Abstract

Based on career construction theory, the current research examined whether career adaptability mediates the relations of the personality traits (Five-Factor Model personality traits and Behavioral Inhibition and Activation Systems (BIS/BAS)) to career exploration behavior. Results from a survey in Chinese university students ($N = 264$) showed that career exploration correlated negatively with neuroticism, and positively with openness to experience, extroversion, agreeableness, conscientiousness and BAS. Results of regression analyses further showed that openness to experience, agreeableness, conscientiousness and BAS served as the strongest predictors for career exploration. In addition, career adaptability was shown to be a key mediator for the relationships between personality traits and career exploration behavior. Career concern and career curiosity were the more important dimensions in the mediation model. These findings advance current understandings on how different personality traits predict career exploration behavior.

Keywords: Five-Factor Model, BIS/BAS, career adaptability, career exploration

Big-Five Personality and BIS/BAS Traits as Predictors of Career Exploration:

The Mediation Role of Career Adaptability

Career exploration refers to individuals' activities of collecting and analyzing information on their personal characteristics, as well as information on jobs, organizations and occupations (Stumpf, Colarelli, & Hartman, 1983). By searching and processing career-related information, individuals can better understand existing job opportunities (Werbel, 2000), and prepare themselves for the challenges in their career transitions (Zikic & Klehe, 2006). Individuals' career exploration behavior correlates positively with their career self-efficacy (Forstenlechner, Selim, Baruch, & Madi, 2014) and career growth/success (Zikic & Klehe, 2006). In recent years, more and more work has examined the individual and contextual predictors of career exploration, in order to identify effective ways to promote individuals' adaptive career behavior (e.g., Cai, Guan, Li, Shi, Guo, Liu et al., 2015; Fan, Cheung, Leong, & Cheung, 2011; Guan, Wang, Liu, Ji, Jia, Fang et al., 2015; Nauta, 2007; Reed, Bruch, & Haase, 2004).

Previous research has shown that the Five Factor Model (FFM) of personality traits provides a valid framework to identify predictors of career exploration (Nauta, 2007; Reed et al., 2004). To further extend current understanding of the individual predictors of career exploration, we examined the relations of career exploration to the FFM of personality dimensions and the dichotomy of the behavioral inhibition system/behavioral activation system (BIS/BAS). The behavioral inhibition system represents a predisposition that motivates individuals to avoid negative stimuli. The behavioral activation system represents a

predisposition that motivates individuals to approach positive stimuli (Carver & White, 1994; Gray, 1970). The BIS/BAS trait model is distinct from FFM of personality traits. It provides a new perspective to understand the relationships between individual traits and career exploration (Carver & White, 1994; Gray, 1970; Elliot & Thrash, 2002). Drawing on career construction theory (Savickas, 1997, 2005, 2013), we also tested the mediation role of career adaptability in this process. Career adaptability is defined as individuals' psychosocial resources to manage various tasks in their career transitions (Savickas, 1997). We propose that career adaptability serves as a key explanatory link between individual traits (FFM personality and BIS/BAS traits) and career exploration. In order to situate the current research, we reviewed relevant literature and developed our hypotheses in the next section.

Big-Five Personality, BIS/BAS, and Career Exploration

In most previous work, the FFM of personality has been the predominant theoretical framework for investigating relationships between individual traits and career exploration. Reed et al. (2004) reported that career exploration correlated positively with conscientiousness, extroversion, openness to experience, and negatively with neuroticism, but they also reported a non-significant relationship between agreeableness and career exploration. In a two-wave study among college students, Nauta (2007) reported that openness to experience and extroversion were the only two dimensions that predicted career exploration across 18 months. After controlling for the effects of demographic variables, vocational interests and efficacy, openness to experience related positively to career exploration, but extroversion related negatively to exploration. Nauta (2007) posited that this

result may be because extroverted individuals' focus on others rather than themselves inhibits their career exploration.

