

See discussions, stats, and author profiles for this publication at: <https://www.researchgate.net/publication/257997671>

# The Turkish Version of the Career Futures Inventory-Revised: The Validity and Reliability Study

Conference Paper · December 2012

CITATIONS

0

READS

42

7 authors, including:



**Mehmet Ali Hamedoglu**

Sakarya University

20 PUBLICATIONS 33 CITATIONS

[SEE PROFILE](#)



**Ahmet AKIN**

Sakarya University

348 PUBLICATIONS 1,052 CITATIONS

[SEE PROFILE](#)



**Çınar Kaya**

Bartın University

44 PUBLICATIONS 25 CITATIONS

[SEE PROFILE](#)



**Taner Demir**

Ministry of National Education Turkey

13 PUBLICATIONS 3 CITATIONS

[SEE PROFILE](#)

Some of the authors of this publication are also working on these related projects:



mustafa ercengiz [View project](#)



Educational psychology [View project](#)

Springer Proceedings in Complexity

Santo Banerjee  
Şefika Şule Erçetin *Editors*

---

# Chaos, Complexity and Leadership 2012

 Springer

# **Springer Proceedings in Complexity**

For further volumes:  
<http://www.springer.com/series/11637>



Santo Banerjee • Şefika Şule Erçetin  
Editors

# Chaos, Complexity and Leadership 2012

 Springer

*Editors*

Santo Banerjee  
Institute for Mathematical Research  
University Putra Malaysia  
Malaysia

Şefika Şule Erçetin  
Hacettepe University  
Ankara  
Turkey

International Science Association  
Ankara  
Turkey

International Science Association  
Ankara  
Turkey

ISSN 2213-8684                      ISSN 2213-8692 (electronic)  
ISBN 978-94-007-7361-5            ISBN 978-94-007-7362-2 (eBook)  
DOI 10.1007/978-94-007-7362-2  
Springer Dordrecht Heidelberg New York London

© Springer Science+Business Media Dordrecht 2014

This work is subject to copyright. All rights are reserved by the Publisher, whether the whole or part of the material is concerned, specifically the rights of translation, reprinting, reuse of illustrations, recitation, broadcasting, reproduction on microfilms or in any other physical way, and transmission or information storage and retrieval, electronic adaptation, computer software, or by similar or dissimilar methodology now known or hereafter developed. Exempted from this legal reservation are brief excerpts in connection with reviews or scholarly analysis or material supplied specifically for the purpose of being entered and executed on a computer system, for exclusive use by the purchaser of the work. Duplication of this publication or parts thereof is permitted only under the provisions of the Copyright Law of the Publisher's location, in its current version, and permission for use must always be obtained from Springer. Permissions for use may be obtained through RightsLink at the Copyright Clearance Center. Violations are liable to prosecution under the respective Copyright Law.

The use of general descriptive names, registered names, trademarks, service marks, etc. in this publication does not imply, even in the absence of a specific statement, that such names are exempt from the relevant protective laws and regulations and therefore free for general use.

While the advice and information in this book are believed to be true and accurate at the date of publication, neither the authors nor the editors nor the publisher can accept any legal responsibility for any errors or omissions that may be made. The publisher makes no warranty, express or implied, with respect to the material contained herein.

Printed on acid-free paper

Springer is part of Springer Science+Business Media ([www.springer.com](http://www.springer.com))

*SB: To my sister Santa Mukherjee and my  
little MAMU Sumadrish*

*SSE: In memory of my parents Mübeccel  
Erçetin and Yusuf Kenan Erçetin*





## Preface

Leadership in all sense has been centre of debates since humankind has its own society. From simple understanding of leadership to complex leadership theories, it is both mystical and scientific issue. Literally, leadership means that “the office or position of leader” and second explanation is “capacity to lead”. It is obvious that perception and definition of leadership have been transformed and kindly evolved.

