which you have a good chance of entering on the basis of your interest, abilities, and the available opportunities.

2. If I can help others in my work, I'll be happy.

The more career mature response to this statement is FALSE. Helping others can be an important reward gained from work, but happiness in an occupation depends upon many other factors, such as your ability to achieve success in the occupation.

3. Everyone seems to tell me something different; as a result I don't know what kind of work to choose.

The more career mature response to this statement is FALSE. Regardless of the different things that people may tell you, you should choose an occupation which you think you might like and in which you think you can find success.

4. It's probably just as easy to be successful in one occupation as it is in another.

The more career mature response to this statement is FALSE. Occupations differ in their requirements in terms of education, training, and skills. Thus, it is more difficult to achieve success in some occupations than it is in others. You should explore occupations which interest you in order to determine their requirements.

5. In order to choose a job, you need to know what kind of person you are.

The more career mature response to this statement is TRUE. Each of us differs in the characteristics required for success and satisfaction in different occupations. The better we know what these characteristics are, the better our chances of choosing a vocation for which we are well suited.

6. It doesn't matter which job you choose as long as it pays well.

The more career mature response to this statement is FALSE. Financial return is important, but your interests and abilities should be the primary considerations in choosing an occupation. If you enter an occupation that is not compatible with your interests and abilities, it is not likely that you will be happy in that occupation, regardless of the financial reward.

7. I plan to follow the line of work my parents suggest.

The more career mature response to this statement is FALSE. Parents can often provide you with helpful information concerning occupations, but the choice should be your own. Otherwise, their suggested line of work for you may not be the one for which you are best suited.

8. As long as I can remember, I've known what kind of work I want to do.

The more career mature response to this statement is FALSE. A few people do enter the occupations that they considered as children, but this is not true for most people. Usually your early occupational choices are based on fantasy wishes and are not consistent with your interests and abilities as a young adult.

9. You should decide for yourself what kind of work to do.

The most career mature response to the above statement is TRUE. While it may be helpful to have advice in choosing an occupation, especially professional advice, you should be the one to make the final decision about which occupation to enter.

10. I don't know how to go about getting into the kind of work I want to do.

The more career mature response to this statement is FALSE. There are many sources of information available which will tell you how to go about entering an occupation. You should consult these sources, so that you can take the necessary steps to enter the occupation you want.

11. Work is worthwhile mainly because it lets you buy the things you want.

The more career mature response to this statement is FALSE. Work does enable you to get many things you want, but the primary value of work is that it is a means by which you can gain self-fulfillment by using your abilities and interests.

12. I know very little about the requirements of jobs.

The more career mature response to this statement is FALSE. It is probably impossible and unnecessary for you to know the requirements for all jobs, but you should know the requirements of occupations which you are considering. You can easily acquire this information through literature published by various professional organizations, governmental publications, and by talking with people in various occupations.

13. When choosing an occupation, you should consider several different jobs.

The more career mature response to this statement is TRUE. Before choosing an occupation you examine a wide variety of jobs which are compatible with your interests, abilities, and values. If you decide before seriously reviewing your viable options, you limit your own freedom to choose.

14. If you have some doubts about what you want to do, ask your parents or friends for advice and suggestions.

The more career mature response to this statement is TRUE. Parents and friends are usually willing to assist you in the process of making career decisions. In seeking their suggestions you might emphasize your need for guidance on how to go about choosing an occupation. This would help them understand that you are not asking them to choose for you.

15. I often feel that there is a real difference between what I am and what I want to be in my occupation.

The more career mature response to this statement is FALSE. If you have this feeling, it may be because you are unwilling to consider some realistic reason why you and that occupation may be incompatible. Try to figure out why you feel this way and then resolve any conflicts you discover.

16. There are so many things to consider in choosing an occupation, it is hard to make a decision.

The more career mature response to this statement is FALSE. Though interests, abilities, values, and occupational opportunities all should be considered in choosing an occupation, a person committed to making a choice can handle these factors. If you don't already have the necessary information, you may benefit from talking with a career counselor.

17. You should choose an occupation which gives you a chance to help others.

The more career mature response to this statement is FALSE. Helping others is an admirable goal, but you should choose an occupation which you think will be enjoyable and which is consistent with your abilities and interests.

18. The best thing to do is to try out several jobs, and then choose the one you like best.

The more career mature response to this statement is FALSE. Although previous work experience can be helpful in coming to a decision about your occupational goal, it would waste a great deal of time, money, and effort to try out all the occupations you might be considering before choosing the one you want to enter.

19. There is no point in deciding upon a job when the future is so uncertain.

The more career mature response to this statement is FALSE. While it is true that you cannot be absolutely certain about what tomorrow will bring, most of us have at least some control over the future. Thus, it is important to plan ahead and take an active role in shaping the future. Become actively involved in determining what your future will be.