The first aim of this study was to examine the relationship between FFM of personality and career exploration among Chinese university students, to test whether previous findings can be generalized to the Chinese context. From a functional perspective (Digman, 1990; Costa & McCrae, 1992), we propose that openness to experience correlates positively with career exploration as it is associated with high level of curiosity; conscientiousness correlates positively with career exploration as it is associated with high level of persistence; extroversion correlates positively with career exploration as it is associated with high level of vitality and proactivity; agreeableness correlates positively with career exploration as it is associated with high level of social ability, which may be particularly important in the Chinese context; and neuroticism correlates negatively with career exploration as it is associated with high levels of anxiety and depression.

Hypothesis 1: Career exploration correlates positively with openness to experience (H1a), conscientiousness (H1b), extroversion (H1c), agreeableness (H1d), and correlates negatively with neuroticism (H1e).

The FFM of personality can be conceived as a lexically-based description of the multiple facets of personality (e.g. Digman, 1990). In contrast, the BIS/BAS model depicts individuals' dispositional characteristics from a physiological perspective (Gray, 1970). From this view, the brain-behavioral systems underlying approach and avoidance behaviors serve as important basis for individuals' personality. The behavioral inhibition system (BIS) is

sensitive to negative stimuli and this system inhibits behavior to protect individuals from negative or painful outcomes. BIS has been found to correlate with negative affect such as fear, anxiety and sadness (Carver & White, 1994; Gray, 1970). In comparison, the behavioral activation system (BAS) is sensitive to rewarding stimuli and fosters approach behaviors that dispose individuals to pursue and achieve goals. This system has been found to correlate with positive feelings such as hope, joy and happiness (Carver & White, 1994; Gray, 1970).

Although previous research has revealed significant relationships between BIS/BAS and the FFM (e.g., Segarra, Poy, López, & Moltó, 2014; Smits & Boeck, 2006), these two frameworks represent different perspectives on personality and make distinct contributions in explaining individual differences in social behavior (Elliot & Thrash, 2010). On the one hand, BIS prompts negative affect and avoidance behavior, thus it may inhibit individuals' career exploration as a way to avoid the risks and negative consequences associated with the exploration process. On the other hand, BAS prompts positive affect and approach behavior, thus it may stimulate and sustain individuals' exploration behavior. Consequently, we propose that:

Hypothesis 2: Career exploration correlates negatively with BIS (H2a) and positively with BAS (H2b).

The Mediation Role of Career Adaptability

Based on career construction theory (Savickas, 2005, 2013), we also tested the mediation role of career adaptability for the relations between individual traits and career exploration behavior. On the one hand, career adaptability has its dispositional basis and has

significant relationship with individual traits (Teixeira, Bardagi, Lassance, de Oliveira Magalhães, & Duarte, 2012; van Vianen, Klehe, Koen, & Dries, 2012). With regard to the big-five personality, previous research has demonstrated that career adaptability correlated positively with extroversion, openness to experience and conscientiousness (Teixeira et al, 2012; van Vianen et al., 2012). In addition, Teixeira et al (2012) also reported a positive relationship between career adaptability and agreeableness and a negative relationship between career adaptability and neuroticism. In addition to the big-five personality, we propose that as BIS is associated with avoidance motivation (Elliot & Thrash, 2010), it may inhibit individuals' strengths in dealing with the challenging tasks of career development and decreases individuals' career adaptability. In contrast, BAS is associated with approach motivation (Elliot & Thrash, 2010), which may sustains individuals' abilities in coping with the uncertainties in their career development, and increases individuals' career adaptability. Consistent with these arguments, van Vianen et al., (2012) reported that career adaptability was positively related to promotion focus (an indicator of approach orientation) and negatively related to prevention focus (an indicator of avoidance orientation).