Unfortunately, the first attempt of describing of leadership in scientific way did not go back to ancient times however, there were lots of epitaph, myths and some poets, which described “leaders of their society in different names such as king, emperor and etc.” More modern times, we have much remarkable books such as *The Prince* of Machiavelli. It was more than description of their leaders; it was also giving analysis of how good leaders (prince) should be. Even *The Prince* can be considered as a handbook of leaders.

Then, we can see books, which also criticized system and leaders especially during French revolution and its age. We can say that, scientific accumulation on leadership started from generally in the beginning of nineteenth century such as types of leadership were emerged. More alternative works have risen up in 40s and 50s. From poets on Rome’s Ceaser to twenty-first century, there are new concepts are quite popular such as global leadership reveal that an intensive and long journey of leadership.

In light of this historical picture of how sources of leadership evolved show us that term of leadership is highly complex, dependent and also interdependent scientifically. In other words, notion of leadership has mutual relationship with history, geography, culture, national identity, psychology, philosophy, politics and list goes on.

This complexity makes its’ field as a unique. Our symposium represents a new feature and dynamical perspective on leadership. We bring chaos and complexity, which are mainly notion of physics and mathematics to field of leadership. It has been studied that the nonlinear tools are very effective to investigate the modern leadership ability and to control the complex/chaotic situations. The subject is much more enhanced with the nonlinear techniques and chaos theory.

Not only physics but also, we shared many distinct, unique and fruitful ideas and workings from almost 20 different countries. That's why, we are glad to represent the book of Chaos, Complexity and Leadership symposium. Through the book, you will read numerous fantastic symposium paper which enlighten "leadership" as a phenomenon.

We are very much grateful to our invited speakers for their superlative lectures.

Finally we would like to thank all the participants, guests and members associated with ICCLS2012, to make the symposium successful.

Ankara, Turkey  
Ankara, Turkey

Şefika Şule Erçetin  
Santo Banerjee

## Contents

<b>1</b>	<b>Great Illusion in Twenty-First Century-Chaos Knocking Door</b> .....	<b>1</b>
	Şuay Nilhan Açıkalin and Şefika Şule Erçetin	
<b>2</b>	<b>Chaotic Time Delay Systems and Field Programmable Gate Array Realization</b> .....	<b>9</b>
	D. Valli, S. Banerjee, K. Ganesan, B. Muthuswamy, and C.K. Subramaniam	
<b>3</b>	<b>An Adaptive Neuro-Fuzzy Inference System-Based Approach to Forecast Time Series of Chaotic Systems</b> .....	<b>17</b>
	Utku Köse and Ahmet Arslan	
<b>4</b>	<b>Design and Development of a Chaos-Based Image Encryption System</b> .....	<b>23</b>
	Utku Köse and Ahmet Arslan	
<b>5</b>	<b>Comparison of Principal Component Analysis Biplots Based on Different Robust Covariance Matrix Estimates</b> .....	<b>29</b>
	B. Barış Alkan and Cemal Atakan	
<b>6</b>	<b>Complexity and the Relationship of the State with Islam</b> .....	<b>35</b>
	Kamilla Sheryazdanova	
<b>7</b>	<b>Anadolu Agency and the New Media Order</b> .....	<b>43</b>
	Kemal Öztürk	
<b>8</b>	<b>The Role and Place of Migration and Diaspora's Policy in Bilateral Relations Between Kazakhstan and Germany</b> .....	<b>47</b>
	Kamilla Sheryazdanova	
<b>9</b>	<b>Complex Adaptive Leadership for Performance: A Theoretical Framework</b> .....	<b>59</b>
	Füsun Bulutlar and Rifat Kamaşak	

