



# SCALE BY SCALE INTERPRETATION

## Quick Reference

Decidedness <sup>1</sup>		
CDP Questions	Low (2-5), Moderate (6-10)	High (11-14)
<ol style="list-style-type: none"> <li>1. <i>I have a career field in mind that I want to work in (for example, medicine, agriculture, management, or the performing arts).</i></li> <li>2. <i>I have decided on the career I want to enter (for example electrical engineer, nurse, or chef).</i></li> </ol>	<ul style="list-style-type: none"> <li>• Usually requires the most counselor help. However, there may be good reasons for being undecided: e.g., need to wait for information; no need to make decision at this time . . .</li> </ul>	<ul style="list-style-type: none"> <li>• Requires least help</li> <li>• Can be deceptive – could be based on faulty/incomplete information</li> </ul>
Comfort		
<ol style="list-style-type: none"> <li>3. <i>I feel at ease and comfortable with where I am in making a career decision.</i></li> <li>4. <i>I'm not worried about my career choice.</i></li> </ol>	<ul style="list-style-type: none"> <li>• Motivated to seek help</li> <li>• Trait anxiety may play a significant role in person's discomfort.</li> </ul>	<ul style="list-style-type: none"> <li>• Decision making process used sound?<sup>2</sup></li> <li>• Maintaining appropriate level of decision vigilance?</li> </ul>

## CAREER DECISION NEEDS<sup>3</sup>

Self-Clarity		
Questions	Low (3-5), Moderate (6-15)	High (16-21)
<p>5. <i>I wish I knew which careers best fit my personality.</i></p> <p>6. <i>I need to have a clearer idea of what my interests are.</i></p> <p>7. <i>I need to have a clearer idea of my abilities, my major strengths and weaknesses.</i></p>	<ul style="list-style-type: none"> <li>Take online measure that relates interests to careers, majors, educational programs</li> <li>Identify strengths, motivated skills</li> <li>Take a career exploration class</li> <li>Meet with an advisor/counselor</li> </ul>	<ul style="list-style-type: none"> <li>Reality testing of self-evaluation via experiential learning</li> <li>Search for negative information in career direction</li> <li>Learn and apply <a href="#">4-Step ACIP Decision Making Process</a></li> </ul>
Knowledge of Careers and Education Programs		
<p>8. <i>I need information about educational programs (for example: majors, training) I want to enter.</i></p> <p>9. <i>I don't feel I know enough about the careers that I am considering.</i></p> <p>10. <i>I know what my interests and abilities are, but I am unsure how to find careers that match them.</i></p>	<ul style="list-style-type: none"> <li>Talk to professors and students in a major or alumni</li> <li>Take a career exploration class</li> <li>Go to resources online and at career center to learn more</li> </ul>	<ul style="list-style-type: none"> <li>Creatively consider different education paths to reach career goals</li> <li>Make plans to implement decision</li> </ul>
Decisiveness		
<p>11. <i>I am relieved if someone else makes a decision for me.</i></p> <p>12. <i>I am an indecisive person; I delay deciding and have difficulty making up my mind.</i></p> <p>13. <i>I frequently have difficulty making decisions.</i></p>	<ul style="list-style-type: none"> <li>Meet with an advisor or counselor</li> <li>A combination of anxiety- and problem- solving training has been helpful in the past</li> <li>May need mental health referral</li> </ul>	<ul style="list-style-type: none"> <li>No action needed.</li> <li>Evaluate recent major decision-making with respect to the <a href="#">4-Step ACIP Decision Making Process</a>. Can decision making be improved?</li> </ul>
Career Choice Importance		
<p>14. <i>I don't need to make a career choice at this time.</i></p> <p>15. <i>My future work or career is not that important to me right now.</i></p> <p>16. <i>I don't have strong interests in any career field.</i></p>	<ul style="list-style-type: none"> <li>Less motivated to take action.</li> </ul>	<ul style="list-style-type: none"> <li>More motivated to seek out and accept help.</li> </ul>

## Capacity for Progress

Questions	Low (4-11), Moderate (12-15)	High (16-21)
<p><i>There is an important problem that I face – related to my finances, health, past life, relationship with others, or something else – that,</i></p> <p><b>17.</b> <i>Worries me. It is hard to make a decision with this problem going on.</i></p> <p><b>18.</b> <i>Is a barrier for me. It keeps me from choosing what would make me happiest.</i></p>	<ul style="list-style-type: none"> <li>• Needs support.</li> <li>• Check “Other Factors” to see if client has explained more.</li> </ul>	<ul style="list-style-type: none"> <li>• No action needed.</li> </ul>

Learn more in [CDP>Explore Client Indecision](#) in the online Career Key Resources for Professionals

<sup>1</sup> Keep in mind: While these 2 scales Decidedness and Comfort often have a positive relationship (the more decided you are the more comfortable), it is not always the case.

<sup>2</sup> 4- step “ACIP” Decision Making Process that is highly recommended (see Careerkey.org).

<sup>3</sup> Note that clients can be unaware of or unwilling to share needs.