

The Career Adapt-Abilities Scale + Cooperation Scale

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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

- Einarsdóttir, S., Vilhjálmsdóttir, G., Smáradóttir, S. B., & Kjartansdóttir, G. B. (2015). A culture-sensitive approach in the development of the Career Adapt-Abilities Scale in Iceland: Theoretical and operational considerations. *Journal of Vocational Behavior, 89*, 172-181. doi.org/10.1016/j.jvb.2015.06.006.
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- Savickas, M. L., & Porfeli, E. J. (2012). Career Adapt-Abilities Scale: Construction, reliability, and measurement equivalence across 13 countries. *Journal of Vocational Behavior, 80*, 661-673. doi:10.1016/j.jvb.2012.01.011.

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	_____	_____	_____	_____	_____