<b>10</b>	<b>Chaos According to Teachers Attending PhD Programs and the Chaos Management in School .....</b>	<b>67</b>
	Elif Gamze Özcan and Hilal Zehra Uzun	
<b>11</b>	<b>Chaos Approach in Educational Administration .....</b>	<b>73</b>
	Hilal Zehra Uzun and Elif Gamze Özcan	
<b>12</b>	<b>Uncertainty, Complexity and Fuzzy Logic .....</b>	<b>79</b>
	İbrahim Özkan and I. Burhan Türkşen	
<b>13</b>	<b>Primary School Principals' Crisis Management Skills .....</b>	<b>95</b>
	İlknur Çalışkan Maya	
<b>14</b>	<b>Evaluation of Post-Graduate Students' Perceptions of Transformational Leadership According to Some Variables .....</b>	<b>103</b>
	Fırat Kıyas Birel and Meltem Yalın Uçar	
<b>15</b>	<b>Evaluating Market Basket Data with Formal Concept Analysis .....</b>	<b>113</b>
	Alp Üstündağ and Mert Bal	
<b>16</b>	<b>Managing on the Edge of Chaos .....</b>	<b>119</b>
	Ali Balcı	
<b>17</b>	<b>Controlling Chaotic Behavior of the Stepper Motor Using Genetic Algorithms .....</b>	<b>131</b>
	Yosra Miladi, Hanene Medhaffar, Moez Feki, and Nabil Derbel	
<b>18</b>	<b>Robust Chaos Synchronization for Chua's Circuits via Active Sliding Mode Control .....</b>	<b>141</b>
	Olfa Boubaker and Rachid Dhifaoui	
<b>19</b>	<b>A Modeling Approach Based on Fuzzy Least Squares Method for Multi-Response Experiments with Replicated Measures .....</b>	<b>153</b>
	Özlem Türkşen and Ayşen Apaydın	
<b>20</b>	<b>Chaos, Complexity and Police Leadership .....</b>	<b>159</b>
	Ramazan Terkeşli	
<b>21</b>	<b>Ideas on Municipalities, Chaos Theory and Transformational Leadership .....</b>	<b>165</b>
	Recep Bozlağan	
<b>22</b>	<b>IDEAS The Modelling Technique Based on Neuro-Fuzzy Structure for Chaotic Rossler System .....</b>	<b>177</b>
	Remzi Tuntaş	
<b>23</b>	<b>Leading Diversified Workforce to Improve Organizational Network Effectiveness .....</b>	<b>183</b>
	Pınar Büyükbacı, Yasemin Bal, Esin Ertemsir, and Sevgin Batuk Turan	

<b>24 Charismatic Leadership, Ethics and Effectiveness in Political Science</b> .....	193
Zakir Gül	
<b>25 GARCH Type Volatility Models Augmented with News Intensity Data</b> .....	199
Sergei P. Sidorov, Paresh Date, and Vladimir Balash	
<b>26 A General Outlook to the Transformational Leadership Practices of School Administrators in Turkey in the Light of Present Research Findings</b> .....	209
Tuğba Turabik	
<b>27 Avoidance Behaviors of School Managers in Uncertain and Chaotic Environments</b> .....	219
Nilay Neyişci and Nihan Potas	
<b>28 New Leadership Paradigms in the Complexity Science</b> .....	229
Nilay Neyişci and Nihan Potas	
<b>29 Chaotic Conditions That Postgraduate Students Came Across and Solution Suggestions</b> .....	235
Nedim Özdemir, Selçuk Turan, and Ahmet Yirmibeş	
<b>30 Survival of the Fittest: Intelligent Organizations as Intelligent Complex Adaptive Systems</b> .....	241
Esen Arzu Kayman and Şefika Şule Erçetin	
<b>31 How to Be a Quantum Leader in an Intelligent Organization?</b> .....	247
Şefika Şule Erçetin and Esen Arzu Kayman	
<b>32 Forming Educational Leadership Standards in Turkey and Educational Leadership Policy Standards: ISLLC 2008</b> .....	253
Tuncay Akçadağ and Melek Kaymaz Mert	
<b>33 The Importance of School Administrators' Cultural Leadership in Chaos Atmosphere</b> .....	259
Mehmet Teyfur and Esin Acar	
<b>34 Is Arab Spring a Complex Utopia?</b> .....	267
K. Gediz Akdeniz	
<b>35 Compulsory and Discontinuous Education as a New Model: 4+4+4 Is It Chaotic?</b> .....	271
Kenan İli	
<b>36 A Simulation Study Goodness-of-Fit Tests for the Skewed Normal Distribution</b> .....	277
Emre E. Sarısoy, Nihan Potas, and Mahmut Kara	
<b>37 A Chaotic Fact: 2011 Van Earthquake-Evaluation of Pedegogs</b> .....	285
Mehmet Menteşe	