As an important self-regulatory resource, career adaptability also serves as an important predictor for various outcome variables, such as work engagement (Rossier, Zecca, Stauffer, Maggiori, & Dauwalder, 2012), job search success (Guan, Deng, Sun, Wang, Cai, Ye et al., 2013; Guan, Guo, Bond, Cai, Zhou, Xu et al., 2014), level of professional competence (Guo, Guan, Yang, Xu, Zhou, She et al., 2014), career success (Guan, Zhou, Ye, Jiang, & Zhou, in press), and so on. It was also found that career adaptability had positive relationship

with career exploration, although the causal relationship has yet been established (e.g., Cai et al., 2015; Guan et al., 2015). We argue that two dimensions of career adaptability, namely career concern and career curiosity, may be particularly important in predicting career exploration. As career concern enables individuals to imagine their future career possibilities and prepare themselves for these possibilities, and career curiosity enables individuals to effectively explore personal characteristics and occupational opportunities (Savickas, 1997, 2005, 2013), we propose that these two factors will serve as the strongest predictors of career exploration. In sum, we propose that career adaptability may serve as the explanatory link between individual traits and career exploration behavior.

Hypothesis 3: Career adaptability mediates the relationships between individual traits and career exploration.

Method

Participants

The data were collected from a university in north China during the spring semester of 2014. Participants were undergraduates enrolled in a management course ($N = 264$) and they completed the survey for course credits. The mean age of the participants (71% females) was 20.97 ($SD = 1.32$). Among these participants, 45% were from Faculty of Business, 16% from Faculty of Agriculture, 14% from Faculty of Food Science, 11% from Faculty of Foreign Languages, 9% from Faculty of Information Technology, and 5% from Faculty of Life Science.

Measures

FFM Personality Traits. Participants' big-five personality traits were measured with a FFM short-form inventory (Hahn, Gottschling, & Spinath, 2012). This measure showed good internal consistency, stability over a period of 18 months, and convergent validity in relation to the NEO-PI-R. Three items were used to measure openness to experience ($\alpha = .77$), extroversion ($\alpha = .83$), conscientiousness ($\alpha = .67$) and neuroticism ($\alpha = .74$). Two items were used to measure agreeableness ($\alpha = .60$). Participants were asked to rate themselves on a 5-point Likert scale ranging from 1 (*strongly disagree*) to 5 (*strongly agree*).

BIS/BAS. Participants' behavioral inhibition and activation systems were measured with the scale developed by Carver and White (1994). It contains 20 items, 7 items for BIS ($\alpha = .72$) and 13 items for BAS ($\alpha = .81$). A sample BIS item reads: "I worry about making mistakes." A sample BAS item reads: "I go out of my way to get things that I want." Participants rated each of the 20 items from 1 (strongly disagree) to 5 (strongly agree).

Career Adaptability. Career adaptability was measured with the Chinese version of the *Career Adapt-Abilities Scale* (Hou, Leung, Li, Li, & Xu, 2012). It consists of four subscales that measure the four components of career adaptability (concern, control, curiosity and confidence). Participants responded to each item on a scale from 1 (strongly disagree) to 5 (strongly agree). The overall alpha coefficient was .94.

Career Exploration. Career exploration was measured with the Chinese version (Cai et al., 2015; Guan et al., 2015), which was based on the two original subscales (5 items for self exploration and 6 items for environmental exploration) from the Career Exploration Survey (Stumpf et al., 1983). The survey asks questions about individuals' career exploration

behavior in the past three months, so it is a good measure of the adapting dimension in the theoretical model being tested. A sample item of the self exploration scale is: “Reflected on how my past integrates with my future”. A sample item of the environmental exploration scale is: “Sought information on specific areas of career interest”. As the two factors of career exploration had a strong correlation ($r = .55$), we used the mean score of the whole career exploration scale as the indicator of career exploration ($\alpha = .86$).

Control Variables. We controlled for students’ gender (0 = male, 1 = female), age, grade and faculty (dummy coded, Faculty of Information Technology as reference group) when examining the hypotheses of this study.

Results

Descriptive and correlations

The descriptive statistics and correlations between the FFM traits (openness to experience, extroversion, agreeableness, conscientiousness and neuroticism), BIS, BAS, career adaptability, and career exploration appear in Table 1. Career adaptability correlated positively with openness to experience ($r = .44, p < .01$), extroversion ($r = .25, p < .01$), agreeableness ($r = .33, p < .01$), conscientiousness ($r = .41, p < .01$), BAS ($r = .52, p < .01$), and career exploration ($r = .66, p < .01$). It correlated negatively with neuroticism ($r = -.24, p < .01$) and BIS ($r = -.12, p < .05$). Career exploration correlated positively with openness to experience ($r = .35, p < .01$), extroversion ($r = .22, p < .01$), agreeableness ($r = .30, p < .01$), conscientiousness ($r = .39, p < .01$) and BAS ($r = .40, p < .01$). It correlated negatively with neuroticism ($r = -.18, p < .01$), but did not correlate with BIS ($r = -.02, ns$).

