The Impact of a Counselor-Free Career Intervention Using the Self-Directed Search

V. Casey Dozier, PhD Florida State University

Julia Kronholz, MEd Georgia Institute of Technology

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Roundtable #4-1:

The Impact of a Counselor-Free Career Intervention Using the Self-Directed Search

Purpose of the Study

The purpose of this study was to assess the impact of completing the online Self-Directed Search assessment as a counselor-free intervention.

Research Design

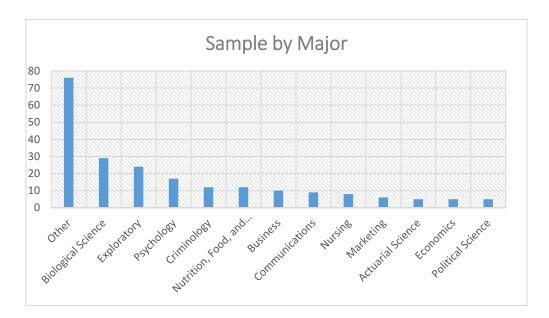
Procedures

- Focused on lower division students in English composition classes.
- Participants volunteered to complete a demographic survey, the Self-Directed Search online, and a follow-up survey three weeks later. All surveys were administered online.
- Participants completing all surveys received a gift card to use at any Seminole Dining location on-campus.
- Support provided by PAR and Seminole Dining.

Participants

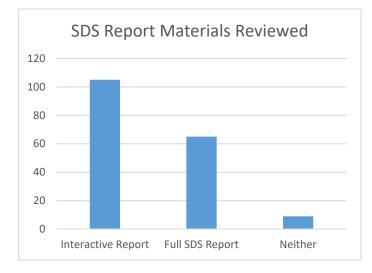
219 undergraduate participants who attended a Career Center workshop

- Female (76%); Male (24%); Other (.01%)
- Caucasian (63%); Hispanic/Latino (18%); Black/African-American (10%); Asian (5%); Other (3%); Prefer not to answer (1%)
- Ages 18-21 freshmen and sophomores enrolled in ENC 1101/1102 required English class



Results – Engagement with the Self-Directed Search

Which report materials did you review after completing the Self-Directed Search?



How much time did you spend reviewing your report materials?



Results – **Engagement after completing the Self-Directed Search** (n = 123)

Within the last 3 weeks, I have met with:

Answer	Response	%
Career advisor at the Career Center	16	21%
Career liaison in my academic department	4	5%
Academic advisor	62	83%
Other*	5	7%

*Other = parents, mentor, professor

What are your views about the need for additional services to meet your career concerns (check all that apply)?

Answer	Response	%
I need additional individual career counseling meetings with a career advisor over a longer period of time.	34	26%
I need a few additional brief meetings with a career advisor.	65	49%
None needed, I can research options on my own.	28	21%
I do not have any career related questions at this time.	22	17%

Discussion – Outcome Data

(*n* = 123)

Variable	Pre-test mean	Post-test mean	Significance
Total Career State	5.86	5.46	Significant decrease in
Inventory (CSI) scores			overall CSI scores
Certainty	2.60	2.51	.000
Satisfaction	2.01	1.83	.000
Clarity	1.25	1.13	.000

Implications and Takeaways

- Value of counselor free, self-help services
- Importance of campus collaborations
- Connection between Career State Inventory (CSI) and Self-Directed Search (SDS) assessment
- SDS as a tool for helping students to understand their career options and increase career certainty, satisfaction, and clarity

Career State Inventory (CSI)*

Professional Version 7.0 Florida State University Stephen J. Leierer, PhD; Gary W. Peterson, PhD; Robert C. Reardon, PhD; Debra S. Osborn, PhD

ame_	Date
1.	List all occupations you are considering right now.
	Which occupation is your first choice? If undecided, write "undecided."
	CERT (1 – 4)
2.	How well satisfied are you with your responses to No. 1 above? Place a check next to the appropriate stateme below:

Very satisfied Satisfied Not sure Dissatisfied Very dissatisfied

SATI (1 – 5)

3. Please circle True (T) or False (F) to the statements below

- a. T F If I had to make an occupational choice right now, I'm afraid I would make a bad choice.
- b. T F Making up my mind about a career has been a long and difficult problem for me.
- c. T F I am confused about the whole problem of deciding on a career.

CLAR (0 – 3)

TOTAL (2 – 12)

Total Scoring Range 2 – 12										
2	3	4	5	6	7	8	9	10	11	12
Goal-directed Satisfied Confident				Uncertain Doubts Tentative					Frozen Dissatisfied Confused	

Scoring Key

Certainty (1-4)

- 1 = First choice only
- 2 = First choice plus alternatives
- 3 = Alternatives only
- 4 = No options or blank

Satisfaction (1-5)

1 = Very satisfied, 2 = Satisfied, 3 = Not sure, 4 = Dissatisfied, 5 = Very dissatisfied

Clarity (0-3)

One point for each TRUE response. All FALSE = 0, All TRUE = 3.

Total Career Decision State (2 – 12)

CSI Total = Subtotal Certainty + Subtotal Satisfaction + Subtotal Clarity

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Notes