<b>38 Searching for New Model in Education Systems: Sample of Turkey</b> .....	289
Seval Koçak	
<b>39 Sustainability of Economic System in the Chaos</b> .....	299
Anna Firsova, Olga Balash, and Vladimir Nosov	
<b>40 Economic Systems: From Chaos to Order</b> .....	305
Olga Yu. Chelnokova, Olga V. Senokosova, and Olga A. Shlyakova	
<b>41 The Development of the Local Economic System in the Conditions of Predominant Power Economy</b> .....	315
Elena Ogurtsova	
<b>42 Would the Organizational Commitment and Occupational Burnout Perceptions of Firm Owner's with 10 –49 Employees Be High at the Same Time? Why Not? (Example of Ankara)</b> .....	327
Sabri Çelik	
<b>43 Ethics and Leadership</b> .....	333
Nursel Yardibi	
<b>44 Situational Leadership in Change Management for Different Generations</b> .....	339
Buket Aksu	
<b>45 Chaos Against Leadership in the Seljuks Era: The Case of Isfahan</b> .....	355
Nurullah Yazar	
<b>46 The Contribution of Religious Teaching to the Development of Leadership Skills</b> .....	361
Tuğrul Yürük	
<b>47 Atmospheric Tracers and the Monsoon System: Lessons Learnt from the 1991 Kuwait Oil Well Fires</b> .....	371
Peter Carl	
<b>48 Fuzzy Generalized Fractal Dimensions for Chaotic Waveforms</b> .....	411
R. Uthayakumar and D. Easwaramoorthy	
<b>49 Nonlinear Forced Convective Hydromagnetic Flow of Unsteady Biomagnetic Fluid Over a Wedge with Convective Surface Condition</b> .....	423
M.M. Rahman and M.A. Sattar	
<b>50 Advancements on Authentication Methods for Transfer of Stream Data via Chaos Synchronization Techniques</b> .....	453
M.R.K. Ariffin and Z. Mahad	

<b>51 Efficient Implementation Baptista Type Chaotic Cryptosystem with Encoding Scheme .....</b>	<b>461</b>
Z. Mahad, M.R.K. Ariffin, and M.A. Daud	
<b>52 Measuring Perceptual Reflections of Employees for Their Executives Intellectual Traits That Effecting Quality of Work Life of Employees and Organizational Change .....</b>	<b>471</b>
Seyfi Top, Ercan Öge, Serkan Dilek, and Özlem Atan	
<b>53 Relationship Between the Attitudes of Undergraduate Students Towards Complex Numbers and Misconceptions .....</b>	<b>487</b>
Vildan Keçeli and Necla Turanlı	
<b>54 Turkish Version of the Career Adapt-Abilities Scale (CAAS): The Validity and Reliability Study .....</b>	<b>499</b>
Ahmet Akın, Çınar Kaya, Serhat Arslan, Taner Demir, Hakan Sarıçam, and Recep Uysal	
<b>55 Reflections of Syrian Chaos to Turkey: A Geopolitical Analysis .....</b>	<b>507</b>
Nurettin Özgen	
<b>56 Leaders, Followers and Their Personalities .....</b>	<b>519</b>
Burcu Erentuğ and Mehmet Ali Hamedoğlu	
<b>57 Determination of Leadership Behaviors of Mayors Who Have Been Elected with Local Election According to the Opinions of Employees .....</b>	<b>533</b>
Fuat Uzun	
<b>58 Dystopian Future View as a Narrative of Inherent Entropy of Organizations .....</b>	<b>539</b>
Ulaş Çakar and Ozan Nadir Alakavuklar	
<b>59 The Turkish Version of the Career Futures Inventory-Revised: The Validity and Reliability Study .....</b>	<b>545</b>
Mehmet Ali Hamedoğlu, Ahmet Akin, Serhat Arslan, Çınar Kaya, Taner Demir, Recep Uysal, and Hakan Sarıçam	
<b>60 The Importance of Building Leadership Skills with the Contemporary Youth .....</b>	<b>551</b>
Kadisha Shalgynbayeva	
<b>61 Chaotic Politics, Chaotic Relationships .....</b>	<b>557</b>
Mina Abbasiyannejad and Rosli Talif	
<b>62 Dynamical Motion Capture System Involving via Neural Networks .....</b>	<b>563</b>
Eva Volná, Robert Jarušek, Martin Kotyrba, and Daniel Rucký	

