

**THE CAREER ADAPT-ABILITIES SCALE:
CONSTRUCTION, RELIABILITY, AND MEASUREMENT**
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The Career Adapt-Abilities Scale: Construction, reliability, and measurement equivalence across 13 countries

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Researchers from 13 countries collaborated in constructing a psychometric scale to measure career adaptability. They defined career adaptability as a psychosocial construct that denotes an individual's resources for coping with current and anticipated tasks, transitions, traumas in their occupational roles that, to some degree large or small, alter their social integration. Career adaptability resources are the self-regulation capacities that a person may draw upon to solve the unfamiliar, complex, and ill-defined problems presented by developmental vocational tasks, occupational transitions, and work traumas. Based on four pilot tests, a research version of the proposed scale consisting of 55 items was field tested in 13 countries. The resulting Career Adapt-Abilities Scale (CAAS) consists of four scales, each with six items. The four scales measure concern, control, curiosity, and confidence as psychosocial resources for managing occupational transitions, developmental tasks, and work traumas. The CAAS demonstrates metric invariance across all the countries, but does not exhibit residual invariance or scalar invariance. The reliabilities of the CAAS subscales and the combined adaptability scale range from acceptable to excellent when computed with the combined data. As expected, the reliability estimates varied across countries. Nevertheless, the internal consistency estimates for the four subscales of concern, control, curiosity, and confidence were generally acceptable to excellent. The internal consistency estimates for the total score for the CAAS were excellent. Overall, we concluded that the CAAS is ready for further development, especially elaboration of career adaptability's nomological network and validity evidence for CAAS scores. The measure appears to have strong potential to be useful in the internationalization of career development research and intervention in the global economy of the 21st century.

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