 Insert Table 1 here.

Examining the Mediation Model

Prior to the analyses, the continuous predictors were all mean-centered (Aiken & West, 1991). To examine whether career adaptability mediated the relations between BIS/BAS, FFM traits and career exploration, the procedures proposed by Preacher and Hayes (2008) were adopted. There are three criteria to justify a mediation effect. First, the independent variable should be significantly correlated with the mediator. Second, after controlling the effect of independent variable on dependent variable, the mediator variable should be significantly correlated with dependent variable. Third, the indirect effect of the independent variable on dependent variable must be significant.

Effects of FFM traits and BIS/BAS on career adaptability were analyzed first (Table 2). The results showed that openness to experience ($\beta = .12, p < .01$), agreeableness ($\beta = .10, p < .05$), conscientiousness ($\beta = .16, p < .001$) and BAS ($\beta = .39, p < .001$) were significant predictors of career adaptability after controlling for the effects of gender, age, faculty and grade. In addition, openness to experience ($\beta = .11, p < .05$), agreeableness ($\beta = .11, p < .05$), conscientiousness ($\beta = .22, p < .001$) and BAS ($\beta = .29, p < .001$) served as significant predictors of career exploration. After adding career adaptability to the model, career adaptability significantly predicted career exploration ($\beta = .62, p < .001$), and the effects of openness to experience ($\beta = .04, ns$), agreeableness ($\beta = .05, ns$), BAS ($\beta = .05, ns$) and conscientiousness ($\beta = .12, p < .05$) were reduced. The SPSS PROCESS (Hayes, 2013) was adopted to calculate the indirect effects of the FFM traits and BIS/BAS on career exploration.

The results showed that the indirect effect of openness to experience on career exploration through career adaptability was significant (95% $CI = [.03, .13]$). Similarly, the indirect effects of agreeableness (95% $CI = [.01, .12]$) conscientiousness (95% $CI = [.05, .17]$) and BAS (95% $CI = [.15, .35]$) were also significant. These results suggest that career adaptability served as an important mediator in this process.

Insert Table 2 here.

We further examined the mediating roles of the four elements of career adaptability in this process (see Table 3). Following the procedure proposed by Preacher and Hayes (2008), first, the effects of BIS/BAS and the FFM traits on four dimensions of career adaptability were tested. Second, when the four dimensions of career adaptability were all added into the model, career concern ($\beta = .25, p < .001$) and career curiosity ($\beta = .35, p < .001$) significantly predicted career exploration. In addition, the bootstrapping results showed that the indirect effect of agreeableness on career exploration through career concern was significant (95% $CI = [.01, .07]$). The indirect effect of conscientiousness through career concern was also significant (95% $CI = [.02, .10]$). The indirect effects of openness to experience on career exploration through career concern (95% $CI = [.01, .06]$) and career curiosity (95% $CI = [.02, .09]$) were both significant. The indirect effects of BAS through career concern (95% $CI = [.04, .16]$) and career curiosity (95% $CI = [.10, .27]$) were both significant.

Insert Table 3 here.

Discussion

Based on career construction theory, the current research integrated the FFM of personality traits and the BIS/BAS traits to predict career exploration, and examined the mediation role of career adaptability in this process. The results showed that openness to experience, agreeableness, conscientiousness and BAS served as the strongest trait predictors of career exploration. In addition, career adaptability was a key mediator of the relationships between personality traits and career exploration. When the four dimensions of career adaptability were examined together, career concern and career curiosity were the significant mediators for the relations between individual traits and career exploration. These findings advance current understandings on how different personality traits predict career exploration behavior.