20. Working is much like going to school.

The more career mature response to this statement is FALSE. Working and going to school are alike in that they both require you to fulfill many responsibilities, but they are also different in several important ways. For example, on a job your performance is being continually evaluated, in school your performance is usually assessed only periodically.

21. There is only one occupation for each person.

The more career mature response to this statement is FALSE. Although your interests and abilities set limits upon the number of occupations for which you are qualified, there is probably more than one occupation in which you might find satisfaction and success.

22. Your parents probably know better than anybody else which occupation you should enter.

The more career mature response to this statement is FALSE. Your parents may offer helpful suggestions, but they are often unaware of the many occupations which exist and for which you may be equally well-suited. The choice of an occupation should be your own.

23. I want to really accomplish something in my work--to make a great discovery or earn a lot of money or help a great number of people.

The more career mature response to this statement is FALSE. While it is important to be concerned about the results of your work, you should choose an occupation which is satisfying in and of itself rather than for extrinsic rewards involved.

24. When it comes to choosing a job, I'll make up my own mind.

The more career mature response to the above statement is TRUE. While it may be helpful to have advice in choosing an occupation, especially professional advice, you should be the one to make the final decision about which occupation to enter.

25. I don't know what courses I should take in school.

The more career mature response to this statement is FALSE. You may have doubts about course requirements, but you should be able to find out what courses to take through your guidance counselor or academic advisor.

26. The greatest appeal of a job to me is the opportunity it provides for getting ahead.

The more career mature response to this statement is FALSE. Advancement in an occupation is definitely important, but the greatest appeal of a job should be the opportunity it provides for being the kind of person you want to be.

27. I can't understand how some people can be so certain about what they want to do.

The more career mature response to this statement is FALSE. If you choose a job wisely--one that you are really interested in and one that you can do--you should be fairly certain about your choice and enthusiastic about entering that occupation.

28. I spend a lot of time wishing I could do work I know I can never do.

The more career mature response to this statement is FALSE. It is a waste of time and energy to daydream about the impossible job. By making realistic concessions in career decision making, you will probably find an occupation that you will really enjoy.

29. Work is dull and unpleasant.

The more career mature response to this statement is FALSE. If you choose an occupation which is consistent with your interests, work can be pleasant and satisfying.

30. Sometimes you have to take a job that is not your first choice.

The more career mature response to this statement is TRUE. Since you cannot control job opportunities, it is wise to prepare to accept reasonable alternatives should your first choice be temporarily or permanently unavailable to you.

31. I keep changing my occupational choice.

The more career mature response to this statement is FALSE. While you should not stick to an occupational choice which you feel is no longer appropriate, it is costly and inefficient in terms of time, effort, and money to keep changing your vocational goals.

32. Once you choose a job, you can't choose another one.

The more career mature response to this statement is FALSE. Most people have more than one job choice in their life time. In fact, the average number of jobs held during a worker's career is about three.

33. As far as choosing an occupation is concerned, something will come along sooner or later.

The more career mature response to this statement is FALSE. Occupations do not usually "come along." Most people choose an occupation and then take an active role in planning and preparing to enter it. You should commit yourself to preparing for your future.

34. I'm not going to worry about choosing an occupation until I'm out of school.

The more career mature response to this statement is FALSE. Although it is not wise to choose an occupation too early, you should seriously begin to consider your occupational goals while still in school, so that you can pursue a course of study that will prepare you for entering an occupation.

35. You can do any kind of work you want to do as long as you try hard.

The more career mature response to this statement is FALSE. Although you can often meet the requirements of more than one occupation, your abilities, interests, and temperament place limits upon the type of occupation in which you can find success and satisfaction.

36. You get into an occupation mostly by chance.

The more career mature response to this statement is FALSE. Although a few people get into an occupation by chance, most of us actively plan and prepare for the occupation we want to enter.

37. You can't go very far wrong by following your parent's advice about which job to choose.

The more career mature response to this statement is FALSE. Although parents may have the best intentions, they can be inaccurate in their estimates of your abilities and interests and misinformed about the existing occupational opportunities. If you are in need of assistance in choosing a vocation, you should seek the assistance of a qualified counselor.

38. Whether you are interested in a particular kind of work is not as important as whether you can do it.

The more career mature response to this statement is TRUE. You should not choose an occupation based upon interest or even ability. It is wise to base career decision making upon a synthesis of interests, abilities, and values. A choice compatible with just one of these three will probably not be suitable for you.