## Chapter 59

# The Turkish Version of the Career Futures Inventory-Revised: The Validity and Reliability Study

Mehmet Ali Hamedođlu, Ahmet Akin, Serhat Arslan, ınar Kaya,  
Taner Demir, Recep Uysal, and Hakan Sarıam

### 59.1 Introduction

A career is getting together and sequence of roles played by an individual during the course of a lifetime (Super 1980) and the process by which individuals make less their life choices as a way to create and find the self (Gottfredson 2002). Nowadays it is an important phenomenon for individuals to make best decision and career choice between educational, vocational, and job options (Vianen et al. 2009). In general, it is not easy to make the best choice and to use rational strategies when making career decisions for most people (Anderson 2003). Depending on making wrong career choices individuals sometimes unhappy with their decisions once they are made. So, many career theories emphasize the importance of conscious decision making for healthy career development (Vianen et al. 2009).

Career develops over a lifetime and all individuals must meet the social norms, and a central construct in career preparation and an important variable in career development is career adaptability which is derived from Super's original term "career maturity" (Super and Kansel 1981) Career adaptability forms an idea about how individuals adjust the changes or new things in work life (Super and Kidd 1979), an important structure for healthy career decision making (Rottinghaus et al. 2012), should be thought as a remarkable construct in career theory and includes three major components; conscious planning attitudes, exploration of self and environment, and informed decision making (Vianen et al. 2009). Because of changing world of work that require rapid adaptation of knowledge and skills career

---

M.A. Hamedođlu (✉) • A. Akin • S. Arslan • . Kaya • T. Demir • R. Uysal  
Educational Sciences Department, Sakarya University, Sakarya 54300, Turkey  
e-mail: mhamed@sakarya.edu.tr

H. Sarıam  
Educational Sciences Department, Dumlupınar University, Sakarya 43100, Turkey

S. Banerjee and .. Eretin (eds.), *Chaos, Complexity and Leadership 2012*,  
Springer Proceedings in Complexity, DOI 10.1007/978-94-007-7362-2\_59,  
© Springer Science+Business Media Dordrecht 2014

545



adaptability is getting a necessity and traditional linear careers are becoming less effectual (DeFillippi and Arthur 1994) and it is a key competence in career success (O'Connell et al. 2008).

Savickas (1997) first defined career adaptability as “the readiness to cope with the predictable tasks of preparing for and participating in the work role and with the unpredictable adjustments prompted by changes in work and work conditions” (p. 254) and later (Savickas 2005), “a psychosocial construct that denotes an individual’s readiness and resources for coping with current and imminent vocational development tasks, occupational transitions, and personal traumas” (p. 51). According to Rottinghaus et al. (2005) career adaptability is a tendency which effects the way an individual views his or her capacity to plan and adjust to changing career plans and work responsibilities, especially when he or she met with an unexpected event.

Savickas (2002, 2005) proposed four main aspects of adaptability: concern, control, curiosity, and confidence. According to him to have a successful career adaptation, firstly, people must have concern about the future of their occupational path to have a meaningful career planning. Secondly they must have more control and autonomy of their occupational path by decision-making interventions and assertiveness training. Thirdly, they must be curious about the future to have an open view of career possibilities and must think where they see themselves in their work lives in future and finally, they must increase their confidence, self-belief to reach their aims. These four major aspects involve the entire career development of an individual (Magruder 2012).