The current research advances current understanding on the predictors of career exploration by simultaneously examining the effects of FFM of personality traits and BIS/BAS traits. The results showed that career exploration was associated with all the five factors of personality, but openness to experience, conscientiousness and agreeableness were the strongest predictors of career exploration. On the one hand, these results replicated previous findings on the positive relationships between career exploration and openness to experience and conscientiousness (Reed et al., 2004). On the other hand, in this study agreeableness was shown to be a significant predictor of exploration, which may be because social ability is particularly important for exploring career information in the Chinese context (Guan, Chen, Levin, Bond, Luo, Xu et al., in press; Guan, Deng, Risavy, Bond, & Li, 2011). Future research should continue to examine the important role of culture in this process.

The results also demonstrated the unique contribution of BAS in predicting career exploration, even after controlling for the effects of FFM personality traits. These results suggest that BIS/BAS model provides a new perspective from which to view individual differences in career exploration (Gray, 1970). Although previous research has revealed significant relationship between BIS/BAS and the FFM (e.g., Segarra et al., 2014; Smits & Boeck, 2006), BIS/BAS model captures the avoidance/approach orientation and plays a unique role in predicting career exploration. As BAS is sensitive to positive outcomes and has been found to correlate with positive affect such as hope, joy and happiness (Carver & White, 1994; Gray, 1970), it serves as important trait basis for career exploration, as found in this study. Future research may continue to examine the unique role of BIS/BAS in other career development processes. As the effect of BIS on career exploration was not significant, future research should continue to examine the underlying mechanisms of how BIS affects individuals' career-related behavior.

We also found the mediating role of career adaptability in the relationship between individual traits and career exploration. Although this idea has been discussed in the career construction theory (Savickas, 2005, 2013), not much empirical work has been done to test it. The results of this study suggest that career adaptability plays an important role in guiding and sustaining individuals' career exploration behavior. Moreover, among the four dimensions of career adaptability, career concern and career curiosity served as the most important mediators in the personality trait-exploration behavior relationship. These results are consistent with previous finding that career concern and career curiosity are more closely

related to individuals' exploration of career goals (Guo et al., 2014). Future research should continue to examine the discriminative effects of the different dimensions of career adaptability in individuals' career development.

As our results showed, openness, agreeableness, conscientiousness, and BAS can predict the two important career-related variables, career adaptability and career exploration, meaning that individuals who are curious and open-minded, who are persistent and self-disciplined, who are more altruistic and cooperative and who have a high level of approach motivation are more likely to engage in career exploration behaviors. Educators and counselors thus can use these traits to diagnose the problems individuals have during their career exploration. The significant mediating role of career curiosity and career concern further suggests that the development of these two types of psychological strengths will provide direct support for individuals' career exploration.

This study has several limitations. First, the results were based on a student sample at one university in China. Future research should continue to examine whether the current findings generalize to other Chinese university students or university students in other cultures. Second, the cross-sectional design of this study cannot support any causal conclusions for the relationships among traits, career adaptability and career exploration. Further research should use longitudinal design to test the causal effects.

References

- Aiken, L. S., & West, S. G. (1991). *Multiple regression: Testing and interpreting interactions*. Thousand Oaks, CA, US: Sage Publications, Inc.
- Cai, Z., Guan, Y., Li, H., Shi, W., Guo, K., Liu, Y., et al. (2015). Self-esteem and proactive personality as predictors of future work self and career adaptability: An examination of mediating and moderating processes. *Journal of Vocational Behavior*, 86, 86-94. doi:10.1016/j.jvb.2014.10.004
- Carver, C. S., & White, T. L. (1994). Behavioral inhibition, behavioral activation, and affective responses to impending reward and punishment: The BIS/BAS Scales. *Journal of Personality and Social Psychology*, 67, 319-333. doi: 10.1037/0022-3514.67.2.319
- Digman, J. M. (1990). Personality structure: Emergence of the five-factor model. *Annual Review of Psychology*, 41, 417-440. doi:10.1146/annurev.ps.41.020190.002221
- Elliot, A. J., & Thrash, T. M. (2002). Approach-avoidance motivation in personality: approach and avoidance temperaments and goals. *Journal of personality and social psychology*, 82, 804-818. doi: 10.1037/0022-3514.82.5.804
- Elliot, A. J., & Thrash, T. M. (2010). Approach and avoidance temperament as basic dimensions of personality. *Journal of Personality*, 78, 865–906. doi:10.1111/j.1467-6494.2010.00636.x
- Fan, W., Cheung, F. M., Leong, F. T., & Cheung, S. F. (2011). Personality traits, vocational interests, and career exploration: A cross-cultural comparison between American and

