**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 CP8  Career Maturity Inventory by Savickas and Porfeli (2011): CP1  New 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. |
| 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. |
| Career Goals | Career Goal Setting by Mu (1998): CG1  New 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. |
| 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 |
| 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. |
| 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.