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Feedback for: **Lisa**

September 3, 2008

Based on your responses to the questionnaire, you will be presented with a summary of your personal difficulties in the career decision-making process.

First, you will be presented with the categories in which your responses reflect salient difficulties. Then, the categories in which your responses reflect moderate difficulties will be presented and finally, we will present our recommendations regarding the steps you can take in order to address those difficulties.

Your responses reflect **significant** difficulties involving:

Type of difficulty	Score 1-9	
<b>Lack of Information about the Decision Making Process</b> - A high score in this area reflects a <b>lack of knowledge about how to reach a decision wisely</b> , and specifically about the steps involved in the career decision-making process. For instance, you may not know what factors to take into account, or may encounter difficulties in combining the knowledge you have about yourself (for example, your strengths and weaknesses) with information on the various career options (for example, what abilities are required for a specific occupation).	8	
<b>Lack of Information about the Self</b> - A high score in this area reflects a situation where <b>you feel that you do not have enough information about yourself</b> . You may not know what you want - for example, what work conditions you prefer or whether you are talented enough in a certain field, or whether you possess certain personality traits that are critical for a specific occupation.	6	
<b>Lack of Information about Occupations</b> - A high score in this area reflects a <b>lack of information about existing career options</b> : what alternatives exist and / or what each alternative is like.	8	
<b>Internal Conflicts</b> - A high score in this area reflects a <b>state of internal confusion</b> . Such conflict may stem from difficulties in compromising between the many factors you view as important, (for example, you have been accepted at a particular college, but your partner lives in a different city). Internal conflicts may also arise when an attractive occupation involves a certain unattractive element (such as the long training needed to become a physician),	6.8	

or when several occupations seem equally attractive.

Your responses also reflect **moderate** difficulties involving:

Type of difficulty	Score 1-9	
<p><b>General Indecisiveness</b> - A high score in this area reflects a <b>state of general difficulty in making decisions</b>. Many people tend to be indecisive in various areas of their lives. Decisions are often accompanied by hesitation and fear of failure or commitment. People who are generally indecisive may therefore procrastinate or repeatedly change their mind once they have reached a decision. Sometimes they may feel they need others to affirm their decision in order to feel that they have made the right choice.</p>	3.3	
<p><b>Dysfunctional Beliefs</b> refers to irrational beliefs and expectations about career decisions. A high score in this area reflects a <b>distorted perception of the career decision-making process</b>. Irrational beliefs and expectations about career decisions, such as the belief that one only chooses a career once and that that choice is necessarily a life-long commitment, or that one occupation can fulfill all of a person's aspirations, may impede the career decision-making process.</p>	3.8	

Finally, you have **no** apparent difficulties involving:

Type of difficulty	Score 1-9	
<p><b>Lack of Motivation</b> - A high score in this area reflects a <b>lack of willingness to make a decision at this point in time</b>. This may indicate that you don't feel like making the decision now, or it may stem from a belief that there is no need to invest time and effort trying to make a career choice, since time will lead you to the right decision.</p>	1.3	
<p><b>Lack of Information about Additional Sources of Information</b> - A high score in this area reflects a <b>lack of information about ways of obtaining additional information or help that may facilitate decision making</b>. For example, you may not know where to search for information about occupations, or where to find personal career counseling.</p>	2	
<p><b>Unreliable Information</b> - A high score in this area indicates that <b>you feel that the information you have about yourself or about the considered occupations contains contradictions</b>. For example, there may be contradictions between the way you view yourself and the way others view you, or between subjective and objective information about yourself (for instance, if you are told by your art teacher that your paintings are outstanding, but you regard your paintings as mediocre).</p>	2	
<p><b>External Conflicts</b> -- A high score in this area may indicate a <b>gap between your preferences and the preferences voiced by significant others</b>, or between the opinions of two significant others. External conflicts arise when you decide to take a certain factor into account or choose a certain occupation, while significant other/s have</p>	2	

other preferences. For example, you might prefer an occupation that requires a short training program, while your parents prefer that you choose an academic career.

### **Recommendations:**

We recommend finding an expert career counselor who can provide you with answers to some of your questions about your preferences, abilities and talents, using professional assessment tests and questionnaires. The counselor will also help you deal with your difficulties in making decisions in general, and help you solve your conflicts related to career decision making.