Hong Kong students. *Journal of Career Assessment*, 20, 105-119.

doi:10.1177/1069072711417167

Forstenlechner, I., Selim, H., Baruch, Y., & Madi, M. (2014). Career exploration and perceived employability within an emerging economy context. *Human Resource Management*, 53, 45-66. doi:10.1002/hrm.21553

Gray, J. A. (1970). The psychophysiological basis of introversion-extraversion. *Behaviour research and therapy*, 8, 249-266. doi:10.1016/0005-7967(70)90069-0

Guan, Y., Chen, S. X., Levin, N., Bond, M., Luo, N., Xu, J., et al. (in press). Differences in career decision-making profiles between American and Chinese university students: The relative strength of mediating mechanisms across cultures. *Journal of Cross-cultural Psychology*.

Guan, Y., Deng, H., Risavy, S. D., Bond, M. H., & Li, F. (2011). Supplementary fit, complementary fit, and work-related outcomes: The role of self-construal. *Applied Psychology: An International Review*, 60, 286-310. doi:10.1111/j.1464-0597.2010.00436.x

Guan, Y., Deng, H., Sun, J., Wang, Y., Cai, Z., Ye, L., et al. (2013). Career adaptability, job search self-efficacy and outcomes: A three-wave investigation among Chinese university graduates. *Journal of Vocational Behavior*, 83, 561-570. doi:10.1016/j.jvb.2013.09.003

Guan, Y., Guo, Y., Bond, M. H., Cai, Z., Zhou, X., Xu, J., et al. (2014). New job market entrants' future work self, career adaptability and job search outcomes: Examining

- mediating and moderating models. *Journal of Vocational Behavior*, 85, 136-145. doi: 10.1016/j.jvb.2014.05.003
- Guan, Y., Wang, F., Liu, H., Ji, Y., Jia, X., Fang, Z., et al. (2015). Career-specific parental behavior, career exploration and career adaptability: A three-wave investigation among Chinese university students. *Journal of Vocational Behavior*, 86, 95-103. doi:10.1016/j.jvb.2014.10.007
- Guan, Y., Zhou, W., Ye, L., Jiang, P., & Zhou, Y. (in press). Perceived organizational career management and career adaptability as predictors of success and turnover intention among Chinese employees. *Journal of Vocational Behavior*.
- Guo, Y., Guan, Y., Yang, X., Xu, J., Zhou, X., She, Z., et al. (2014). Career adaptability, calling and the professional competence of social work students in China: A career construction perspective. *Journal of Vocational Behavior*, 85, 394–402. doi:10.1016/j.jvb.2014.09.001
- Hahn, E., Gottschling, J., & Spinath, F. M. (2012). Short measurements of personality – Validity and reliability of the GSOEP Big Five Inventory (BFI-S). *Journal of Research in Personality*, 46, 355–359. doi:10.1016/j.jrp.2012.03.008
- Hou, Z. J., Leung, S. A., Li, X., Li, X., & Xu, H. (2012). Career Adapt-Abilities Scale-China Form: Construction and initial validation. *Journal of Vocational Behavior*, 80, 686–691. doi:10.1016/j.jvb.2012.01.006
- Nauta, M. M. (2007). Career interests, self-efficacy, and personality as antecedents of career exploration. *Journal of Career Assessment*, 15, 162-180.

doi:10.1177/1069072706298018

Preacher, K. J., & Hayes, A. F. (2008). A symptotic and resampling strategies for assessing and comparing indirect effects in multiple mediator models. *Behavior Research Methods*, 40, 879-891. doi:10.3758/brm.40.3.879