Previous studies have shown that there is a strong relationship between career adaptability that accepted as a useful construct for examining what it is that career counselors do, and what they will need to do in the future (Swanson and Parcover 1998) and leadership (Rottinghaus et al. 2005). Leaders must encourage their employees “to become more career-resilient and engage in career development activities to deal with changes in required knowledge, skills, and abilities, and to facilitate their mobility” and participation in decision making process and autonomy, along with supervisory career support (information, advice, and encouragement), enhance employee’s career adaptability (Ito and Brotheridge 2005, p. 5). Similarly, changing, dynamic environments are crucial in today’s organizations, so they need for adaptive workers (Edwards and Morrison 1994) and supervision/leadership is one of the major component of adaptive job performance (Campbell 1999; Campbell et al. 1993).

Rottinghaus et al. (2012) developed the Career Future Inventory-Revised (CFI-R) to assess aspects of career adaptability, including positive career planning attitudes, general outcome expectations, and components of Parsons’ tripartite model and Bandura’s personal agency. CFI-R is composed of 28-items and career agency (Factor 1), negative career outlook (Factor 2), occupational awareness (Factor 3), support (Factor 4) and work–life balance (Factor 5) were found to be the two main factors in the exploratory factor analysis (EFA); all factors had high internal consistency (Alphas for Factors were, .88, .77, .80, .77 and .75 respectively). Respondents indicated on a 5-point Likert scale (1 = strongly disagree to

5 = strongly agree) how often they felt as described in each item. The overall pattern highlights numerous examples supporting the validity of the CFI-R scales. Career Agency demonstrated a pattern reflecting more adaptive coping methods, including .28 and .30 correlations with problem-focused and avoidant coping, respectively. Negative Career Outlook was significantly correlated with Life Orientation Test-Revised .37 and demonstrated moderate correlations with the CDP subscales, decidedness .41, comfort .49, and reasons .56 career agency related positively to decidedness .38, comfort .46, and reasons .47. Occupational Awareness showed moderate relationships with comfort .34 and reasons .39 (Rottinghaus et al. 2012). The aim of this research is to adapt the CFI-R to Turkish and to examine its psychometric properties.

## **59.2 Method**

### **59.2.1 Participants**

Participants were 587 university students (350 female and 237 male) who were from different programs of Education Faculty of Sakarya.

### **59.2.2 Procedure**

Primarily the CFI-R was translated into Turkish by five academicians. After that the Turkish form was back-translated into English and examined the consistency between the Turkish and English forms. Turkish form has reviewed by six academicians from educational sciences department. Finally they discussed the Turkish form and along with some corrections this scale was prepared for validity and reliability analyses. In this study confirmatory factor analysis was executed to confirm the original scale's structure in Turkish culture. Data were analyzed by LISREL 8.54 and SPSS 13.0.

## **59.3 Results**

### **59.3.1 Construct Validity**

The results of confirmatory factor analysis indicated that the model was well fit ( $\chi^2 = 800.01$ ,  $df = 335$ ,  $RMSEA = .049$ ,  $NFI = .88$ ,  $NNFI = .92$ ,  $CFI = .92$ ,  $RFI = .86$ ,  $GFI = .91$ ,  $AGFI = .89$ , and  $SRMR = .040$ ). Factor loadings are presented in Fig. 59.1.

