**Appendix A**

**Measurement scales**

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| **Construct** | **Scale reference** | **Adapted scale** |
| Career Planning | Career Planning subscale of the Student Developmental Task and Lifestyle Inventory by Winston, Miller and Prince (1987): CP3 and CP8Career Maturity Inventory by Savickas and Porfeli (2011): CP1New Scale Items: CP2, CP4, CP5, CP6, and CP7  | * CP1\*: I’m having difficulties preparing myself for a career after college sport.
* CP2: I have gathered detailed information about career requirements, employment trends, and ways of getting into occupations that interest me.
* CP3: I have formulated a viable plan for my career after college sport.
* CP4: I have a good understanding of the steps I need to take to reach my career goals.
* CP5: I am taking the steps necessary to reach my career goals.
* CP6\*: I am unsure about what my career plans for life after sport should be yet.
* CP7\*: I am too busy at this point to make career plans for life after college.
* CP8: I have determined a specific plan to gain practical experience in the field I plan to pursue after college.
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| Self-Efficacy | Adapted from Career Decision Self-Efficacy-Short Form scale by Betz, Klein, & Taylor (1996) | * SE1: Select career options that best match your interests, values, skills, personality, and lifestyle.
* SE2: Find information on the Internet about careers you are interested in.
* SE3: Identify employers, companies, and organizations relevant to your career possibilities.
* SE4: Talk with professionals in the field(s) you are interested in.
* SE5: Gather detailed information about career requirements, employment trends, and ways of getting into occupations that interest you.
* SE6: Find information about graduate or professional schools.
* SE7: Prepare a good resume.
* SE8: Determine the steps necessary to reach your career goals.
* SE9: Gain professional experience and skills related to your career goals.
* SE10: Make a plan of your career goals for the next five years.
* SE11: Successfully manage the job interview process.
* SE12: Integrate your knowledge about yourself and job market trends to develop a viable career plan.
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| Career Goals | Career Goal Setting by Mu (1998): CG1New Scale Items: CG2, CG3, CG4, and CG5) | * CG1: I have a clear set of goals for my career after sport.
* CG2: I think that the career goals that I intend to pursue are realistic to attain.
* CG3: Achieving my career goals is one of my priorities.
* CG4: I know where my life is headed after sport.
* CG5: In the past year, I have discussed my career goals with professionals working in my field(s) of interest.
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| Perceived Career Planning Barriers | Perceptions of Educational Barriers Scale – Revised (McWhirter, 2000)New Scale Items: B2, B3, B5, B6, B7, B8, B9, and B10 | * B1: Not being smart enough
* B2: Feelings of isolation once I graduate
* B3: Lack of career preparation
* B4: Not being confident enough
* B5: A saturated or difficult job market
* B6: Not picking the right academic major
* B7: Lack of required professional qualifications
* B8: Taking too much time to find a job
* B9: Lack of control over my career decisions
* B10: Lack of career guidance
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| Perceived Career Planning Support from Coaches | Adapted from Career Influence Inventory by Fisher and Stafford (1999) | My coach(es)…* CS1: Are willing to help me set realistic career goals and make suitable career plans for life after sport.
* CS2: Are interested in my career plans for life after sport.
* CS3: Are role model(s) for me.
* CS4: Encourage me to pursue my career goals.
* CS5: Believe I have the work ethic to follow through with my career plans.
* CS6: Believe that I am resilient enough to face and overcome obstacles.
* CS7: Make me feel that I can succeed in achieving my career aspirations.
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| Openness | Big Five Inventory by John and Srivastava (1999) | * O1: Is original, comes up with new ideas
* O2: Values artistic, aesthetic experiences
* O3: Has an active imagination
* O4: Is curious about many different things
 |
| Conscientiousness | Big Five Inventory by John and Srivastava (1999) | * C1: Does a thorough job
* C2\*: Tends to be lazy
* C3: Does things efficiently
* C4: Makes plans and follows through with them
 |
| Extraversion | Big Five Inventory by John and Srivastava (1999) | * E1: Is talkative
* E2: Is outgoing, sociable
* E3\*: Is reserved
* E4\*: Tends to be quiet
 |
| Agreeableness | Big Five Inventory by John and Srivastava (1999) | * A1\*: Is sometimes rude to others
* A2: Has a forgiving nature
* A3: Is considerate and kind to almost everyone
* A4: Is generally trusting
 |
| Neuroticism | Big Five Inventory by John and Srivastava (1999) | * N1: Worries a lot
* N2\*: Remains calm in tense situations
* N3\*: Is relaxed, handles stress well
* N4: Can be moody
 |

Note: \* Reverse-coded item.