Reed, M. B., Bruch, M. A., & Haase, R. F. (2004). Five-factor model of personality and career exploration. *Journal of Career Assessment*, 12, 223-238.

doi:10.1177/1069072703261524

Rossier, J., Zecca, G., Stauffer, S. D., Maggiori, C., & Dauwalder, J. P. (2012). Career adaptabilities scale in a French-speaking Swiss sample: Psychometric properties and relationships to personality and work engagement. *Journal of Vocational Behavior*, 80, 734-743. doi:10.1016/j.jvb.2012.01.004

Savickas, M. L. (1997). Adaptability: An integrative construct for life-span, life-space theory. *Career Development Quarterly*, 45, 247-259. doi:10.1002/j.2161-0045.1997.tb00469.x

Savickas, M. L. (2005). The theory and practice of career construction. In R. W. Lent, & S. D. Brown (Eds.), *Career development and counseling: Putting theory and research to work* (pp. 42-70). Hoboken, New Jersey: John Wiley & Sons.

Savickas, M. L. (2013). Career construction theory and practice. In R. W. Lent, & S. D. Brown (Eds.), *Career development and counseling: Putting theory and research to work* (pp. 147-183) (2nd ed.). Hoboken, New Jersey: John Wiley & Sons.

Segarra, P., Poy, R., López, R., & Moltó, J. (2014). Characterizing Carver and White's

- BIS/BAS subscales using the Five Factor Model of personality. *Personality and Individual Differences*, 61, 18-23. doi: 10.1016/j.paid.2013.12.027
- Smits, D. J. M., & Boeck, P. D. (2006). From BIS/BAS to the Big Five. *European Journal of Personality*, 270, 255-270. doi: 10.1002/per.583
- Stumpf, S. A., Colarelli, S. M., & Hartman, K. (1983). Development of the Career Exploration Survey (CES). *Journal of Vocational Behavior*, 22, 191-226. doi: 10.1016/0001-8791(83)90028-3
- Teixeira, M. A. P., Bardagi, M. P., Lassance, M. C. P., de Oliveira Magalhães, M., & Duarte, M. E. (2012). Career adapt-abilities scale—Brazilian form: Psychometric properties and relationships to personality. *Journal of Vocational Behavior*, 80, 680-685. doi:10.1016/j.jvb.2012.01.007
- van Vianen, A. E., Klehe, U. C., Koen, J., & Dries, N. (2012). Career adapt-abilities scale—Netherlands form: Psychometric properties and relationships to ability, personality, and regulatory focus. *Journal of Vocational Behavior*, 80, 716-724. doi:10.1016/j.jvb.2012.01.002
- Werbel, J. D. (2000). Relationships among Career Exploration, Job Search Intensity, and Job Search Effectiveness in Graduating College Students. *Journal of Vocational Behavior*, 57, 379-394. doi: 10.1006/jvbe.2000.1746
- Zikic, J., & Klehe, U. C. (2006). Job loss as a blessing in disguise: The role of career exploration and career planning in predicting reemployment quality. *Journal of Vocational Behavior*, 69, 391-409. doi: 10.1016/j.jvb.2006.05.007

Table 1

Descriptive Statistics, Reliabilities, and Inter-Correlations among Variables

	<i>Mean</i>	<i>SD</i>	1	2	3	4	5	6	7	8	9	10	11	12	13
1.Openness	3.48	.72	.77												
2.Extroversion	3.16	.85	.25**	.83											
3.Agreeableness	3.82	.62	.19**	.19**	.60										
4.Conscientious	3.44	.58	.19**	.14*	.39**	.67									
5.Neuroticism	3.07	.71	-.25**	-.28**	-.22**	-.27**	.74								
6.BIS	3.35	.57	-.15*	-.19**	-.13*	-.13*	.54**	.72							
7.BAS	3.85	.44	.40**	.16**	.18**	.26**	-.07	.09	.81						
8.CA	4.03	.46	.44**	.25**	.33**	.41**	-.24**	-.12*	.52**	.94					
9.CA:Concern	3.83	.58	.33**	.15*	.30**	.39***	-.21***	-.08	.42***	.85***	.85				
10.CA:Control	4.25	.53	.34***	.21**	.27***	.31***	-.19**	-.15*	.39***	.83***	.62***	.86			
11.CA:Curiosity	3.93	.57	.41***	.23***	.21**	.27***	-.17**	-.10	.49***	.86***	.61***	.60***	.82		
12.CA:Confidence	4.10	.51	.41***	.25***	.35***	.40***	-.24***	-.08	.46***	.84***	.59***	.59***	.66***	.86	
13.Career Exploration	3.53	.53	.35***	.22***	.30**	.39***	-.18**	-.02	.40***	.66***	.60***	.45***	.63***	.54***	.86

