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Pitcher's Name	Kirsty Mitchell	Purpose	Reverse Engineer Pitch
(A) Working Title	Career Adapt-Abilities Scale: Construction, reliability and measurement equivalence across 13 countries. Savickas, M., & Porfeli, E. (2012). Journal of Vocational Behavior, 80, 661-673.		
(B) Basic Research Question	To construct a psychometric scale to measure career the construct of career adaptability.		
(C) Key paper(s)	<p>Goldberg, L.R. (1999). A broad-bandwidth, public domain, personality inventory measuring the lower-level facets of several five-factor models. In Mervielde, I., Deary, I., De Fruyt, F., & Ostendorf, F. (Eds), Personality Psychology in Europe, Vol 7, (pp 7-28). Tilburg, The Netherlands, Tilburg University Press.</p> <p>Ployhart, R.E., & Bliese, P.D. (2006). Individual adaptability (I-Adapt) theory: conceptualising the antecedents, consequences, and measurement of individual differences in adaptability. In Burke, C.S., Pierce, L.G., & Salas, E (Eds), Understanding adaptability: A prerequisite for effective performance within complex environments (pp 3-39). Amsterdam: Elsevier.</p> <p>Savickas, M., Nota, L., Rossier, J., Dauwalder, J.P., Duarte, M.E., Guichard, J., Soresi, S., Van Esbroeck, R., & van Vianen, A.E.M. (2009), Life Designing: A paradigm for career construction in the 21st century. Journal of Vocational Behavior 75, 239-250.</p>		
(D) Motivation / Puzzle	To build upon career construction theory through the development of an internationally developed measure of career adaptability to support the internationalisation of career development research and intervention development for the changing global economy of the 21st century.		
THREE	Three core aspects of any empirical research project i.e. the "IDioTs" guide		
(E) Idea	<p>Career Adaptability is a psychosocial construct that is an interplay of adaptivity (readiness), adaptability (resources), adapting (responses) and adaptation (results), that are in varying states of "activation" as individuals lives and occupational contexts are constantly changing. Work is regarded as the process of sustaining, integrating and connecting in society.</p> <p>Career Construction theory presents career adaptability as a broad concept that is made up of four dimensions or self-regulation resources called adapt-abilities: Concern, Control, Curiosity and Confidence. These areas of resources provide individuals with varying capacity as they move through the process of adapting to change within the context of work - the preparation and entry into the realm of work, their ongoing participation and management of the transitions that occur throughout the navigation of career/life roles. Successful transitions result in enhanced satisfaction and social integration.</p>		
	<p>Two layers of data:</p> <p>a)Development of Instrument</p> <p>b) Pilot testing of Instrument in a range of international settings and analysis of data</p> <p>a) Development of Instrument</p> <p>International Team of 18 Vocational Psychologists to develop a joint measure of Career Adaptability to then be piloted in various international contexts</p>		

(F) Data	<p>with a focus on cross-cultural and linguistic issues ensuring career-adaptabilities operationalised successfully for global application. Research version of Instrument developed with 55 items across each of the 4 dimensions which was then translated and piloted with adult and student workers in 13 countries.</p> <p>b) Pilot testing</p> <ol style="list-style-type: none"> (1) Research version of the Career Adaptability Scale was administered in 13 countries with adult and student workers. (2) Cross sectional data set, sample size unknown (3) Single test of participants (4) Data generated from CAS instrument (5) Data to be analysed for factor structure, reliability and construct validity
(G) Tools	<p>Instrument Development: N-Way approach to highlight culture-specific and culture-general conceptions and aspects of employability, Exploratory Factor Analysis (US) to reduce initial pool of items, Pilot Testing of Translated Instrument and Scale in 13 countries (small samples)</p> <p>Pilot Data Analysis: Testing Factor Structure - Hierarchical, confirmatory factor analysis; Testing Equivalence and Reliability - configural invariance, metric invariance, residual invariance and scalar invariance; Factor Structure and internal consistency reliability - confirmatory factor analytic (CFA) framework supporting validity and mean and covariance structure (MACS) analysis in multiple steps.</p>
TWO	Two key questions
(H) What's New?	<p>The novelty of this paper was to operationalise Career Construction Theory into a 24 item instrument to measure career adaptability across four scales - concern, control, curiosity and confidence as psychosocial resources for managing occupational transitions, developmental tasks and work traumas.</p> <p>The CAAS has demonstrated excellent reliability and internal consistency.</p>
(I) So What?	The development of the CAAS has provided an internationally relevant tool for a key career development construct.
ONE	One bottom line
(J) Contribution?	The development of a measure of career adaptability provides a foundation for international research in career development and the potential to inform interventions across a diverse range of settings.
(K) Other Considerations	<p>Key Findings:</p> <ul style="list-style-type: none"> - Operationalised a significant Career Development Theory and school of practice into a tool for measurement of the psychosocial construct of Career Adaptability - Seminal piece of career development work through the development of an internationally developed Career Adapt-Abilities Scale that has since been used extensively across the sector in diverse settings with over 260 citations since it's development - Provides an example of genuine international collaboration and development of an instrument by practitioners in a community of practice

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