39. Choosing an occupation is something you have to do on your own.

The more career mature response to the above statement is TRUE. While it may be helpful to have advice in choosing an occupation, especially professional advice, you should be the one to make the final decision about which occupation to enter.

40. I seldom think about the job I want to enter.

The more career mature response to this statement is FALSE. You cannot make a wise career decision without giving the process some serious thought. Most of us do not fall into an occupation by chance, but rather plan and prepare for our entry into the world of work.

41. By the time you are 15 you should have your mind pretty well made up about the occupation you intend to enter.

The more career mature response to this statement is FALSE. It is good to be thinking about an occupational choice in early adolescence, but it is unwise to choose an occupation too early. Many young people choose an occupation very early only to find out later that it is not the right one for them. You should consider more than one alternative before making a definite choice.

42. I have little or no idea what working will be like.

The more career mature response to this statement is FALSE. You should have some idea about what the work you will be doing is like. If you have not had previous work experience in the occupation you plan to enter, you should speak with people in the occupation, or actually observe people on the job.

43. I keep wondering how I can reconcile the kind of person I am with the kind of person I want to be in my future occupation.

The more career mature response to this statement is FALSE. If you are bothered by this doubt, you should deal with it head on rather than just wondering. Identify the aspects of potential conflict which concern you, attempt to work out a reasonable plan to resolve the potential problem.

44. I would like to rely on someone else to choose an occupation for me.

The more career mature response to the above statement is FALSE. Though suggestions may provide useful information for you to consider, nobody can do a better job of deciding for you, than you can. If you let others choose for you, you will miss this important opportunity to determine your future.

45. I'd rather not work than take a job I don't like.

The more career mature response to this statement is FALSE. Most of us would like to have a "perfect" job but we eventually realize that we don't always get what we want. Each of us can try for the most suitable job available and then make the best of it.

46. I'd rather work than play.

The more career mature response to this statement is TRUE. Individuals who decisively express interest in work can more readily engage in the process of making career decisions.

47. I guess everyone has to go to work sooner or later, but I don't look forward to it.

The more career mature response to this statement is FALSE. While it is true that most people do need to work to support themselves, there is usually more than one job for each person so that you should be able to find something that you can look forward to doing.

48. I don't know whether my future occupation will allow me to be the kind of person I want to be.

The more career mature response to this statement is FALSE. If you wonder about your compatibility with your future occupation you should seek information concerning what is expected of workers in that occupation and talk with people currently performing the job.

49. It's who you know, not what you know, that's important in a job.

The more career mature response to this statement is FALSE. Many times it is helpful to know influential people in securing a job, but your competence is far more important in determining whether or not you will remain on a job. If you are well-qualified for an occupation, you will probably get a position regardless of whether or not you "have connections."

50. Your job is important because it determines how much you can earn.

The more career mature response to this statement is FALSE. Salary is certainly important, but there are many other rewards which you can obtain from your job that are more important than financial gain. Among these, one of the most important is your personal satisfaction with what you are doing.

51. You shouldn't worry about choosing a job since you don't have anything to say about it anyway.

The more career mature response to this statement is FALSE. Few people are fortunate enough to have complete freedom in their career decision making. You probably do have some degree of freedom to choose; however, and should exercise this freedom as fully as you can.

52. I don't want my parents to tell me which occupation I should choose.

The more career mature response to the above statement is TRUE. While it may be helpful to have advice in choosing an occupation, especially professional advice, you should be the one to make the final decision about which occupation to enter.

53. You almost always have to settle for a job that's less than you had hoped for.

The more career mature response to this statement is TRUE. Most of us base our hopes upon "ideal" jobs which hardly ever exist in reality. There is usually some aspect of even your "dream" job which you will find unappealing.

54. If someone would tell me which occupation to enter, I would feel much better.

The more career mature response to this statement is FALSE. You will feel best, in the long run, if you make career decisions based upon the way things look to you. While you might momentarily feel relieved that someone else was responsible for your choice, this would only cause greater discomfort in the future.

55. I am having difficulty in preparing myself for the work I want to do.

The more career mature response to this statement is FALSE. If you have chosen an occupation that is compatible with your abilities and interests, you should not be experiencing great difficulty in preparing yourself for that occupation. If you are, perhaps you should reconsider your choice.

56. I can't seem to become very concerned about my future occupation.

The more career mature response to this statement is FALSE. It is important to become aware of and concerned about career decisions which you will have to make in the future so that when the time comes to make them you will be prepared to make decisions competently and confidently.

57. I really can't find any work that has much appeal to me.

The more career mature response to this statement is FALSE. Most people can find some kind of work that they'd like to do. If you cannot find any kind of work that you'd like, you have probably not taken the opportunity to learn about the many occupational opportunities which exist.