Note. * $p < .05$. ** $p < .01$. *** $p < .001$. Reliability coefficients are shown in bold along the diagonal of the table. CA: Career Adaptability.

Table 2.

Hierarchical regression analysis with career adaptability as mediator.

Variable	Career adaptability				Career exploration		
	Model 1	Model 2	Model 3	Model 4	Model 5	Model 6	Model 7
Constant	4.17***	4.14***	4.13***	3.86***	3.86***	3.83***	3.77***
Gender	.04	.01	-.02	-.06	-.12	-.13*	-.12*
Age	-.01	-.01	-.01	.03	.03	.02	.03
Faculty 1	-.17	-.05	-.03	-.15	-.02	.01	.03
Faculty 2	-.09	.02	.02	-.09	.02	.02	.01
Faculty 3	-.03	-.01	.04	.01	.03	.06	.04
Faculty 4	-.18	-.08	-.09	-.13	-.05	-.04	.02
Faculty 5	-.22	-.09	-.11	-.23	-.11	-.08	-.01
Grade	-.05	-.05	-.03	-.07	-.06	-.05	-.03
Openness to experience		.21***	.12**		.18***	.11*	.04
Extroversion		.05	.04		.07	.06	.04
Agreeableness		.11*	.10*		.11*	.11*	.05
Conscientiousness		.21***	.16***		.26***	.22***	.12*
Neuroticism		-.01	-.01		.02	-.02	-.02
BIS			-.05			.06	.09
BAS			.39***			.29***	.05
Career adaptability							.62***
R Square	.03***	.35***	.45***	.03***	.27***	.32***	.49***
R Square change		.32***	.10***		.24***	.05**	.17***

Note. * $p < .05$. ** $p < .01$. *** $p < .001$. $N = 264$.

Table 3.

Hierarchical regression analysis with the four elements (concern, control, curiosity and confidence) of career adaptability as mediators.

Variables	Concern	Control	Curiosity	Confidence	Career exploration	
	Model 8	Model 9	Model 10	Model 11	Model 12	Model 13
Constant	.10	.07	.17	.08	3.83***	3.75***
Gender	-.02	-.03	-.04	.01	-.13*	-.12*
Age	-.01	-.05	-.01	.02	.02	.02
Faculty 1	-.03	-.06	-.04	-.01	.01	.02
Faculty 2	-.02	-.05	.02	.12	.02	.01
Faculty 3	-.04	-.09	.11	.17	.06	.02
Faculty 4	-.09	-.17	-.02	-.09	-.04	-.02
Faculty 5	-.22	-.07	-.11	-.05	-.08	.01
Grade	-.01	.03	-.05	-.07	-.05	-.02
Openness to experience	.10*	.10*	.15**	.13**	.11*	.04
Extroversion	.01	.04	.06	.05	.06	.04
Agreeableness	.12*	.11*	.04	.13**	.11*	.07
Conscientiousness	.22***	.14*	.10	.17***	.22***	.13**
Neuroticism	-.05	.02	.03	-.03	-.02	-.02
BIS	-.01	-.10	-.10	-.01	.06	.09
BAS	.39***	.33***	.49***	.34***	.29***	.03
Career concern						.25***
Career control						-.05
Career curiosity						.35***
Career confidence						.04
R Square	.31***	.28***	.34***	.41***	.32***	.53***
R Square change						.20***

Note. * $p < .05$. ** $p < .01$. *** $p < .001$. $N = 264$.