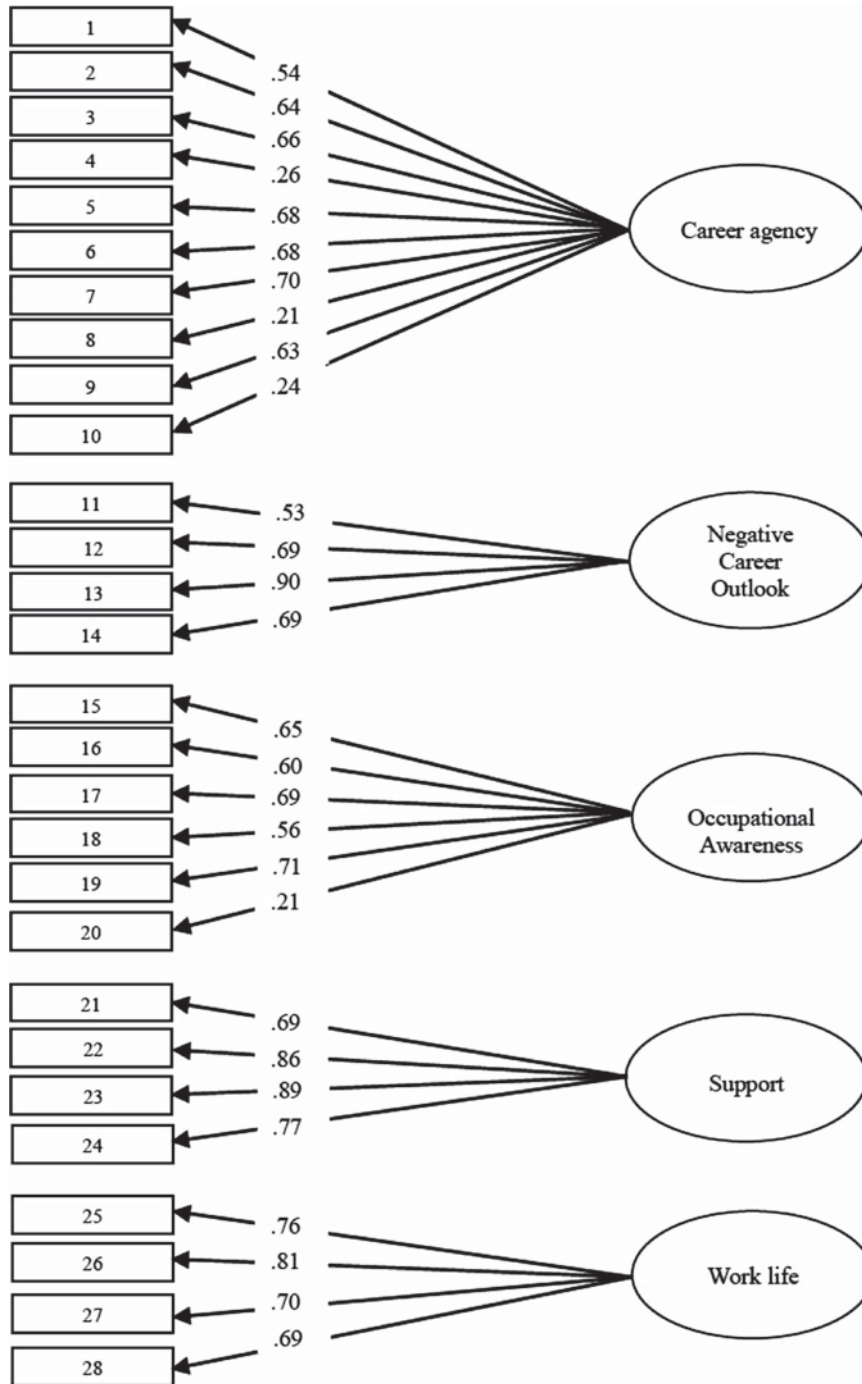


Fig. 59.1 Factor loading and path diagram for the CFI-R

### 59.3.2 Reliability

The internal consistency coefficients of five subscales; career agency was .58, occupational awareness was .81, support was .70, work–life balance was .88, and negative career outlook was .83. The corrected item-total correlations of CFI-R ranged from .55 to .86.

## 59.4 Discussion

The purpose of this study was to translate the CFI-R into Turkish and examine its psychometric properties. Confirmatory factor analysis demonstrated that the factor structure was harmonized with the factor structure of the original scale. Thus, it can be said that the structural model of the CFI-R which consists of five factors was well fit to the Turkish culture (Bentler and Bonett 1980; Hu and Bentler 1999; Schermelleh-Engel and Moosbrugger 2003). The internal consistency reliability coefficients of the scale were high (Büyüköztürk 2010; Kline 2000). Overall findings demonstrated that this scale had high validity and reliability scores and that it may be used as a valid and reliable instrument in order to measure the dimensions of career future. Nevertheless, further studies that will use CFI-R are important for its measurement force.