58. I'm not going to give up anything to get the job I want.

The more career mature response to this statement is FALSE. The career decision making process is one of negotiating, give-and-take, and compromise. Someone unwilling to make realistic concessions in exchange for something s/he wants is not giving him/herself a fair chance to obtain a suitable job.

59. Knowing what jobs are open is more important than knowing what you are good at when choosing an occupation.

The more career mature response to this statement is TRUE. Your interests, abilities, and values must eventually coincide with a job opportunity. It is important to consider yourself, but always in light of what the job market has to offer.

60. The job I choose has to give me plenty of freedom to do what I want.

The more career mature response to this statement is FALSE. Freedom to exercise your abilities, talents, and interests on a job are important considerations in choosing an occupation but most jobs set limits upon your freedom to do exactly as you wish, with some jobs allowing lesser or greater degrees of freedom.

61. I don't know whether my occupational plans are realistic.

The more career mature response to this statement is FALSE. If you wonder whether your plans are realistic, you might need to assertively investigate their feasibility. Plans that prove to be overambitious may benefit from revision.

62. When trying to make an occupational choice, I wish that someone would tell me what to do.

The more career mature response to the above statement is FALSE. Though suggestions may provide useful information for you to consider, nobody can do a better job of deciding for you than you can. If you let others choose for you, you will miss this important opportunity to determine your future.

63. I have so many interests it's hard to choose any one occupation.

The more career mature response to this statement is FALSE. Even if you have several interests, you can decide to consider your abilities, values, and job opportunities as a means of narrowing your choices to a manageable number.

64. You should choose a job in which you can someday become famous.

The more career mature response to this statement is FALSE. Very few people ever become famous in their chosen occupation. Choose an occupation because you enjoy it rather than because you think you can become famous.

65. You should choose a job that allows you to do exactly what you want to do.

The more career mature response to this statement is FALSE. It is wise to choose an occupation which allows you to express your interests, abilities, and values. However, work usually requires that you also perform some tasks because they need to be done or the employer prefers that you do them.

66. Entering one job is about the same as entering another.

The more career mature response to this statement is FALSE. Jobs differ significantly in work surroundings, work tasks, pace, locale, hours, and pay. In addition, you will find the lifestyles of workers in different jobs often vary.

67. Parents usually can choose the most appropriate job for their children.

The more career mature response to this statement is FALSE. Though parents can often offer valuable suggestion, self-exploration of interests, abilities, and values can only be performed by you. Because a suitable choice is based upon self-exploration, only you can choose the most appropriate occupation for yourself.

68. You should choose an occupation then plan how to enter it.

The more career mature response to this statement is TRUE. After you have chosen an occupation, you should find out the necessary steps to take to gain the qualification for entering that occupation.

69. I feel that I should do what my parents want me to do.

The more career mature response to this statement is FALSE. Parents may prefer that you select certain occupations but you must make career decisions that you believe will prove to be suitable. In the long run, most parents will be pleased if you enjoy the work you choose.

70. Making an occupational decision confuses me because I don't feel that I know enough about myself or the world of work.

The more career mature response to this statement is FALSE. You can reduce your confusion concerning the career decision making process by familiarizing yourself with your job related interests and abilities and with occupations which correspond to your personality and talents. You may wish to begin this process by consulting a guidance counselor or advisor for assistance in self-understanding and information on jobs.

71. When I'm trying to study, I often find myself daydreaming about what it will be like when I start working.

The more career mature response to this statement is FALSE. While you should give some thought to what it will be like to work, daydreaming about it is probably not fruitful or accurate. It would be more useful to talk to someone who is already in the occupation about what is done on the job.

72. It's hard to imagine myself in any occupation.

The more career mature response to this statement is FALSE. It is important to begin to relate yourself to the world of work by considering yourself in various occupations. Imagining yourself in a job is a crucial step in the career decision making process.

73. I feel that my occupational goals are so high that I'll never be able to attain them.

The more career mature response to this statement is FALSE. It is wise to stretch yourself and choose the occupation which will challenge you. However, if you are overambitious you will experience frequent frustration. Try to choose a job that is compatible with the person you are or can become, not one suited for the person you wish you could be.

74. The most important part of work is the pleasure which comes from doing it.

The more career mature response to this statement is TRUE. If you do not enjoy the work you do, it is unlikely that other factors, such as financial reward, fame, or helping others, will be sufficient compensations. Choose an occupation which you think you will enjoy doing.

75. There may not be any opening for the job I want most.

The more career mature response to this statement is TRUE. Economic conditions sometimes prevent one from securing the job s/he wants most. Because one cannot control job opportunities, s/he should make a realistic appraisal of the job market and choose an occupational goal having several viable options.