We advise you to search the Internet for information on relevant career options. Be aware that the quality of the information and its source are sometimes questionable. In case of doubt, try to check the information using several sources.

Guidance in the stages involved in making career decisions can be found on this site. Of course, your career counselor will guide you through the steps in your decision-making process.

The following are some general recommendations regarding information sources that can help you progress in the decision-making process. In addition, we are providing you with specific recommendations regarding the steps that might help you address each of your salient and moderate difficulties. The Internet could be a very helpful tool in the exploration your career decision-making difficulties, whether you are visiting sites that charge a fee or not. The Internet is, without question, the most comprehensive and attainable source of information, and we recommend you start your search for information there. The internet will help you deal with your:

#### **Dysfunctional beliefs**

##### **Lack of information about the decision making process**

##### **Lack of information about occupations**

However, it is important that you are aware of the quality, objectivity and reliability of the source of information you choose to use. Some of the information is biased and comes to serve a commercial purpose. It is therefore recommended that you compare several sources of information.

We recommend that you to turn to a career counselor to help you address:

##### **General indecisiveness**

##### **Lack of information about the self**

##### **Internal conflicts**

Career counseling includes "one-on-one" conversations with a vocational psychologist, and tests and questionnaires that will help you get to know your skills, preferences, and fit to the different occupations. In some of the counseling centers you may find a vocational library, and access to computerized information and guidance systems. The cost of such counseling depends on your country of origin and therefore we cannot provide an assessment. It is recommended that you bring a printed copy of this feedback to your counseling appointment.

### **Specifically,**

In order for you to deal with your **general indecisiveness**, we recommend that you turn to a career counselor. If you are unable to do so, the PIC Model ([http://kivunim.huji.ac.il/cddq/pic2\\_g.htm](http://kivunim.huji.ac.il/cddq/pic2_g.htm)), may be helpful. This model will guide

you through a systematic, structured decision process and at least help you partially with your general indecisiveness. If you prefer a more interactive and personally-tailored guidance through the decision-process, many interactive career guidance systems (most of them require payment) are available on the Internet (for example, visit: <http://mbcd.intocareers.org/>).

A career counselor could help you deal with or change your **dysfunctional thoughts and beliefs**, which are probably halting your current decision-making process.

In order for you to gather **information regarding the decision-making process**, we recommend that you visit [http://kivunim.huji.ac.il/cddq/pic2\\_g.htm](http://kivunim.huji.ac.il/cddq/pic2_g.htm) and learn about the PIC model and three recommended stages of the career-decision making process. We also encourage you to read about the 31 important career aspects (i.e. travel, salary) that you need to consider in this process. In addition, you could visit the *MBCD site*, <http://mbcd.intocareers.org/> that will lead you step-by-step through the process of establishing a short list of occupations that match your preferences and criteria.

In order for you to obtain **information about "the self"**, you could: 1) visit the *MBCD site*, <http://mbcd.intocareers.org/> that will help you clarify your vocational preferences in terms of aspects 2) turn to a career counselor that will help you estimate your professional abilities and skills.

In addition to the general information you could find on the internet (for example, the US Bureau of Labor Statistics, [www.bls.gov](http://www.bls.gov) or the Occupational Information Network <http://online.onetcenter.org>), *MBCD* (<http://mbcd.intocareers.org/>), or occupational-information libraries. Since occupations differ in their characteristics from country to country, it is recommended to look for occupational information in websites of your own country. You could also speak to someone who is currently employed in the profession of your interest or visit the relevant workplaces in order to obtain **occupational information**. Field information obtained from observation is unique and can not be as effectively obtained through other means, but still you should remember that your information is based upon one experience and therefore can not be generalized to the entire profession. In order to collect information about various academic fields of study, you should visit the college's websites and pay specific attention to the program of your interest.

It is recommended that you turn to a friend or someone who you are close with in order to address the issues and **internal conflicts** that you are struggling with. Consulting with others does not compromise your desire to make an independent decision. Other people's opinions could very often be an important source of additional information that could provide you with another perspective and assist you in the decision-making process. If you still feel as though you need further guidance, we recommend that you visit a career counselor.