## References

- Anderson CJ (2003) The psychology of doing nothing: forms of decision avoidance result from reason and emotion. *Psychol Bull* 129:139–166
- Bentler PM, Bonet DG (1980) Significance tests and goodness of fit in the analysis of covariance structures. *Psychol Bull* 88:588–606
- Büyüköztürk Ş (2010) Sosyal bilimler için veri analizi el kitabı. Pegem Akademi Yayınları, Ankara
- Campbell JP (1999) The definition and measurement of performance in the new age. In: Ilgen DR, Pulakos ED (eds) *The changing nature of performance: implications for staffing, motivation, and development*. Jossey-Bass, San Francisco, pp 399–430
- Campbell JP, McCloy RA, Oppler SH, Sager CE (1993) A theory of performance. In: Schmitt N, Borman WC (eds) *Employee selection*. Jossey-Bass, New York
- DeFillippi RJ, Arthur MB (1994) The boundaryless career: a competency-based perspective. *J Organ Behav* 15:307–324
- Edwards JE, Morrison RF (1994) Selecting and classifying future naval officers: the paradox of greater specialization in broader areas. In: Rumsey MG, Walker CB, Harris JH (eds) *Personnel selection and classification*. Erlbaum, HiUsdale, pp 69–84
- Gottfredson LS (2002) Gottfredson's theory of circumscription, compromise, and self-creation. In: D. Brown & Associates (ed) *Career choice and development*. Jossey-Bass, San Francisco, pp 85–148
- Hu LT, Bentler PM (1999) Cutoff criteria for fit indexes in covariance structural analysis: conventional criteria versus new alternatives. *Struct Equation Model* 6:1–55

- Ito JK, Brotheridge CM (2005) Does supporting employees' career adaptability lead to commitment, turnover, or both? *Hum Resour Manage* 44(1):5–19
- Kline P (2000) *Handbook of psychological testing*. Routledge, London
- Magruder JA (2012) Psychological birth order and career adaptability in an at-risk college population. Unpublished Ph.D. dissertation, Department of Leadership and Counselor Education, University of Mississippi
- O'Connell DJ, McNeely E, Hall DT (2008) Unpacking personal adaptability at work. *J Leadersh Organ Stud* 14:248–259
- Rottinghaus PJ, Day SX, Borgen FH (2005) The career futures inventory: a measure of career-related adaptability and optimism. *J Career Assessment* 13:3–24
- Rottinghaus PJ, Buelow KL, Matyja A, Schneider MR (2012) The career futures inventory-revised. Measuring dimensions of career adaptability. *J Career Assessment* 20(2):123–139
- Savickas M (1997) Career adaptability: an integrative construct for life-span, life-space theory. *Career Dev Q* 45:247–259
- Savickas M (2002) Career construction: a developmental theory of vocational behavior. In: Brown D (ed) *Career choice and development*. Wiley, San Francisco, pp 149–205
- Savickas M (2005) The theory and practice of career construction. In: Brown SD, Lent RW (eds) *Career development and counseling: putting theory and research to work*. Wiley, Hoboken, pp 42–70
- Schermelleh-Engel K, Moosbrugger H (2003) Evaluating the fit of structural equation models: tests of significance and descriptive goodness-of-fit measures. *Meth Psychol Res Online* 8(2):23–74
- Super DE (1980) A life-span, life-space approach to career development. *J Vocat Behav* 16:282–298
- Super DE, Kidd JM (1979) Vocational maturity in adulthood: toward turning a model into a measure. *J Vocat Behav* 14:255–270
- Super D, Knasel EG (1981) Career development in adulthood: some theoretical problems and a possible solution. *Brit J Guid Couns* 9(2):194–201
- Swanson JL, Parcover JA (1998) Annual review: practice and research in career counseling and development–1997. *Career Dev Q* 47:98–134
- Van Vianen AEM, De Pater IE, Preenan PTY (2009) Adaptable careers: maximizing less and exploring more. *Career Dev Q* 57:298–309