

**Career Adapt-Abilities Scale: Construction, reliability, and initial validity of the USA form**

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This presentation reports construction and initial validation of the United States form of the Career Adapt-Abilities Scale (CAAS). The CAAS-USA consists of four scales, each with six items, which measure concern, control, curiosity, and confidence as psychosocial resources for managing occupational transitions, developmental tasks, and work traumas. Internal consistency estimates for the subscale and total scores ranged from good to excellent. The factor structure was quite similar to the one computed for combined data from 13 countries. An attempt to strengthen the subscale internal consistency estimates and coherence of the factor structure by adding additional items failed. In the end the USA Form is identical to the International Form.

Concurrent validity evidence was collected relative to career identity, given that adaptability and identity have been identified as meta-competencies for career construction in information societies. Relations between career adaptability and vocational identity-formation processes and status outcomes were as predicted. Career adaptability showed the strongest relations to in-depth career exploration and identification with career commitments. Higher levels of adaptability thus align with greater confidence in specifying career choices that implement one's identity. In contrast, lower levels of career adaptability are associated inversely with the two reconsidering dimensions of identity. The significant negative relation of adaptability to self-doubt suggests that lower levels of career adaptability resources align with higher levels of anxiety and uncertainty concerning one's career choices and commitments. The lack of an association between flexibility and adaptability was expected because the CAAS-USA measures adaptability resources rather than a willingness or motivation to adapt. The flexibility items pertain to the willingness to adapt to anticipated changes and transitions rather than currently available adaptability resources. Examining the scale mean scores for individuals assigned to identity statuses showed that career adaptability related strongly, consistently, and as expected to identity-status assignment. The adaptability scores decreased across the statuses arranged as diffused, moratorium, searching moratorium, foreclosed, and achieved. The results were even more striking when comparing just the achieved to the foreclosed. These two statuses are often difficult to distinguish using scores from career inventories because both statuses show strong commitment, one with more exploration and one with less exploration. The profile of career adaptability resources clearly distinguished the two groups with the achieved status scoring higher on each of the four subscales. Even more importantly, the largest difference occurred on the curiosity subscale with achieved scoring 4.15 and foreclosed scoring 3.85.

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