Sense of Calling in University Students Career Development: Evidence from Across Asia Pacific

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References


Scope of the Existing Literature

Theology / Religious Studies
- Praskova, Creed, & Hood, 2014, 2015; Praskova, Hood & Creed, 2014
- Domene, 2015; French & Domene, 2010; Elangovan, Pinder & McLean, 2010
- Zhang, Dik, Wei, & Zhang, 2015; Zhang, Herrmann, Hirschi, Wei, & Zhang

Career Psychology / Management Science
- Park, Sohn & Ha, 2015; Park & Yoo, 2012
- Douglass, Duffy, & Autin, 2015

Many studies. For reviews, see Duffy & Dik, 2013; Duffy et al., 2015

Characteristics of Calling

- External source (religious or secular)
- Altruistic / Focused on others
- Oriented to action
- Provides purpose / meaning

Assessment of Calling

- Presence of a calling:
  - Brief Calling Scale (Duffy & Dik, 2013)
  - Calling & Vocation Questionnaire (Dik, Eldridge, Steger, & Duffy, 2012)
  - Career Calling Scale (Praskova, Creed, & Hood, 2015)
  - Chinese Calling Scale (Zhang, Herrmann, Hirschi, Wei, & Zhang, 2015)
  - Multidimensional Calling Measure (Hagmaier, & Abele, 2012)

- Searching for a calling:
  - Brief Calling Scale (Duffy & Dik, 2013)
  - Calling & Vocation Questionnaire (Dik, Eldridge, Steger, & Duffy, 2012)

- Enacting calling in work/life:
  - Living Calling Scale (Duffy, Allan, & Bott, 2012)

Positive Career Development Outcomes

- Educational outcomes: Academic motivation, academic satisfaction
- Career choice outcomes: Career decidedness, choice comfort, outcome expectations, perceived employability
- Employment outcomes: Career adaptability, career commitment, job satisfaction, organizational attachment, work engagement
- Life outcomes: Dispositional hope, life meaning, life satisfaction

Negative Career Development Outcomes

- Ignoring career advice and guidance
- Struggle and burden of following one’s call
- Overly high standards / discontent with performance
- Negative effects on work, friend and family relationships

Implications for Practice

- Adding an explicit focus on calling to existing career exploration groups has limited benefits
- Explore if calling is meaningful, and how it is meaningful
- Working with clients who perceive a calling:
  - Use the language of calling in your work with them
  - Calling as a way to motivate career exploration and persistence
- Explore the possibility of living out one’s calling in other life roles
- Attend to possible negative outcomes of having a calling