



SCALE BY SCALE INTERPRETATION

Quick Reference

Decidedness ¹		
CDP Questions	Low (2-5), Moderate (6-10)	High (11-14)
<ol style="list-style-type: none"> 1. I have a career field in mind that I want to work in (for example, medicine, agriculture, management, or the performing arts). 2. I have decided on the career I want to enter (for example electrical engineer, nurse, or chef). 	<ul style="list-style-type: none"> • 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 . . . 	<ul style="list-style-type: none"> • Requires least help • Can be deceptive – could be based on faulty/incomplete information
Comfort		
<ol style="list-style-type: none"> 3. I feel at ease and comfortable with where I am in making a career decision. 4. I'm not worried about my career choice. 	<ul style="list-style-type: none"> • Motivated to seek help • Trait anxiety may play a significant role in person's discomfort. 	<ul style="list-style-type: none"> • Decision making process used sound?² • Maintaining appropriate level of decision vigilance?

CAREER DECISION NEEDS³

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"> • Take online measure that relates interests to careers, majors, educational programs • Identify strengths, motivated skills • Take a career exploration class • Meet with an advisor/counselor 	<ul style="list-style-type: none"> • Reality testing of self-evaluation via experiential learning • Search for negative information in career direction • Learn and apply 4-Step ACIP Decision Making Process
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"> • Talk to professors and students in a major or alumni • Take a career exploration class • Go to resources online and at career center to learn more 	<ul style="list-style-type: none"> • Creatively consider different education paths to reach career goals • Make plans to implement decision
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"> • Meet with an advisor or counselor • A combination of anxiety- and problem- solving training has been helpful in the past • May need mental health referral 	<ul style="list-style-type: none"> • No action needed. • Evaluate recent major decision-making with respect to the 4-Step ACIP Decision Making Process. Can decision making be improved?
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"> • Less motivated to take action. 	<ul style="list-style-type: none"> • More motivated to seek out and accept help.

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>17. <i>Worries me. It is hard to make a decision with this problem going on.</i></p> <p>18. <i>Is a barrier for me. It keeps me from choosing what would make me happiest.</i></p>	<ul style="list-style-type: none"> Needs support. Check “Other Factors” to see if client has explained more. 	<ul style="list-style-type: none"> No action needed.

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

Other Factors

This optional, open text box allows an individual to share any other information they believe is important in understanding their situation. An individual’s Other Factors (if any) appear in Career Key Central as a checkmark, fully displayed with their scoring details on screen and in data exports. Career Key also shares Other Factors in weekly email notifications to designated organization contacts.

If you want, share your problem with us in the next, last question. We may be able to help.

Other Factors

Please share any other factors that are important in understanding your situation.

Retake

In subsequent CDP completions, we add one more question at the end. Like with Other Factors, this information is shared on the scoring detail page in Career Key Central and in data exports.

We notice you’ve taken the CDP before. Can you tell us what you did in between taking it before and now that made a difference in your CDP results?*

¹ 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.

² 4- step “[ACIP Decision Making Process](#)” that is highly recommended (see Careerkey.org).

³ Note that clients can be unaware of or unwilling to share needs.