

The Career Adapt-Abilities Scale + Cooperation Scale

Mark L. Savickas and Erik J. Porfeli*

The attempt to add “cooperation” as an *intrapersonal* dimension of the career adaptability construct failed in the initial attempt by the International Research Team (Savickas & Porfeli, 2012). The Cooperation subscale itself showed excellent psychometric properties yet it did not cohere with the other four dimensions measured by the *Career Adapt-Abilities Scale (CAAS)* (i.e., concern, control, curiosity, and confidence). We concluded that cooperation is an *interpersonal* relational resource that supports adaptability yet is not itself a part of psychosocial adaptability.

We decided to further explore using the *Cooperation Scale* to measure a relational construct related to success in adapting rather than a self-regulation resource. Several colleagues -- including Vilhjálmsdóttir, Einarsdóttir, McMahon, Watson, and Bimrose -- have noted that the *Cooperation Scale* may be a reliable and valid instrument in more collectivist cultures where relational support for career adaptation is a more important factor. They have suggested that the *CAAS* may measure internal resources activated within the self whereas the *Cooperation Scale* may activate external resources within the community.

Einarsdóttir, Vilhjálmsdóttir, Smáradóttir, and Kjartansdóttir (2015) have recently published a research report that strongly supports the conceptualization of cooperation as an adaptation resource in a collectivist context. Given their important findings, we have constructed an expanded version of the *CAAS* that adds the *Cooperation Scale*, composed of the original 11 items used in the international research project. We encourage researchers to explore hypotheses about the role played by cooperation in career adaptation in cultural context and in general, particularly conceptualizing cooperation as an interpersonal resource activated during periods of career transition.

The *Career Adapt-Abilities + Cooperation Scale (CAAS+C)* appears below. As usual for the *CAAS*, the first six items measure concern, the next six control, the next six curiosity, and final six measure confidence. The 11 items on the second sheet compose the *Cooperation Scale*. The measure can be provide six scores: concern, control, curiosity, control, adaptability total score, and cooperation total score.

References

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Career Adapt-Abilities Scale + Cooperation Scale (CAAS+C)

Different people use different strengths to build their careers. No one is good at everything, each of us emphasizes some strengths more than others. Please rate how strongly you have developed each of the following abilities using the scale below.

| <u>STRENGTHS</u> | Strongest | Very Strong | Strong | Somewhat Strong | Not Strong |
|--|-----------|-------------|--------|-----------------|------------|
| 1. Thinking about what my future will be like | _____ | _____ | _____ | _____ | _____ |
| 2. Realizing that today's choices shape my future | _____ | _____ | _____ | _____ | _____ |
| 3. Preparing for the future | _____ | _____ | _____ | _____ | _____ |
| 4. Becoming aware of the educational and vocational choices that I must make | _____ | _____ | _____ | _____ | _____ |
| 5. Planning how to achieve my goals | _____ | _____ | _____ | _____ | _____ |
| 6. Concerned about my career | _____ | _____ | _____ | _____ | _____ |
| 7. Keeping upbeat | _____ | _____ | _____ | _____ | _____ |
| 8. Making decisions by myself | _____ | _____ | _____ | _____ | _____ |
| 9. Taking responsibility for my actions | _____ | _____ | _____ | _____ | _____ |
| 10. Sticking up for my beliefs | _____ | _____ | _____ | _____ | _____ |
| 11. Counting on myself | _____ | _____ | _____ | _____ | _____ |
| 12. Doing what's right for me | _____ | _____ | _____ | _____ | _____ |
| 13. Exploring my surroundings | _____ | _____ | _____ | _____ | _____ |
| 14. Looking for opportunities to grow as a person | _____ | _____ | _____ | _____ | _____ |
| 15. Investigating options before making a choice | _____ | _____ | _____ | _____ | _____ |
| 16. Observing different ways of doing things | _____ | _____ | _____ | _____ | _____ |
| 17. Probing deeply into questions that I have | _____ | _____ | _____ | _____ | _____ |
| 18. Becoming curious about new opportunities | _____ | _____ | _____ | _____ | _____ |
| 19. Performing tasks efficiently | _____ | _____ | _____ | _____ | _____ |
| 20. Taking care to do things well | _____ | _____ | _____ | _____ | _____ |
| 21. Learning new skills | _____ | _____ | _____ | _____ | _____ |
| 22. Working up to my ability | _____ | _____ | _____ | _____ | _____ |
| 23. Overcoming obstacles | _____ | _____ | _____ | _____ | _____ |
| 24. Solving problems | _____ | _____ | _____ | _____ | _____ |

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| | Strongest | Very Strong | Strong | Somewhat Strong | Not Strong |
|--|------------------|--------------------|---------------|------------------------|-------------------|
| <u>STRENGTHS</u> | | | | | |
| 25. Becoming less self-centered | _____ | _____ | _____ | _____ | _____ |
| 26. Acting friendly | _____ | _____ | _____ | _____ | _____ |
| 27. Getting along with all kinds of people | _____ | _____ | _____ | _____ | _____ |
| 28. Cooperating with others on group projects | _____ | _____ | _____ | _____ | _____ |
| 29. Playing my part on a team | _____ | _____ | _____ | _____ | _____ |
| 30. Compromising with other people | _____ | _____ | _____ | _____ | _____ |
| 31. Learning to be a good listener | _____ | _____ | _____ | _____ | _____ |
| 32. Contributing to my community | _____ | _____ | _____ | _____ | _____ |
| 33. Going along with the group | _____ | _____ | _____ | _____ | _____ |
| 34. Sharing with others | _____ | _____ | _____ | _____ | _____ |
| 35. Hiding my true feelings for the good of the group | _____ | _____ | _____ | _____ | _____ |